

Social Information

274–379

S1 – Human Rights	275	S2 – Workers in the Value Chain	345
S1 – HSSE	288	S3 – Affected Communities	362
S1 – Own Workforce	305		

The Social Information chapter encompasses Health, Safety & Well-Being and the strategic focus area People and Their Human Rights. The latter is further split into five material sub-topics, which include S1 Human Rights, S1 HSSE, S1 Own Workforce, S2 Workers in the Value Chain, and S3 Affected Communities.

As a signatory to the United Nations Global Compact (UNGC), 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 is also having 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.



S1 Human Rights

Material Topic: S1 Human Rights

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

Relevant SDGs:



SDG targets:

- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development
- 8.7 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
- 16.1 Significantly reduce all forms of violence and related death rates everywhere

Our operations impact our employees and the communities where we operate. These impacts can be positive, for example employment opportunities, fostering local business and infrastructure, or 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.

Human rights are universal values that guide our conduct in every aspect of our activities. OMV strives to be a fair and responsible employer and recognizes its responsibility to respect, fulfill, and support human rights in all operations. We are committed to addressing any adverse human rights impacts we are involved in and to implementing adequate measures for their prevention, mitigation, and, where appropriate, remediation. OMV holds itself responsible for respecting the human rights of our employees, as well as those of people directly impacted by or involved with our business, for example our suppliers and contractors, communities, and indigenous peoples. Our responsibilities in terms of human rights include, and are not limited to, equality and non-discrimination, decent living wages, adequate working hours, employee representation, security, occupational health and safety, labor rights in the supply chain, education, land rights, and free, prior, and informed consent (FPIC). We specifically concentrate on the impact of our activities on the human rights of individuals and groups that are more likely to be in vulnerable situations, such as indigenous peoples, women, or children.

Impacts, Risks, and Opportunities (IROs)

Inadequate application of human rights standards can negatively impact our workforce's rights. This includes issues such as inaccessible grievance mechanisms, disregard for freedom of association in places where legislation prohibits formal employee representation, and failure to address the economic and social consequences of staff release. Additionally, insufficient identification and resolution of human rights impacts can increase the risks of



forced labor, violations of the right to privacy, and human trafficking. For details on our material IROs for S1 Human Rights, see → [ESRS 2 General Information](#).

ESRS 2-SBM-3 Interaction of Material IROs with the Strategy and Business Model

[S1-SBM-13] OMV's Strategy 2030 outlines the Company's plans to transition toward a lower carbon future. The actual and potential human rights material impact on the Company's workforce is linked to our business model and our strategic plans, which can only be implemented safely and sustainably through its people. People & Culture and HSSE Strategies are crucial for achieving OMV's Purpose and Strategy. OMV continually strives to mitigate negative human rights impacts on its workforce. Recognizing the high safety risks of its industry, OMV fosters a culture of human rights principles. The Company aims to build an adaptable, innovative, and resilient organization with modern structures, lean processes, and digital solutions suited to a low-carbon and renewable future. [SBM-3.14a] All people in our own workforce who could be materially impacted by OMV are included in the scope of its disclosure under ESRS 2. All OMV employees and non-employees (e.g., leased personnel) relevant to the human rights material topic are detailed in the Own Workforce section. To carry out its business activities, OMV directly employs specialized staff and, when necessary, utilizes leased personnel (e.g., consultants), classified as non-employees under ESRS S1.

[S1-3.14] [SBM-3.14b-i, b-ii] The negative impact, widely identified, was within limited groups of employees such as those in complex shift patterns at refineries or other operations, and in jurisdictions where formal employee representation is legally prohibited. Isolated events that impact a specific location or operation were identified in the reporting period (e.g., isolated events can be triggered by the lack of a centralized grievance channel, inadequate protection of personal data, inappropriate accommodation, a lack of access to privacy). [SBM-3.14f] OMV has operations (e.g., production of ethylene and propylene, oil and gas exploration and production, refining) in the following regions where weak enforcement of labor laws leads to a heightened risk of forced labor: Middle East, Eastern Europe, North Africa, Asia, South Africa, and the Americas. [SBM-3.14g] OMV has operations (e.g., oil and gas exploration and production, chemical-related activities) in the following regions where weak enforcement of labor laws leads to a heightened risk of child labor: Middle East, North Africa, Asia, and Latin America.

Governance

[S1-1.19c] Accountability for human rights is entrenched in our Company leadership. The Corporate Human Rights Experts team is integrated into the Group Sustainability team, reporting to the CFO through the Head of Group Sustainability and SVP of Investor Relations and Sustainability. Our CEO remains the key owner of human rights, with the CFO as co-owner. The CEO and CFO are briefed on a biannual basis on achievements, challenges, and critical concerns related to human rights. At the end of 2022, OMV renewed its commitment to human rights with the revised Human Rights Policy Statement, approved and endorsed by the Executive Board.

Below Board level, ensuring accountability for our compliance with human rights is the responsibility of the respective business heads. Locally based human rights focal persons conduct due diligence at the operating facilities with the support of three human rights experts at OMV Petrom and OMV, plus a team of four social compliance experts at Borealis. Action plans and mitigation measures are implemented and reported by the respective functions, depending on which aspect of human rights is in question. This means the People & Culture (P&C) department deals with human rights issues related to labor rights, the Procurement department steers the management of human rights issues in supplier relationships, the HSSE department deals with health, safety, security, and environment-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. Read more about our approach to these topics in → [S1 Health, Safety & Well-Being](#), → [S2 Workers in the Value Chain](#), and → [S3 Affected Communities](#).



S1-1 Specific Policies and Commitments Related to Own Workforce

Code of Conduct

[S1-1.17] [S1-1.19a] [MDR-P-65a] In our updated Code of Conduct, we have detailed OMV's commitment to human rights, and we expect and request that our business partners adhere to the same principles. They shall identify and manage human rights risks and impacts and cascade this due diligence requirement down to their own suppliers and contractors. The Code of Conduct is our commitment to conducting our business in a responsible way, respecting the environment as well as human rights, and adding value to the societies in which we operate. In the area of People & Their Human Rights, the Code of Conduct lays down our human rights commitments to our own workforce, value chain workers, and affected communities. These include freedom of association, freedom from forced labor, child labor, and human trafficking, favorable working conditions, access to grievance mechanisms, freedom from discrimination and harassment, and security setups that respect human rights. OMV has implemented appropriate due diligence systems, measures, and ongoing checks to ensure that the spirit and the terms of our Code of Conduct are also applied in practice, including in our operations and value chain. The process for monitoring compliance with our human rights commitments and requirements laid down in the Code of Conduct is defined in the Human Rights Management System.

[MDR-P-65b, 65c, 65d, 65e, 65f] For the Code of Conduct, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → E1 Climate Change.

Human Rights Policy Statement

[S1-1.17] [S1-1.19] [MDR-P 65a] The Human Rights Policy Statement provides guidelines to ensure that the negative impact on our workforce, related to the inadequate application of human rights standards, such as inaccessible grievance mechanisms, disregard for freedom of association in places where legislation prohibits formal employee representation, and failure to address the economic and social consequences of staff release, can be prevented.

As part of our Human Rights Policy Statement, OMV has summarized the salient human rights responsibilities related to our relevant stakeholders (especially our own employees, contractors and their employees) in the areas of our own and value chain workers' rights, communities and vulnerable groups (including indigenous people), security provisions, and human rights related to the environment and climate change. They are mapped out in more detail in a comprehensive Human Rights Responsibility Matrix, which is part of our internal Human Rights Management System, constitutes the basis for our activities in the field of human rights, and serves as a fundamental tool for their implementation. OMV adopts a rights holder's perspective, ensuring that both business-related risks and human rights impacts are professionally identified, assessed and addressed. This ongoing due diligence (DD) process includes continuous engagement with external stakeholders, utilizing both internal and external resources. The results of the human rights self-assessments and human rights spot checks, which are an ongoing process, are used to monitor the effectiveness of this policy.

[MDR-P 65b, 65c] This policy applies to all OMV Group employees, and we expect our business partners to comply with the same principles. By integrating these human rights commitments into our Code of Conduct, which is part of our contractual relations, it becomes binding for our business partners as well. The Human Rights Policy Statement is approved by OMV's CEO, who has overall accountability for its implementation, and is applicable globally across all OMV Group business segments and fully consolidated subsidiaries.



[MDR-P 65d] [S1-1.AR 10, AR 13] OMV respects human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, including the International Labour Organization (ILO) core treaties.¹ Accordingly, OMV, Borealis and OMV Petrom have signed the UN Global Compact and are fully committed to the UN Guiding Principles on Business and Human Rights as well as the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. This includes a commitment to upholding labor rights, such as decent living wages, working hours, employee representation, and provisions against forced labor, child labor, and human trafficking. We therefore also fully support the aims of the UK Modern Slavery Act 2015 and are committed to operating our business and supply chain free from forced labor, slavery, and human trafficking. The OMV Statement on Modern Slavery and Human Trafficking explains in detail the countermeasures taken in all parts of the business and supply chain. Our commitment to human rights is embedded in each business approach and supports adherence to the UN Sustainable Development Goals (SDGs).

[MDR-P 65e, 65f] Our Human Rights Policy Statement is updated based on feedback from peer reviews, benchmarking and ESG rating agencies, reporting standards, internal and external expert consultation, and existing and upcoming legal requirements. The OMV Human Rights Policy Statement and the OMV Human Rights Management System are coordinated with key internal stakeholders from various departments such as People & Culture, HSSE, Security, Procurement, Business, Community Relations & Development, Environment, and Data Protection. The works council is also consulted during the development or revision of the Human Rights Policy Statement. During the drafting and major review phases of this policy, input from external independent human rights experts is also incorporated. It is publicly available on our [green arrow](#) website. Within the Company, it is communicated to all employees via our intranet through internal blogs, training material and OMV's Regulations Alignment Platform.

The specific human rights commitments outlined within this policy are detailed below.

Labor Rights

[S1-1.20a] [S1-1.2.27d] This includes decent living 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's Declaration. We are committed to respecting workers' rights, in line with the ILO's fundamental conventions on rights at work, and we expect our contractors, suppliers, and the joint ventures we participate in to do the same. Where local labor rights standards fall short of OMV's standards, based on international human rights law, OMV is guided by its higher standards unless this is forbidden by law.

OMV strives to be a fair and responsible employer. Upholding and promoting labor rights is essential to achieving legal compliance in a local and international environment. It is also essential to ensuring that our global workforce can develop professionally and fulfill their personal aspirations in line with our business needs. Read more about our approach to this topic under Operational Changes and Minimum Notice Periods in → [S1 Own Workforce](#).

Security

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

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



Health and Safety

[S1-1.20a] [S1-1.23] This covers the OMV's health and safety management including its workplace accident prevention policy and management system, as well as community arrangements. Read more about our approach to this topic in → [S1 Health, Safety & Well-Being](#) and → [S3 Affected Communities](#).

Property and Land Rights

[S1-1.20a] We follow international best practices, which require avoiding involuntary resettlement, or at least keeping it to a minimum, and we furthermore have a zero-tolerance policy for illegitimate land grabbing. Where resettlement is unavoidable, all people affected should be compensated fully and fairly. We are committed to a fair and transparent procedure for land use and compensation paid 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. Read more about our approach to engaging with our communities in → [S3 Affected Communities](#).

Local Communities and Indigenous Peoples

[S1-1.20a] 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. Read more about our approach to engaging with our communities in → [S3 Affected Communities](#).

Environment and Climate Change

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

Human Rights Management System

[S1-1.20a] The OMV Human Rights Policy Statement is our commitment to respecting human rights in our business operations, to identifying any potential or actual adverse impact, and to addressing it adequately. The OMV Human Rights Management System is our internal guidance document, mapping out the salient human rights issue areas in a Human Rights Responsibility Matrix, that explains the due diligence process and tools and defines roles and responsibilities. [S1-1 AR 10] In 2024, the Human Rights Management System was reviewed to comply with new and impending legal requirements (CSRD, CSDDD), as well as to align with the updated OMV Human Rights Policy Statement, which was revised in 2022.

[S1-1.20a] OMV is committed to respecting the human rights and labor rights of all employees, as stipulated in the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Our due diligence process and tools as documented in the Human Rights Management System help us to ensure compliance with our human rights commitments, including through monitoring measures such as the Human Rights Self-Assessment (HRSA), providing access to grievance channels, and other activities. We have identified our salient human rights issue areas at Group level and mapped them out in the Human Rights Responsibility Matrix, which is part of our internal Human Rights Management System. They are also reflected in our Human Rights Policy Statement:



- **Equality and non-discrimination:** OMV is committed to ensuring fair treatment and equal opportunities for all employees. Employees in our workforce and job applicants are not discriminated against on any grounds, and OMV has zero tolerance for discrimination, bullying, and sexual and other harassment in working relationships. We prohibit discrimination based on race, gender, sexual identity, age, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, indigenous origin, property, family status, disability, health status, including mental health, or any other status.
- **Freedom from modern slavery and child labor:** We are committed to contributing to the elimination of all forms of forced labor, modern slavery, and human trafficking, as well as child labor.
- **Just and favorable working conditions:** We are committed to transparent and fair approaches to hiring and dismissal, the provision of locally applicable decent living wages, adequate working hours and rest times, and providing safe and healthy workplaces for our workforce.

OMV respects the right to form and join trade unions, meaning it will not discourage membership or participation in trade unions and refrains from actions that undermine adequate collective representation, including collective bargaining. In the case of national law prohibiting the establishment of formal employee representation, OMV seeks to allow alternative forms of adequate representation of employees' interests, always within the relevant legal framework.

[S1-1.20b] We engage with our workforce by continually informing and consulting employee representatives about Company developments that may impact their interests. The works council is consulted on all matters related to employees, such as workplace conditions and data protection. When reviewing our human rights policies and processes, including the Human Rights Policy Statement in 2022 and the Human Rights Management System in 2024, we involved a variety of internal stakeholders in the gap analysis and consultation phase. Employee representatives were also consulted and endorsed our proposal to make human rights e-learning a mandatory training requirement for all employees.

[S1-1.20c] OMV has publicly committed to addressing adverse human rights impacts in which we are involved, and to taking appropriate measures for their prevention, mitigation, and, where necessary, remediation. We view grievance mechanisms as vital tools for preventing and managing negative impacts on local communities, employees, and other stakeholders. Our goal is to address all grievances received, whether they are based on actual or perceived issues, and regardless of whether the complainant is known or anonymous, in accordance with the UN Effectiveness Criteria.

[S1-1.21] OMV respects human rights as contained in the Universal Declaration of Human Rights and internationally recognized treaties, including the International Labour Organization (ILO) core treaties. We have integrated specific requirements related to aspects such as working hours and rest times, adequate living wages, occupational health and safety, all in line with international human rights standards, into our Human Rights Responsibility Matrix, which forms the basis of all our due diligence activities. We also inform our workforce about these in the mandatory human rights e-learning. Wherever we identify gaps in the implementation of these international standards as mapped in UDHR, ILO, or OECD, we develop action plans to close them and be fully compliant with our commitment. Having signed the UN Global Compact, we are fully committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. [S1-1.22] Our Code of Conduct and Human Rights Policy Statement explicitly address our stance on forced labor, child labor, and human trafficking and refer to the respective ILO conventions.



Human Rights Due Diligence

[S1-1.21] The human rights due diligence process follows the steps defined in the UN Guiding Principles in Business and Human Rights and can be summarized in four steps: identify, address, track, and remediate.

- First, human rights impacts and risks associated with our current and future business activities are identified based on the Human Rights Responsibility Matrix and various tools we have developed, such as Country Entry Checks, Impact & Risk Mapping, and Compliance Checks for business partners.
- To address adverse impacts, we develop actions and mitigation plans based on the outcomes of the initial stage. This process involves cooperation between Group Human Rights Experts, local focal persons, and subject matter experts, and is informed by consultations with internal stakeholders, external experts, and affected rights holders.
- The effectiveness of our mitigation measures is tracked using the Human Rights Self-Assessment, which helps identify gaps and formulate further strategies.
- When necessary, we are committed to remediating adverse impacts through our grievance mechanisms, such as the SpeakUp Channel and community grievance mechanisms.

Human Rights Responsibility Matrix

The Human Rights Responsibility Matrix is a preventive tool that helps us to identify and address the negative impacts that have been identified in connection with the application of human rights principles. At all stages of the ongoing human rights due diligence process, we use it as a universal standard, mapping out reality on the ground against the specific responsibilities as defined in the matrix, and identifying any gaps we need to focus on. This approach helps us identify any potential human rights impacts of our business activities, whether they relate to non-discrimination and diversity, labor-related issues (e.g., decent living wage standards and adequate rest times), indigenous peoples' rights, or human rights in the supply chain, such as freedom from forced labor, child labor, and human trafficking. It also enables us to prioritize impact management activities.

The Human Rights Responsibility Matrix maps our responsibilities related to all our salient human rights issue areas, including those we identified as material negative impacts. This helps us to identify and address adverse human rights impacts throughout our human rights' due diligence process. This includes access to grievance mechanisms for all impacted rights holders, the freedom of association, protection against forced labor, human trafficking, and child labor, as well as fair and transparent hiring and release procedures.

Since 2008, we have mapped out our salient human rights responsibilities in a comprehensive Human Rights Responsibility Matrix designed to serve as the foundation for our activities in this area. We use this tool to identify impacts, assess our human rights challenges and activities, and prioritize our actions as essential, expected, or desirable. In 2023, we initiated an update of the Human Rights Responsibility Matrix as a follow-up to our review of the OMV Group Human Rights Policy Statement in the previous year. Keeping the overall structure of our Human Rights Responsibility Matrix, we have improved the alignment of its content and language with international human rights due diligence standards and legislation. The update was completed in 2024 and integrated into the Human Rights Management System.

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

Grievance Mechanisms

[S1-3.30] [S1-3.32b, 32c] [S1-3.34] [S1-3.AR 30] We regard grievance mechanisms as a key tool for preventing, managing, and remediating adverse impacts on employees, workers in our value chain, local communities, and other stakeholders. In accordance with the UN Effectiveness Criteria, we aim to address all grievances received, regardless of whether they stem from real or perceived issues and whether the complainant is identified or anonymous. The aim of our mechanisms is to offer a channel for identifying potential adverse impacts, resolving grievances, and, where we



have caused or contributed to a negative impact, remedying the impact for rights holders. Reported grievances might be related to any human rights issue area we are committed to, such as discrimination or harassment, inadequate working or living conditions, nontransparent or unfair dismissal processes, any indications of human trafficking, forced labor or child labor, disturbance of local communities, among others. We acknowledge that this does not impede stakeholders' rights to seek judicial or other remedies. All employees have access to all channels, either through our website or on site. Our Code of Conduct and Whistleblowing Directive include protection for our employees against retaliation. For more details on the Integrity Platform and protection of Whistleblowers, see → [G1 Business Conduct](#).

In October 2024, OMV launched a new SpeakUp Channel, which provides a process and tool for raising concerns regarding serious work-related misconduct, including discrimination, harassment, unequal employment opportunities, and any violations of work-related human rights (such as forced labor, child labor, and human trafficking), and having them addressed. It was established by OMV and is open to any internal or external stakeholder and as such is a common channel for our own workforce and value chain workers. OMV employees were informed about the new channel as part of an internal communication campaign, and we will launch communication activities addressing our business partners in 2025 to enhance accessibility for value chain workers. More information about the [SpeakUp Channel](#) will become available on the OMV website in 2025. [S1-3.32a, 32b, 32c, 32d, 32e] [S1-3.33] For details on our general approach and processes for providing and supporting the availability of the SpeakUp Channel, our approach to tracking, monitoring, and ensuring its effectiveness, and how we assess whether employees in our own workforce are aware of and trust it, see → [S1 Own Workforce](#).

S1-4 Actions to Manage the IROs Related to Own Workforce

[S1-4.35] [S1-4.37] To address the material negative impact of inadequate application of human rights standards, we have defined the following actions: identifying and assessing impacts and risks, tracking effectiveness through human rights self-assessments, and conducting training and awareness-raising on human rights. [S1-4.39] These actions are developed based on the outcomes of the initial stage of the human rights due diligence process. This process involves cooperation between Group Human Rights Experts, local focal persons, and subject matter experts, and is informed by consultations with internal stakeholders, external experts, and affected rights holders. [MDR-A 69a, 69b] For the material topic S1 Human Rights, none of our actions exceeded our key action monetary threshold of EUR 5 mn, and therefore these data requirements have not been addressed.

[S1-4.40b] No material risks or opportunities were identified regarding the topic of human rights during the materiality assessment. [S1-4.AR 43] To mitigate the negative impact on our workforce resulting from the inadequate application of human rights standards, OMV has allocated the following resources: three human rights experts – two at OMV and one at OMV Petrom. Additionally, a team of four social compliance experts at Borealis steers and supports the implementation of human rights due diligence. They provide tools, guidance, training, and subject matter expertise to conduct the human rights due diligence steps as described above. These efforts are supported by human rights focal persons and respective subject matter experts within the business. [S1-4.AR 45] For information on whether and how external developments have been considered regarding dependencies turning into risks, see → ESRS 2 General Information.

Impact and Risk Identification and Assessments

[S1-4.41] Impact and Risk Identification and Assessments serve as preventive measures to ensure our business activities do not cause or contribute to negative impacts on impacted rights holders, including our own workforce, value chain workers, and communities, and that we address negative human rights impacts wherever they cannot be prevented sufficiently. OMV has therefore developed due diligence tools and techniques to identify and assess actual and potential human rights impacts and risks related to our business, even before we launch or acquire a business in a new country or region. Human rights are one of the components considered when making the decision to engage in a new country or a major project. The relevant human rights impacts and related 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 due diligence measures to ensure an activity's compliance with our human rights responsibilities.

Due diligence starts with an initial risk mapping at country level: every country we operate in (or plan to operate in) is assessed based on comprehensive human rights-related data and rated as a low, medium, high, or extreme risk country. Based on this rating, further due diligence actions and human rights training needs are defined with the objective of ensuring we don't cause or contribute to negative human rights impacts on our rights holders and addressing all potential adverse impacts accordingly. Internationally recognized third-party experts support OMV in conducting human rights due diligence in countries with high human rights risks.

The Human Rights Compliance Check is a tool used to identify potential human rights impacts and risks related to business relationships. With this questionnaire-based assessment, we aim to identify a potential business partner's capability to comply with our commitments and responsibilities as outlined in our Human Rights Policy Statement and Human Rights Responsibility Matrix. The goal is to prevent contributing to negative human rights impacts through our business relationships. The assessment examines a business partner's policies and processes addressing human rights issues such as forced labor, child labor, human trafficking, just and favorable working conditions, communities and indigenous peoples, diversity and non-discrimination, and the availability of grievance mechanisms.

[MDR-A 68a] In 2024, we conducted three country entry checks that included assessments of human rights risks related to OMV's potential business activities in that country and proposals for concrete mitigation measures in the case of positive entry. As part of these checks, we analyzed to what extent OMV could potentially be involved in adverse human rights impacts on its own workforce, value chain workers or affected communities when deciding to engage in a planned activity, and how to address them.

Furthermore, we conduct dedicated country risk assessments regarding the labor rights of our own workforce to determine and monitor the legal situation and future changes. As well as monitoring relevant labor rights risks, we work closely with various employee representatives according to the type of risk and potential impacts. With our annual initial risk ranking, we also identify countries with elevated risks of severe human rights abuse such as forced labor, child labor, or restrictions on the freedom of association. Within our country portfolio, 12 out of 484 (25%) countries (e.g., Yemen, Libya, and Brazil) show an elevated risk of child labor. Some 18 out of 48 (38%) countries (e.g., Yemen, Libya, and China) have an elevated risk of forced labor. The freedom of association is generally limited in 14 out of 48 (29%) 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 discussing the mentioned human rights issues and adequate management measures in contractor meetings. [MDR-A-68b; 68c] This process is relevant for our current and future business activities globally and focuses on our own workforce as well as our business partners' activities. It is an ongoing process.

Tracking Effectiveness

[S1-4.37] [S1-4.38a] [MDR-A 68a, 68b, 68c] In 2024, we conducted a Human Rights Self-Assessment in OMV Tunisia with the support of external human rights experts. The findings and key recommendations were discussed with the team and external experts during workshops. The review showed that OMV Tunisia has some formalized systems in place to manage human rights impacts, which help in integrating and implementing human rights commitments. However, a detailed human rights impact assessment is recommended to identify the actual and potential impacts of business activities and operations on workers and communities in more depth. This would help in better understanding the severity of the impacts and adjusting human rights impact management measures where applicable. Additionally, engagement with rightsholders and effective monitoring of management measures should be strengthened. This action applies to our own operations in Tunisia, and was finalized in 2024.



[S1-4.41] OMV is committed to ensuring that our practices do not cause or contribute to material negative impacts on our own employees by conducting regular assessments of our current and future operations. These assessments are designed to identify and evaluate actual and potential human rights impacts and risks, including those related to diversity and non-discrimination, just and favorable working conditions for our employees, and freedom from forced labor, child labor, and human trafficking. [S1-4.AR 42] Conducting Human Rights Self-Assessments is crucial in tracking the effectiveness of our measures to address human rights impacts on our workforce. As a result, no severe human rights incidents or incidents related to child labor or forced labor have been reported since 2017.

Training

[S1-4.37] [S1-4.38a] [MDR-A-68a] We pay special attention to training and awareness raising to bring our human rights commitment to life and prevent negative impacts related to the application of human rights principles. 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 business-specific challenges. These range from human rights in armed conflict environments and human rights due diligence responsibilities in joint ventures and other business relationships to personal legal liability and employee human rights (incl. freedom of association), risks of forced labor, human trafficking and child labor, and grievance channels.

All employees are required to complete our interactive e-learning course on human rights, which is part of the training curriculum and as such mandatory for all our employees worldwide. The course provides a basic understanding of human rights in the business context and insights into our specific responsibilities, for example related to diversity and non-discrimination, the 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 an insight into our due diligence tools and what to do in the event of observed or alleged human rights abuse.

Our subsidiary Borealis provides a mandatory human rights e-learning course for the entire Borealis workforce in nine languages, covering all relevant human rights aspects and including transparent information and lessons learned from the PDH Kallo incident in 2022. In addition, the Borealis ethics Code of Conduct e-learning covers human rights topics including discrimination, harassment, diversity, inclusion, bribery, and corruption.

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, local P&C contacts and employee support hotlines are available. In 2024, 6,868¹ employees completed the human rights e-learning, and a total of 23 participants in instructor-led sessions learned about human rights in the business context, new and upcoming regulatory requirements, the OMV Human Rights Management System, and additional focus topics, aligned with the participants' backgrounds and needs. As an example, we had a webinar for a project team working with a lot of contractors, where we focused on value chain workers' rights, including diversity and non-discrimination, just and favorable working conditions (e.g., working hours, decent wages), and the risks of forced labor, child labor, and human trafficking, and how to detect them.

By the end of 2024, 80% of employees of Borealis, OMV Petrom and OMV had been trained in human rights. To track the effectiveness of our training, we ask participants for feedback in a standardized questionnaire, which includes questions about the perceived usefulness and relevance of the training experience, if it seemed easy to apply, and an open question for key take-aways. Additionally, 85% of the Borealis workforce completed the ethics Code of Conduct e-learning covering human rights in 2024. [MDR-A-68b, 68c] The target group of the training described in this section is employees in our own workforce. However, training is also provided to workers in our

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



upstream value chain. To learn more about our training offers for workers in the value chain, see → [S2 Workers in the Value Chain](#). This is an ongoing process.

[MDR-A-68e] Since its launch in 2023, all OMV employees have had access to a dedicated Human Rights Learning Path in the Sustainability Academy, which provides learning materials about human rights in general and in the business context, human rights at OMV, human rights of employees (our own as well as those of contractors and suppliers), human rights of external stakeholders, and human rights and security. The provision of additional resources (e.g., links to online webinars and reading material from renowned external providers such as the ILO, UN, Ipieca, ICRC) allows colleagues to delve further into specific topics which include, for example, diversity and non-discrimination, labor conditions, forced labor, child labor, human trafficking, and other human rights issues.

Awareness Raising

[S1-4.37] [S1-4.38a] [MDR-A-68a] We also implement internal awareness-raising campaigns throughout the Group to inform our staff about our policies and activities related to salient human rights issue areas like child labor and human trafficking.

In 2024, we continued working on engaging the highest level of management in human rights. As the key figures and co-owners of human rights in the OMV Group, the CEO and CFO actively participated in two in-person briefing sessions with our Group human rights experts, discussing updates to our policies and due diligence activities. Human rights topics were also discussed in two quarterly meetings of the Supervisory Board Sustainability & Transformation Committee and at several meetings of the OMV Sustainability Coordination Forum in 2024. [MDR-A-68b; 68c] Our awareness raising campaigns target our own employees and occur throughout the year.

[S1-4.38b, 38c] Wherever applicable, we are committed to remediating adverse negative impacts on our own workforce through our grievance mechanisms, such as the SpeakUp Channel. This process is relevant for our current and future business activities globally spanning our entire value chain and is an ongoing process. The effectiveness of our mitigation measures is tracked using the Human Rights Self-Assessment, which helps identify gaps and formulate further strategies.

[S1-4.38d] The Human Rights Self-Assessment is used to evaluate the effectiveness of our Human Rights Management System and due diligence approach. Such assessments create internal awareness, capture how we perceive our human rights performance, and facilitate the identification of gaps and further actions. Identified gaps can relate to any of the human rights issues mapped in our Human Rights Responsibility Matrix, such as inaccessible grievance mechanisms, non-respect for the freedom of association, unfair or nontransparent dismissal processes, or failure to address modern slavery risks. Based on the outcomes of these assessments, we develop action plans, which might include further capacity building for local experts or peer and business partner initiatives to tackle local challenges, among other activities.

S1-5 Targets Related to Own Workforce

Train OMV Group employees in human rights

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



By training OMV Group employees in human rights, we aim to ensure adequate application of human rights standards. In e-learning modules and webinars they learn about our human rights policies and due diligence approach and how to prevent and mitigate negative human rights impacts, including those that have been identified as material, such as the freedom from forced labor, child labor and human trafficking or access to grievance mechanisms.



[MDR-T-80a] Professional training on and raising awareness of human rights are crucial to bringing our human rights commitment, as documented in our OMV Human Rights Policy Statement, to life. It is essential that our workforce understands their own rights as well as those of value chain workers and communities. This knowledge enables them to identify and address potential or actual impacts on fair working conditions, non-discrimination, economic, social, and cultural rights, indigenous peoples' rights, health and safety of workers and communities, and to contribute to a value chain free from forced labor, human trafficking, and child labor. Therefore, our mandatory human rights e-learning is a vital part of the training curriculum for all employees worldwide.

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

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

[MDR-T-80f] The target was established with the aim of creating a measurable and comparable KPI, as well as enhancing human rights management skills through training and awareness initiatives. At the time of setting this target, only a few peers had measurable goals related to human rights, and we recognized the training target as a valuable tool to support the implementation of our commitment.

Initially, the KPI focused on a specific target group (employees in corporate functions managing human rights risks, as well as corresponding functions in countries with elevated human rights risks) with a baseline of 4% trained in 2017. By 2019, we had already achieved 82% training within this group and decided to expand the scope to include the entire workforce, establishing a new baseline of 47% trained in 2019. [MDR-T-80h, 80i] Internal stakeholders involved in setting this target include EB members (e.g., during Board Workshops, as part of the Sustainability Strategy Development in 2017/18), the Works Council (discussion and approval for mandatory e-learning in 2022), and the P&C Learning Department (ongoing expert consultation and coordination). The targets were approved by the OMV EB. There were no changes made to this target or related metrics during the reporting year.

Status 2024

[MDR-T-80j] The target is monitored bi-annually and reported annually. 80% (2023: 71%) of employees were trained in human rights. In 2024, 6,868 employees (2023: 7,124) completed the human rights e-learning course, and 23 employees (2023: 170) participated in (virtual) classroom training on human rights¹.



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



[S1-5.47a, 47b, 47c] The target-setting process includes a thorough assessment of our current performance, identification of key areas for improvement, engagement directly with business divisions, top management, and workforce representatives through meetings and workshops to gather input and understand their concerns, benchmarking against industry standards to set realistic targets, regularly tracking progress to review the effectiveness of measures and making adjustments as needed. The bi-annual review of progress, combined with year-on-year figures, provides an insight into the achievement of this target. Our CEO and CFO are updated during our biannual human rights briefing sessions on the progress made. Only select employees are involved in tracking OMV's performance against this target, including OMV human rights experts, who discuss progress and measures to improve the level of achievement both among themselves and with Learning & Development experts.

Metrics

[Voluntary] [MDR-M.77c] **7** human rights grievances (2023: 19), thereof 2 external (2023: 19) and 5 internal (2023: 0). 0 (2023: 0) proven violations

Metrics Definitions and Methodology

[Voluntary] [MDR-M.77a, 77b, 77c] Number of human rights grievances, thereof external and internal, and number of proven violations are calculated based on human rights grievances received through Community Grievance Mechanisms and grievances received in the internal human rights mailbox. The measurement of this metric (unless otherwise specified) is not validated by an external body other than the assurance provider.



S1 Health, Safety & Well-Being

Material Topic: S1 Health, Safety & Well-Being

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

Relevant SDGs:



SDG targets:

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

Health, safety, and well-being constitute an integral part of our commitment to conducting our business in a responsible way. We continuously aim to improve our employees' health and 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 safety and reliability 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 & Well-Being strategic areas focus on reducing health and safety risks for OMV employees, contractors, customers and suppliers, as well as protecting assets, information, and operations against any threat. Particularly in times of geopolitical unrest, our Company's resilience is dependent on our emergency and crisis management capabilities.

Impacts, Risks, and Opportunities (IROs)

Ensuring the health, safety, and security of our employees, contractors, and assets is fundamental to OMV's dedication to maintaining workplace safety. Inadequate occupational health and safety management, combined with complex shift and rotation patterns, project-related pressures, and challenges in accessing grievance mechanisms, can negatively impact workers' health. For details on our material IROs for → [S1 Health, Safety & Well-Being](#), see → [ESRS 2 General Information](#).

ESRS 2-SBM-3 Interaction of Material IROs with the Strategy and Business Model

[S1-SBM-3.14a] All OMV employees (e.g., engineering and technical staff, operational field staff, HSSE, project managers, supply chain and procurement, legal and compliance) and non-employees (leased personnel, self-employed people, or people provided by third-party undertakings primarily engaged in employment activities) are included in the scope of the disclosure. All other workers on OMV sites, called contractors and sub-contractors, are subject to the material impacts of our operations and reflected according to ESRS requirements under the S1-14 disclosure regarding health and safety metrics. [S1-SBM-3.14b] The potential negative impact identified is widespread within limited groups of employees, such as those working complex shift patterns in refineries or offshore operations which could potentially be triggered by insufficient health and safety management.



[S1-SBM-3.14d] No material risks and opportunities were identified for this reporting period. However, we do recognize the benefit of the continuous developments that align with our “Committed to Zero Harm” vision and prioritize health and safety. [S1-SBM-3.15] We have identified that those who work in the field in exploration, refining, and chemicals generally have, due to the nature of the job, a higher potential for negative impacts, especially in the event of unexpected incidents, than those who are not involved in operations. These potential negative impacts can be reduced/mitigated to a minimum by robust health and safety management. The identification was conducted based on the results of internal consultation and assessments with P&C, and Human Rights and HSSE experts.

[S1-SBM-3.16] No material risks and opportunities were identified for the topic of health and safety during the materiality assessment. Under the internally used claim “Protecting what we care for,” we commit ourselves to a health and safety culture of care. A variety of actions and projects derive from this and are being implemented under this motto.

HSSE Strategy

The OMV Group HSSE Strategy sets out the mid-term strategic goals and targets to support the Group’s business strategy. In light of the comprehensive update to the OMV’s transformational business strategy (OMV Strategy 2030) in 2022 and the significant changes in the regulatory environment, a major review of the HSSE Strategy was conducted in 2023, leading to an updated HSSE Strategy 2030. While proven HSSE management concepts will be continued and enhanced, the review identified a need for a stronger and more up-to-date strategic focus on HSSE culture, contractor management, and certain aspects of safety and environmental management in the coming years. The strategy revision process involved numerous stakeholders, particularly managers that are specifically affected by the change to our traditional business approach, such as the low-carbon and recycling business. Proposed strategy updates were then discussed with all Executive Board members of OMV, OMV Petrom, and Borealis and approved.

The updated HSSE Strategy 2030 is strongly linked to the Company Values and can be summarized as follows:

- **We care** about safety and the physical and mental well-being of our people; for the planet we live on; for the people we interact with; for our locations and assets.
- **We’re curious** about our future partners, contractors, and technologies so we can develop the business relationship together to achieve the highest HSSE standards.
- **We progress** to enable the successful transformation of our Company toward sustainability and to become an industry leader in HSSE.

Through our revised HSSE Strategy, we will continue to improve the health and well-being of our employees, with an added focus on mental health. In high-risk industries like ours, it is also crucial that everyone contributes to our goal of zero incidents. We are committed to preventing work-related fatalities and fostering a culture where safe behavior and caring for yourself and others are deeply embedded in the mind of everyone working for us.

While we have a solid foundation for the strategic development and integration of various HSSE disciplines in the business, we have identified key areas that will require significantly more focus on how we manage HSSE in the future.

- We aim to cultivate a company culture where HSSE shapes decision-making at all times and at every organizational level, founded on highly committed leaders, a competent workforce of employees and contractor employees, and an atmosphere of openness where everybody has the confidence to speak up.
- Given the high degree of contractor work in our business, we will further strengthen our supplier and contractor management capabilities. We aim to improve the selection process to ensure that only contractors with appropriate HSSE capabilities work with us. When needed, we will put effort (e.g., training, supervision) into



helping contractors reach the expected HSSE performance levels. We will focus our efforts on long-term, trust-based relationships with our key contractors and further grow our HSSE culture.

- We will leverage the opportunities afforded by new technologies to improve our systems and tools to manage HSSE, including product stewardship.



The HSSE Strategy encompasses all white- and blue-collar employees of OMV, regardless of their contract type, as well as all non-employees that are crucial to our business, which includes all our suppliers and contractors.

Governance

[S1-2.27c] There is a high degree of overlap between the Environment material topic (including all its material sub-topics, waste management, and process safety) and the material topic Health, Safety & Well-Being, meaning they are both governed centrally by Group HSSE.

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 and senior leaders. The Executive Board's remuneration is subject to a Health & Safety Malus (read more on this in Sustainability Governance). An Executive Board member is assigned as the owner of a certain HSSE topic. Group HSSE is led by the VP HSSE, who reports directly to the Chief Executive Officer. The department is organized into specialized teams with experienced experts in various areas of HSSE to ensure comprehensive management and oversight of health, safety, security, and environmental (HSSE) aspects. This includes the development and implementation of OMV's HSSE Strategy, regulations, and processes, conducting HSSE risk assessments, incident investigation, HSSE data analysis and reporting, health management, occupational safety management, process safety management, security and resilience management, and environmental management. Each team is specialized in its respective area and strong collaboration ensures the maintenance and enhancement of the overall HSSE performance of the organization.

This is supplemented by local HSSE officers at each site, along with local subject matter experts. There are also corporate HSSE departments at OMV Petrom and Borealis which ensure compliance with health, safety, and environmental regulations, promote a safe work environment, mitigate risks to employees and the environment, 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 involves 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. Health, safety, well-being, and environmental awareness is promoted across the Group through various activities. For instance, regular exchanges on environmental management are held, during which environmental experts and interested colleagues from the whole Group can learn about the best practices being implemented at other sites and gain inspiration. All business divisions and the subsidiaries have HSSE Forums, where employee representatives are consulted regularly and informed about the HSSE management system. Group HSSE also organizes HSSE Days for OMV's various units to inform employees about HSSE topics.

S1-1 Specific Policies and Commitments

[S1-1.17] [S1-1.19] OMV's HSSE vision is "Committed to Zero Harm – Protect People, Environment, and Assets." 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. To manage the identified negative material HSSE impact related to our own workforce and value chain workers, our Code of Conduct and Human Rights Policy Statement act as overarching documents outlining our general commitments. The HSSE Directive, Health Care Standard, Reporting, Investigation, and Classification of Incidents standard, and the Occupational Safety Management Standard outline specific requirements for employees and contractors that are part of OMV's own workforce.

Code of Conduct

[MDR-P 65a] As part of our Code of Conduct, we are committed to eliminating hazards and threats by identifying them and preventing, controlling, or reducing risks to an acceptable level. To achieve this and make our workplace safe for all our employees, we provide training and personal protective equipment. We aim to support our employees in improving both their mental well-being and physical health. Additionally, we are dedicated to training, empowering, and encouraging people to work safely. We invest in technology, programs, and processes to ensure that our facilities and operations are safe for employees, external stakeholders, and the environment. These commitments form the foundation of our HSSE policies, which provide guidelines to address the negative impact on our own workforce and workers in our value chain resulting from inadequate occupational safety and health management.

[MDR-P-65b, 65c, 65d, 65e, 65f] For the Code of Conduct, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in [E1 Climate Change](#).

Human Rights Policy Statement

[MDR-P 65a] Ensuring a high level of care for our employees' well-being and physical and mental health across the Group is a commitment outlined in our Human Rights Policy Statement. OMV aims to adhere to the committed OMV Group health standards to provide its employees and contractors/suppliers with safe workplaces within OMV. Our Safety Management System is based on the OMV HSSE Policy, the HSSE Directive, and various corporate regulations. [MDR-P 65b, 65c, 65d, 65e, 65f] For the Human Rights Policy Statement, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party



standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [S1 Human Rights](#).

HSSE Directive

[MDR-P 65a] This directive and its annexes set out the principles and rules for the management of Health, Safety, Security & Resilience, and Environment (HSSE) throughout the life cycle of the OMV Group's business and activities, including capital projects, mergers, and acquisitions. It provides a framework for how we, as OMV, manage all HSSE aspects to protect people, the environment, assets, and our reputation in line with our HSSE Policy and in view of our HSSE vision: "Committed to Zero Harm – Protect People, Environment, and Assets." This directive also defines the key HSSE responsibilities of all OMV Group employees, partners, and contractors; the HSSE Policy; the Major Accident Prevention Policy; HSSE Terms and Definitions; Life-Saving Rules; and the continuous improvement of HSSE performance.

The HSSE Directive is underpinned by a set of HSSE regulations and processes that include, 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. Together, they form the safety management framework. Our Major Accident Prevention Policy outlines the main goals and guidelines for managing the risk of major accidents in OMV's operations. Recognizing the significant risk of major accidents in onshore and offshore oil and gas activities, and their potential severe impact on people and the environment, OMV believes that strong HSSE awareness embedded in company culture is essential. Our Contractor HSSE Management Standard sets the minimum requirements for addressing HSSE issues throughout the contract life cycle and contractor management process, from selection to contract close-out. Spot checks and internal audits are used to monitor the effective implementation of the policy.

[MDR-P 65b] All HSSE policies apply to all employees of OMV globally, with specific provisions for local legal compliance being considered. This includes OMV Aktiengesellschaft and all its subsidiaries, Borealis AG, and OMV Petrom S.A., along with their respective subsidiaries, but excludes SapuraOMV Upstream Sdn. Bhd. and its subsidiaries. Minor exclusions apply, for instance within Borealis, where separate guidelines that cover entity-specific operational incidents are provided. The HSSE policies also apply to value chain workers, including external experts who provide subject matter advice to OMV Group companies, as well as all contractor employees. [MDR-P 65c] Members of the Executive Board (EB) represent the most senior level accountable for approving and implementing the HSSE Directive, Health Care Standard, Reporting, Investigation, and Classification of Incidents Standard and the Occupational Safety Management Standard. This also includes all the environmental policies providing guidelines on minimizing our operational environmental impact. Responsibility for their implementation lies with the respective business units or the members of the Executive Board. The corporate functions are responsible for supporting the implementation and, to a certain degree, overseeing their governance and monitoring.

[MDR-P 65e] OMV subject matter experts and employees from business functions (e.g., refineries, legal) were either directly involved in the development of the HSSE policies or consulted during the internal consultation process to seek their feedback to the draft policies to ensure that, wherever possible, their interests were not undermined.

[MDR-P 65f] All the HSSE policies that are governed by the HSSE Directive are made available to all OMV employees via OMV's Regulations Alignment Platform in OMV's Intranet and training sessions. Relevant aspects for suppliers are incorporated into the contractual agreements and detailed health and safety management aspects are covered during contractor onboarding.

Risk Assessments

[MDR-P 65a] Our risk management approach involves identifying hazards, assessing risks, and implementing appropriate controls. Risk management regulations are developed, maintained, and applied. HSSE risks for acquisitions and divestments are evaluated to enable robust decision-making. All sites and activities are



systematically and periodically reviewed. Processes and regulations are assessed for their HSSE impact. Occupational health examinations are conducted to prevent harm to employees from their specific work or work environment. Risks are controlled according to the hierarchy: Eliminate – Tolerate – Reduce – Transfer. The process of hazard identification and risk assessment is documented, maintained, and available at the point of use. Findings are reported and addressed, with follow-up actions implemented in a timely manner according to their priority, and their effectiveness verified. Individuals exposed to hazards are made aware of the risks, the controls implemented, and their responsibilities. Hazard registers and risk assessments are regularly updated and reviewed as part of the management of change process.

Major risks and the respective mitigation measures are evaluated and monitored within the Enterprise-Wide Risk Management (EWRM) system, and documented in the Group-wide Active Risk Management System (ARMS) database. They are reported to top management twice a year or as necessary whenever issues arise. Senior management are directly involved in reviewing risks identified as a top priority. This preventive measure manages all our material impacts.

Audits

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

Incident Reporting and Investigation as a Remediation Measure

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

We investigate incidents and accidents using the expertise of our incident investigator pool members and other technical experts. Our goal is to identify the root causes of incidents and implement measures to prevent more severe incidents in the future. This includes focusing on near misses that could have led to serious accidents under different circumstances. Additionally, we verify the effectiveness of actions implemented after severe and high-potential incidents (HiPos), including process safety incidents, by updating our reporting tool with information about past safety events. The incident investigation process has been further developed, and a subprocess to share HSSE information and promote organizational learning has been established. Our Incident Investigation Panel meets quarterly to review the process and implement practical improvements.

Health Standard

[MDR-P 65a] The OMV Health Standard provides guidelines to mitigate the negative impact on workers' health caused by inadequate occupational health and safety management, complex shift and rotation patterns, or project-related pressures. It ensures effective employee health care across OMV with a specific focus on occupational health and safety management for both our own force and value chain workers. It stipulates that OMV Group health care is based on four pillars: occupational health, curative medicine, emergency care and preparedness, and preventive programs and sets out the main principles, roles, and responsibilities, lines of communication within the OMV Group, a framework for managing preventive health measures and curative health care, and collaboration



among HSSE specialists. It supplements local legal requirements, allowing us to establish a harmonized level of health care services and access to medical facilities at all OMV sites.

The OMV Group Health Standard governs the work of operative medical service providers in relation to planning human resources, medical facilities and services, and local health plans. It involves operational health risk assessment and management, emergency preparedness, preventive initiatives such as targeted health promotion campaigns, health programs, and training sessions, as well as curative care. This involves ensuring a minimum level of equipment and materials for our clinics, both onshore and offshore, such as ECG machines, defibrillators, suction units, rescue devices, and emergency medication. Regular checks and supplier audits are conducted on medical suppliers, food facility hygiene, and customer satisfaction. Reporting and collaboration with contractors and subcontractors on health and safety are also integral parts of our process.

Active and collaborative health management by OMV, contractors, and their subcontractors is essential to effectively manage health in the workplace where multiple organizations work together. Before such collaboration begins, it is necessary to agree upon and organize the requirements, deliverables, and service levels, clearly define roles and responsibilities, and establish an information policy and reporting requirements.

[MDR-P 65b] In addition to what has been disclosed under the HSSE Directive, OMV's Health Standard also applies to medical staff including value chain workers involved in providing medical services and advice to OMV Group companies. [MDR-P 65b, 65c, 65d, 65e, 65f] For the Health Care Standard, unless otherwise specified, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [HSSE Directive](#).

Reporting, Investigation, and Classification of Incidents Standard

[MDR-P 65a] 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 to ensure seamless operations, without costly shutdowns or delays due to incidents. OMV's Reporting, Investigation, and Classification of Incidents Standard clearly outlines the systematic approach to be followed (beyond local/national laws) and the regulations, roles, and responsibilities when notifying, reporting, investigating, and classifying incidents within OMV. It also identifies appropriate preventive and corrective actions. It aims to ensure that all incidents are identified and reported in a timely manner. Work-related incidents with potential impacts on human health and safety, the environment, quality, customers, financial and asset loss, reputation, media attention or compliance are thoroughly investigated to determine their direct, root, and systemic causes. Security incidents, including malicious acts, are also investigated to identify the involved parties and circumstances, with serious suspicions addressed similarly. Preventive and corrective actions are implemented to reduce the likelihood of incident recurrence to as low as reasonably practicable (ALARP). All OMV facilities are required to comply with the relevant local incident reporting and investigation laws. Country-specific legal requirements will always take precedence. Despite this, OMV will always share lessons learned and define actions to prevent recurrence of similar incidents as quickly as possible within the Group.

[MDR-P 65b, 65c, 65d, 65e, 65f] For the Reporting, Investigation, and Classification of Incidents Standard, unless otherwise specified, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [HSSE Directive](#).

Occupational Safety Management

[MDR-P 65a; 65d] Occupational safety management is an integral part of the Group's overall approach to managing HSSE, utilizing standardized instructions, practices, and specifications to ensure safe work. Key components include organization, resources, management processes, performance, safety culture, and documented practices, aligned



with ISO 45001. Its aim is to provide a framework for managing the prevention of work-related incidents, developing and implementing occupational safety objectives, demonstrating top management leadership and commitment to occupational safety management, and establishing systematic processes that consider safety risks and opportunities for improvement. This involves identifying hazards, assessing occupational safety risks, and establishing operational controls to minimize these risks. Additionally, it includes raising awareness of occupational safety hazards and how to mitigate them through information, communication, and training, continuously evaluating and improving safety performance, developing the necessary competencies, fostering a mature safety culture, and ensuring the involvement, informing, consultation, and participation of employees and contractors.

[MDR-P 65b, 65c, 65e, 65f] For Occupational Safety Management, unless otherwise specified, the scope of the policy, involvement of senior-level management, interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [HSSE Directive](#).

[S1-1.23] The OMV Group has a workplace accident prevention policy and management system in place. The policies addressing workplace accident prevention are the HSSE Policy, the HSSE Directive, and the Occupational Safety Management Standard, all guided by our HSSE vision and mission: “Committed to ZERO Harm – Protect People, Environment, and Assets.” HSSE management system has 12 important elements, some of them specifically addressing workplace accidents in terms of prevention. The OMV Group emphasizes open and transparent reporting of incidents, thorough root cause investigations, and implementing lessons learned to prevent recurrence. Root-cause analyses cover all causes and management failures. Lessons learned are shared within OMV and with external stakeholders. Investigations use proven methodologies and competent teams.

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

[S1-2.27a, 27b] [AR 24a, 24b] Safety walks and HSSE awareness raising campaigns targeting both employees and value chain workers are conducted on an ongoing basis to ensure safety is embedded within our corporate culture. Greater focus is placed on improving the HSSE walks by encouraging open dialogue while they are in progress. This promotes understanding of the challenges in the operating fields and increases trust between the workforce and management. Feedback is fed into the HSSE plans (at local level and at Group level) and monitored in our HSSE reporting tool. Practical Life-Saving Rules (LSRs) training will be continued and delivered systematically in the Safety Centers, some of which were refurbished and some of which were newly built in 2024, for which the training concept and material have been fully reviewed and updated.

The LSRs are discussed with employees and value chain workers (e.g., contractors at our facilities) on an ongoing basis during awareness programs, workshops, management walk-arounds, safety walks, and during various team meetings. We believe psychological safety, promoting 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. Activities to promote safety are a constant focus in our organization, with concrete actions implemented on a monthly, quarterly, and annual basis. These initiatives are designed to ensure the ongoing safety of all employees and foster a culture of safety awareness and proactive risk management across the organization.

[AR 24c] Engagement activities related to HSSE topics occur at multiple levels across the OMV Group. At the corporate level, these include the development of an annual Group HSSE plan, the communication and alignment of Points of Contact (PoC) across Safety Centers, support for HSSE systems within the organization, and the implementation of a Group-wide communication strategy. Additionally, corporate initiatives encompass HSSE campaigns and events such as HSSE Manager Days and the World Day for Safety and Health at Work. At the local level, engagement activities feature regular meetings and HSSE days, ensuring that information is integrated into



both local and Group HSSE plans and internal communication campaigns. [AR 24d] OMV allocates substantial financial and human resources to health and safety activities. This includes funding allocated for engagement activities such as HSSE campaigns, HSSE walks, training programs and workshops, as well as dedicated health and safety personnel.

[S1-2.27e] The effectiveness of our health and safety engagement is assessed through feedback from participants, including both employees and contractors, as well as through annual internal audits. When negative feedback is received or safety walks identify unsafe practices, the root cause is investigated and reported. Internal audits are conducted to ensure our safety measures and protocols comply with our internal guidelines. Improvement ideas identified are then incorporated into the annual HSSE plans. In addition, to ensure effective health and safety management, our performance metrics and progress toward our targets are tracked monthly and reported annually.

S1-4 Actions to Manage the IROs Related to Own Workforce

[S1-4.39] To determine the necessary actions to address the negative impact of inadequate health and safety management, annual HSSE Plans are developed. The HSSE strategy is implemented through these annual plans and targets. Using a combined top-down and bottom-up process, 44 local annual HSSE plans are created and monitored centrally. [MDR-A 69a,69b] For the material topic S1 Health, Safety & Well-Being, none of our actions exceeded our key action monetary threshold of EUR 5 mn, and therefore these data requirements have not been addressed. [S1-4.35]

[S1-4.37] In 2024, we defined actions focused on preventive care and training, raising awareness, and promoting safety practices. [S1-4.AR 43] OMV dedicates significant efforts and personnel to enhancing our health and safety management. This includes executing the actions outlined in the HSSE plans.

Preventive Care

[S1-4.37] [S1-4.38a, 38b, 38c] [MDR-A 68a] Preventive Care is our proactive measure to address the negative material impact on our employees caused by inadequate occupational health and safety management. This is achieved by implementing a variety of initiatives and projects across the OMV Group. OMV maintains or works with a total of 45 medical units across all locations where we have operating facilities. To mitigate occupational health risks, our medical staff carry out specific preventive examinations in compliance 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. [S1-4.38d] To track the effectiveness of these medical units, internal audits are conducted to ensure that the quality of the preventive examinations aligns with our Health Standard and the legal regulations of the countries where we operate.

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. Local face-to-face health promotion sessions were able to take place in some countries, with the main topics including a breast cancer awareness campaign that continued in Romania and New Zealand and free and voluntary skin cancer screening, followed by the availability of an examination performed by a specialist doctor in the case of abnormalities.

[MDR-A 68b; 68c; 68e] Preventive examinations that are provided by the medical units at our sites are available to our own employees as well as to value chain workers. Additional health initiatives and awareness raising campaigns such as skin cancer screening are reserved for our own employees. This action is an ongoing process. Over the last few years, the Corporate Health and Learning departments have developed a new collaborative initiative to raise awareness of health issues. In 2024, webinars were held focusing on issues such as ideas for achieving a better work-life balance, while another was organized to discuss the promotion of mental health. The topic of mental health was addressed extensively in 2024, with several actions, interviews, several communication sessions, webinars and Q&A sessions, and industry health committees tackling this hot topic.



Training, Awareness Raising, and Safety Promotion

[MDR-A 68a] [S1-4.37] [S1-4.38a, 38c] [S1-2.27 AR 24a] Training, awareness raising, and safety promotion activities are part of our preventive and enhancement measures, addressing the negative impact arising from inadequate occupational safety and health and safety management. [MDR-A 68b, 68c] They are provided on an ongoing basis and target all OMV employees.

OMV employees at all levels are regularly trained in their roles and responsibilities. Education and training are important for informing workers and managers about workplace hazards and controls, so they fully understand the hazards, eliminate, or mitigate the risks and work safely. Following the update and Group-wide alignment of our LSRs, we ran an intensive program of face-to-face rollout workshops led by line management to reach all employees and contractor employees. All staff are required to be familiar with the HSSE Policy, internal HSSE regulations, relevant legislation, and especially Life-Saving Rules. 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 near misses, incidents, and non-compliance. [S1-4.38d] Through these reports, we track the effectiveness of training, awareness-raising, and the promotion of safety practices.

Life-Saving Rules Safety Centers

[MDR-A 68a; 68b; 68c] In 2024, we rolled out and started implementing our new concept for practical training on our Life-Saving Rules for 20 operational locations. Contractor employees and our own employees receive practical training in the specially built safety training centers to act as a multiplier for safety on site. This helps improve the relationship between the workforce and management and encouraged safe behavior, leading to an overall positive impact at our sites. A major focus in the Safety Centers is increasing safety awareness and knowledge through practical training to avoid serious incidents. Safety programs with the aim of consolidating and improving safety performance were implemented with a wide variety of contractors. To underline their importance, they are supported and managed by senior management as sponsors. This is an ongoing initiative.

S1-5 Targets Related to Own Workforce

[S1-5.45] [MDR-T-80a-80j] The HSSE targets in S1 Health, Safety & Well-Being (excluding the target on preventive health programs with a focus on mental well-being) and S2 Workers in the Value Chain apply to all our own employees and non-employees (leased personnel e.g., engineering and technical staff, operational field staff, HSSE, project managers, supply chain and procurement, legal and compliance) and all other workers working on OMV sites, called contractors and sub-contractors. To ensure comparability of these indicators across the industry, the targets are established based on best practice guidelines for the oil, gas, and chemicals industry. All targets are monitored monthly and reviewed annually to evaluate our year-on-year performance and identify potential areas for improvement.

Total Recordable Injury Rate

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

[MDR-T-80a] This target supports our strategic goal to “Ensure the safety, physical and mental integrity of people” that is defined in the OMV Group HSSE Strategy 2030.



2025

At least second quartile in the respective business segment

2030

First quartile in the respective business segment



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

[MDR-T-80f] The Total Recordable Injury Rate (TRIR) is the number of recordable injuries (fatalities, lost workday cases, restricted workday cases, and medical treatment cases) per 1,000,000 hours worked. The TRIR is calculated on an annual basis and reported as a combined rate including both employee and contractor data. The following sources are used to define or benchmark this KPI: OMV HSSE Policy/Directive, OMV Group HSSE Policy, and the internal HSSE reporting tool. Reporting follows IOGP safety and environmental data reporting, Concawe reporting guidelines, and Ipieca/IOGP Health Performance Indicators, which provide guidance for the oil and gas industry.

[MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders and business functions and approved by the OMV Executive Board (EB). [MDR-T-80i] As the target was set in 2024, no changes to the target, metrics, or methodologies apply.

Status 2024

[MDR-T-80j] TRIR: **1.33** per 1 mn hours worked (2023: 1.38¹)

Engagement walks/HSSE walks

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



[MDR-T-80a] This target supports our strategic goal of “Enhancing the effectiveness and efficiency of processes, regulations, and tools” as defined in the OMV Group HSSE Strategy 2030. It aims to ensure safe work on site, share positive observations, eliminate unsafe situations and behavior, and generate commitment.

2025	2030
30% of the HSSE Engagement Walk (EW) should be associated with the following focus areas: 1. EW with LSR focus, 2. EW with contractors, 3. EW for training newcomers and less experienced employees	EW with positive observations rewarded to be added by 2030

¹ 2023 TRIR restated from 1.37 to 1.38 due to reclassification of 2 Borealis incidents (1 employee and 1 contractor).



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

[MDR-T-80f] The target is calculated as (Number of EW LSR + Number EW Contractors + Number EW Coached) / (Total Number of EW) * 100. Number of EW with LSR focus refers to engagement walks (EW) with a focus on the Life-Saving Rules, EW with contractors refers to engagement walks with contractors, and EW coached refers to EW for training newcomers and less experienced employees. [MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders including Group HSSE (e.g., in the refineries), Group Sustainability and specific business functions. It was approved by the OMV Executive Board (EB). [MDR-T-80i] The target focuses on reducing negative impacts on safety. This is a new target established to ensure safe work on site to reduce material impacts on our own and the contractor workforce.

Status 2024

[MDR-T-80j] The development, coordination, and rollout of this Leading KPI (LeKPI) took place in 2024. The necessary reporting platform was expanded to enable the entry and processing of the planned and actual values to enable its tracking. The initial tracking will start from 2025.

Preventive health programs with a focus on mental well-being



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

[MDR-T-80a] This target supports the strategic goal to “Improve workability through integrated health management” as defined in the OMV Group HSSE Strategy 2030 and is in line with our commitment to supporting our employees in improving both their mental well-being and physical health.

2025

At least 3 Group actions (webinars, surveys, lectures) targeting mental health topic

2030

Reaching at least 30% exposure of total employees' number to at least to 1 mental health activity

Relative target from 2025-2030; Absolute target from 2030 onward

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

[MDR-T-80f] The methodology for calculating achievements in 2025 involves reporting the quantitative number of each type of mental health event organized per year by the Health Management Department, including internal communications (blogs, MyNews), webinars, and mental health training. For 2030, the methodology involves



calculating the percentage of the total number of people exposed to at least one of the activities organized on the mental health topic in the last five years, relative to the total number of employees. The assumption regarding the number of participants attending the online events is based on the number of individuals who accepted the training invitation.

[MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders and business functions and approved by the OMV Executive Board (EB). [MDR-T-80i] As the target was set in 2024, no changes to the target, metrics, or methodologies apply.

Status 2024

[MDR-T-80j] In 2024, nearly 500 people attended at the peak of participation. On average, 350 people attended the mental health webinars. During the year, four webinars were conducted, and four on-request training sessions were organized for the business divisions. Additionally, seven blogs and two MyNews articles were published to raise awareness of this topic on OMV's Intranet. The first session for mental health first aiders was implemented, training 12 participants over three full days to recognize acute signs of mental health disorders. Furthermore, a leadership training session on the impact of leadership on mental health was conducted for CEO Line 1 managers.

Work-related fatalities



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

[MDR-T-80a] This target supports our strategic goal to “Ensure the safety, physical and mental integrity of people” that is defined in the OMV Group HSSE Strategy 2030.

2025	2030
0	0

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

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

[MDR-T-80i] There were no changes to this target in 2024.



Status 2024

[MDR-T-80j] 0 work-related fatalities (2023: 1)



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



S1-14 – Health and Safety Metrics

Health and safety metrics¹

[S1-14.88] [S1-14.89] [S1-14.AR90] [GRI 403-9] [MDR-M.77c]

		2024	2023
Percentage of people in own workforce who are covered by a health and safety management systems based on legal requirements and/or recognized standards or guidelines	%	100	100
Occupational Safety – Own workforce			
Fatalities	number	0	0
Fatality rate	per 100 mn hours worked	0.00	0.00
Number of hours worked	hours (thousand)	36,976	36,429
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	1.05	1.04
High-consequence	number	2	0
High-consequence	per 1 mn hours worked	0.05	0.00
Lost-time injury severity	average number of LWDs per LWDI	29.23	21.47
Total recordable injuries	number	52	55
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	1.41	1.51
Occupational Safety – Contractors			
Fatalities	number	0	1
Fatality rate	per 100 mn hours worked	0.00	1.17
Number of hours worked	hours (thousand)	72,562	85,120
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.87	0.80
High-consequence	number	1	2
High-consequence	per 1 mn hours worked	0.01	0.02
Lost-time injury severity	average number of LWDs per LWDI	32.41	35.34
Total recordable injuries	number	94	113
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	1.30	1.33
Occupational Safety – Employees and Contractors			
Fatalities	number	0	1
Fatality rate	per 100 mn hours worked	0.00	0.82
Number of hours worked	hours (thousand)	109,540	121,549
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.93	0.87
High-consequence	number	3	2
High-consequence	per 1 mn hours worked	0.03	0.02
Lost-time injury severity	average number of LWDs per LWDI	31.20	30.37
Total recordable injuries	number	146	168 ²
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	1.33	1.38 ²

¹ The table displays statistics for all incidents involving our own workforce and employees within the value chain under OMV Management Control. There was one fatality within the Borealis value chain, which was outside our Management Control and therefore not included in the statistics in accordance with OMV's reporting guidelines.

² 2023 minor data correction based on incident reclassifications

[S1-14.90] [MDR-M.77c] **41.7%** of our sites are certified to ISO 45001 (covering **30.59%** of OMV employees)
 [Voluntary] **10** clinics audited by OMV Corporate Health in 2024



Metrics Definitions and Methodologies

[MDR-M.77b] The measurement of the metrics is not validated by an external body other than the assurance provider.

[S1-14.88a] [MDR-M.77a; 77c] Percentage of people in own workforce who are covered by health and safety management systems based on legal requirements and (or) recognized standards or guidelines: This is a legal requirement applicable to all employees.

[S1-14.88c] [MDR-M.77a; 77c] Rate of recordable work-related accidents for own workforce: the sum of injuries resulting in fatalities, permanent total disabilities, lost workday injuries, restricted work injuries, and medical treatment injuries.

[S1-14.88b] [MDR-M.77a; 77c] Number of fatalities as a result of work-related injuries for own workforce: a death of a company employee resulting from a work-related injury when the person concerned dies within 12 months as a result of the injury.

[S1-14.88c] [MDR-M.77a; 77c] Number of recordable work-related accidents for own workforce/Total Recordable Injuries: the sum of injuries resulting in fatalities, permanent total disabilities, lost workday injuries, restricted work injuries, and medical treatment injuries.

[S1-14.88c] [MDR-M.77a; 77c] Rate of recordable work-related accidents for own workforce/Total Recordable Injury Rate: the number of recordable injuries (fatalities + lost workday cases + restricted workday cases - medical treatment cases) per 1,000,000 hours worked.

[S1-14.88e] [MDR-M.77a; 77c] Number of days lost to work-related injuries for own workforce/Lost workdays: the sum total of calendar days after the day on which the occupational injury occurred, where a person reported under lost time injury was unfit for work, including days off work. The maximum lost workdays reportable for each lost workday case is 180.

[S1-14.88e] [MDR-M.77a; 77c] Number of fatalities as a result of work-related injuries for own workforce: a death of a company employee resulting from a work-related injury when the person concerned dies within 12 months as a result of the injury.

[S1-14.90] [MDR-M.77a; 77c] Percentage of own workforce covered by a health and safety management system which is based on legal requirements and/or recognized standards or guidelines and which has been internally audited and/or audited or certified by an external party: sum of the number of all own employees from ISO 45001-certified sites divided by the sum of own employees (head count), multiplied by 100.

[GRI 403-9], [MDR-M.77a; 77c] Fatality rate for own workforce/contractors: the number of employees and/or contractor fatalities per 100 mn hours worked.

[GRI 403-9] [MDR-M.77a; 77c] Number of hours worked for own workforce/contractors: the total number of hours performed by employees/contractors. Contractor hours worked should include all hours worked by contractor personnel on company premises and all work-related activities. Hours worked are calculated in the following manner: ► For Austrian and German companies: ► Working hours p.a. for OMV employees = Number of employees * 1,570 ► Working hours p.a. for contractors = Number of contractor employees * 2,000 (The different factors are due to the fact that contractors generally work on a 10-hours-per-day basis on premises while the factor for own employees is based on a 38-hour working week.) ► For companies in other countries, the hours worked can vary considerably. Average hours worked in a year will generally lie between 1,600 and 2,300 per person and will depend upon the regional conditions of employment and on/off shift ratio.



[GRI 403-9] [MDR-M.77a; 77c] Lost-Time Injury Rate (LTIR) for own workforce/contractors: the number of lost time injuries (fatalities and lost workday injuries) per one million hours worked.

[GRI 403-9] [MDR-M.77a; 77c] High-consequence for own workforce/contractors (number): lost-time injuries that resulted in 180 (or more) lost workdays or permanent total disabilities.

[GRI 403-9] [MDR-M.77a; 77c] High-consequence for own workforce/contractors (per 1 mn hrs worked): lost-time injuries that resulted in 180 (or more) lost workdays or permanent total disabilities.

[GRI 403-9] [MDR-M.77a; 77c] Lost-time injury severity for own workforce/contractors: the average number of actual lost workdays per lost workday injury.

[GRI 403-9] [MDR-M.77a; 77c] Total recordable injuries for own workforce/contractors: the sum of injuries resulting in fatalities, permanent total disabilities, lost workday injuries, restricted work injuries, and medical treatment injuries.

[GRI 403-9] [MDR-M.77a; 77c] Total Recordable Injury Rate (TRIR) for own workforce/contractors: the number of recordable injuries (fatalities + lost workday cases + restricted workday cases + medical treatment cases) per 1,000,000 hours worked.

[GRI 403-9] [MDR-M.77a; 77c] Total recordable injuries for own workforce and contractors: the sum of injuries resulting in fatalities, permanent total disabilities, lost workday injuries, restricted work injuries, and medical treatment injuries.



S1 Own Workforce

Material Topic: S1 Own Workforce

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

Our aim is to build and retain a talented and skilled workforce by creating stable jobs and good working conditions, contributing to a Just Transition via upskilling, and actively ensuring equal opportunities for all, and in doing so cultivating an environment of respect and psychological safety to enable all employees to be their full selves.

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
- 5.1 End all forms of discrimination against women and girls everywhere
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labor-intensive sectors
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 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

Following the announcement of OMV Group's Strategy 2030, all Human Resources functions Group-wide were renamed People & Culture (P&C). The aim of this department is to fully support OMV's Strategy 2030 by prioritizing key aspects that enable us to unlock our organization's full potential. The new name emphasizes that people and culture are central to achieving our strategy's targets. Our new P&C Strategy is centered around "People make it happen," supporting OMV's transformation. At the core is our purpose, "Re-inventing essentials for sustainable living." The four strategic drivers are Employee Experience, Growing Talent, Organizational Evolution, and New Ways of Working, all of which are powered by Transformational Leadership Competencies. This ensures employees can thrive and develop skills to meet business demands. Initiatives like the launch of our new OMV Values make a significant contribution to this.

Building and retaining a talented, skilled team for international and integrated growth is vital for our strategy's success. We are committed to creating an environment where every employee can learn, grow, connect, and collaborate, as well as live a safe and healthy life. OMV contributes to a Just Transition by keeping skills up to date, preparing our employees in the traditional oil and gas business to transition and become future-ready for roles in our low-carbon business. OMV's core commitments to its employees, detailed in the Code of Conduct, include promoting learning and development and creating an environment for professional and personal aspirations in line with our business needs. Diversity is a strength we actively leverage. We believe that diverse teams are more creative, resourceful, and knowledgeable, generating broader perspectives and ideas. DE&I significantly impact engagement and job satisfaction, which in turn directly contributes to the Group's profitability and sustainability.



Impacts, Risks, and Opportunities (IROs)

OMV aims to provide just and favorable working conditions, which can lead to increased employee satisfaction, productivity, and health. By promoting a work-life balance and increasing opportunities for employees who represent a minority share, we strive to create a positive and inclusive work environment. Our comprehensive and inclusive workforce strategy focuses on equal treatment and opportunities for all, enhancing employee satisfaction and productivity. These efforts have a positive impact on our workforce, fostering a supportive and equitable workplace culture that benefits both employees and OMV.

Attracting and retaining talented and trained staff is one of our key opportunities. By offering competitive training opportunities, we aim to gain an advantage in talent attraction and retention, which is crucial for our ongoing success. Recognizing the risk to our progress by not having up-to-date knowledge and skills, we are committed to continuously improving our training programs to ensure our workforce remains skilled and compliant. This is essential for successfully executing our strategy and complying with legal requirements. For details on our material IROs for → [S1 Own Workforce](#), see → [ESRS 2 General Information](#).

ESRS 2 SBM-3 Interaction of Material IROs with the Strategy and Business Model

We have developed a People & Culture Strategy that fully supports the transformation of OMV as captured in the Strategy 2030. At 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.

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. The measures 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.

[SBM-3.14a] All OMV employees, including our own employees (e.g., pipeline engineers, field technicians, chemical engineers, rig operators, financial analysts, project managers) and non-employees (e.g., leased personnel, self-employed people, or people provided by third-party undertakings primarily engaged in employment activities) are subject to material impacts. [SBM-3.14b-i, 3.14b-ii] Some of the negative impacts identified were widespread within limited groups of employees (e.g., formal employee representation legally forbidden in some jurisdictions). Isolated events that impact a specific location or operation were identified in the reporting period (e.g., lack of a centralized grievance channel, inappropriate accommodation, access to privacy).

[SBM-3.14c] The actions implemented by OMV for the positive material impacts identified regarding just and favorable working conditions and equal treatment and opportunities for all are applicable across the whole Group. Training and skills development programs aimed at both blue-collar workers and white-collar workers support talent attraction and retention among our employees and non-employees. Performance management and career development actions are focused on our own employees. Special DE&I actions are developed in six workstreams (Accessibility, Gender, Generations, Intercultural, LGBTQ+, and Parenting/Caregivers). Development of transformational leadership competencies is available for leaders among employees. [S1 SBM-3.14f, 3.14g] Details regarding operations at significant risk of incidents of forced labor or child labor can be found in the Human Rights section.

Talent Program

[SBM-3.14c] The OMV Leading Ahead program is run together with Borealis and OMV Petrom to offer the Group's top talents a wide-ranging leadership development journey and a broad career platform. The first participants graduated in 2023. An annual base nomination continues for the next program run.



Supporting Leaders to Drive the Transformation and Change

[SBM-3.14c] The Change Management Toolkit provides our teams with comprehensive guidance and supportive interventions to navigate various change processes. It equips our teams with the essential resources and strategies to lead organizational transformations effectively, ensuring a smooth and successful transition for both employees and stakeholders.

A vital component in strengthening a new team structure is the team effectiveness training in January 2023 implemented. This training is designed to arm teams with the skills and tools necessary to thrive in the evolving structure, promoting a seamless transition and fostering a more cohesive and effective working environment. The training is delivered annually in alignment with workforce requirements and is tailored to the specific business unit needs.

To equip leaders with transformation skills, a new Transformational Leadership program was launched in 2024. It focuses on how to achieve our OMV strategy, staying self-motivated, and encouraging the team to drive the transformation forward. This activity addresses the impact of ensuring just and favorable working conditions and mitigates the risk related to inefficient reskilling and training of staff.

Employee Well-Being

Maintaining the well-being of our employees is critical during the OMV transformation. In transitioning our business, employees may experience uncertainty about the impact on their work and stress due to the frequent changes of structure or new processes. Therefore, OMV has placed significant focus on managing work-life balance by supporting flexible ways of working, like working from home or part-time models, and invested in psychological support and a well-being training program. We monitor our employees' well-being through our yearly Pulse Check, and in 2024 it showed an increase compared to the previous year – currently 72% of the OMV Group's employees feel that the balance between their work and personal commitments is right.

[S1 SMB-3.14d, 3.14e] Employee well-being is not only determined by work-life balance but also by the sense that OMV is ensuring they are prepared and have the right skills for the business now and in the future. Our commitment to a Just Transition is demonstrated in preventing one of the key material risks, identified as the inefficiency of reskilling our employees in alignment with the strategic transformation needs. We need to prevent a potential shortage of skilled staff, for our existing and future business, as that could lead to reduced productivity, economic disparity, and job insecurity among employees.

It is crucial that we include all employees in our upskilling strategy so that we promote fairness and inclusivity, providing equal opportunities for all employees to gain the necessary skills for existing and new roles. Aligning training programs with OMV's strategic needs helps maintain economic stability, reducing the risk of job losses and economic hardship. Furthermore, effective training can bridge socio-economic gaps, promoting social equity and supporting sustainable growth. By addressing these risks and leveraging the opportunities, OMV can contribute to a Just Transition in a way that will benefit both our workforce and the broader community.

As part of our upskilling strategy, we provide training solutions that prepare our employees in the traditional oil and gas business to transition and become future-ready for roles in our low-carbon business. The aim is to keep skills up to date, recognizing that existing skills can be transferred to new energy solutions as well as being highly sought after for existing energy solutions. For example, our Sustainability Academy, a SharePoint-based platform for all employees, provides training for all OMV employees to expand their knowledge on ESG topics and cultivate a mindset aligned with our journey to net zero. Our Operational Excellence programs provide our operations managers with the support needed to keep our existing refining and energy business as effective as possible. Through initiatives like these, we are fostering a culture of continuous learning and development, empowering our team to thrive in the evolving landscape of energy solutions.



[S1 SMB-3.14d] OMV's transition plan aims to achieve climate-neutral operations by 2050 and might have substantial material impacts on our own workforce. These impacts and risks include restructuring and potential changes to job descriptions due to efforts to reduce carbon emissions in accordance with international agreements. Our personnel policy promotes long-term employment, aiming to benefit both staff and the organization through sustained working relationships. For more details, see Operational Changes and Minimum Notice Periods.

[S1 SBM-3.15] OMV is committed to ensuring fair treatment and equal opportunities for all employees, with zero tolerance for discrimination and harassment. We celebrate our differences and use our diversity as a catalyst for growth and creativity. Through our People & Culture (P&C) Strategy, we are adapting current practices to foster an inclusive and purposeful workplace, promoting diversity and mobility within OMV.

Based on the OMV DE&I survey conducted in 2021 and consultations with P&C, DE&I, and human rights experts, we identified certain groups at greater risk of harm due to their characteristics, contexts, or job activities. These include LGBTQ+ individuals, disabled employees, ethnic and racial minorities, older workers (over 50), those with caregiving responsibilities, women, and pregnant employees. We also recognized increased risks for lone workers, those in remote or conflict areas, and environments with different cultural values. Additionally, employees in hazardous roles and working night shifts, especially pregnant women, are at higher risk. By addressing these risks, OMV aims to create a safer, more inclusive workplace where everyone can thrive, for example [SBM-3.16] the recent pandemic demonstrated that OMV can maintain high levels of service through our digital methods of working. For our blue-collar workers, we organized different shifts and reduced contact between groups of operators to ensure service continuity.

The workforce of OMV comprises more than 50% Generation X and Baby Boomer individuals. This has led to concerns as large groups are set to retire in the next five years. To address this risk, OMV is concentrating on improving knowledge transfer between generations and nurturing the next generation of managers through our Operational Excellence programs. In an effort to create a safer, more inclusive workplace, OMV has implemented several initiatives. These include intercultural training to prepare employees for business trips or relocations, ensuring they are well-equipped to navigate different cultural environments. To enhance intercultural awareness further, management is encouraged to gain international experience through job rotation. Additionally, OMV organizes DE&I awareness events and learning sessions on significant occasions such as International Women's Day, International Day of Persons with Disabilities, Pride Month, and Generations awareness, as well as celebrating various intercultural days.

To support new parents, the Company has introduced training programs aimed at increasing awareness for both genders regarding the availability of part-time models and other work adjustments. These programs aim to ensure a safe and supportive workplace for all employees, promoting flexibility and understanding in balancing work and family commitments.

Governance

[S1-2.27c] OMV's People & Culture (P&C) department is responsible for a wide range of functions that are crucial to our organizational success. These include talent acquisition, which focuses on attracting the right candidates to join our team. People development is another key area, encompassing strategic competency development, talent management, and learning management to ensure our employees have the skills and knowledge needed for their roles. People relations involves managing payroll, employee administration, and employment law and contracts, maintaining smooth and compliant operations. The P&C department also handles rewards and global mobility, ensuring our employees are recognized and can move across different regions as needed. Finally, the P&C representatives coordinate the activities of various units and countries where we operate, bringing synergy and alignment to our global operations.



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 P&C leadership team reports directly to the OMV Group Senior Vice President (SVP) of P&C. The SVP reports directly to the CEO.

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) for the remuneration of the Executive Board. The OMV Group's People & Culture (P&C) department is responsible for implementing the Group's DE&I Strategy. A governance team comprising P&C, Communications, and sponsors from Board level across OMV was formed in 2022 to work on our DE&I Strategy and reach the milestones defined in our roadmap. In addition, during DE&I workshops, Employee Resource Groups (ERGs) consisting of volunteer OMV employees have been established to achieve our DE&I goals. The ERGs support our actions by promoting the initiatives within their own teams, creating the voice of the DE&I community and increasing visibility.

S1-1 Specific Policies and Commitments Related to Own Workforce

[S1-1.19] All the policies addressed in this section apply to all employees in our own workforce, unless otherwise specified. Generally, the IROs related to Own Workforce are governed by the Code of Conduct and the Human Rights Policy, which publicly underline our commitments regarding our own employees. S1 Own Workforce material IROs are addressed and managed through specific policies like the Human Resources Directive, the People & Culture Ethics Policy on Non-Discrimination, and our DE&I Vision.

Code of Conduct

[S1-1.19] [MDR-P 65a] OMV aims to be a fair and responsible employer that promotes equal opportunities, modern forms of employee development, and a positive and dynamic working environment. By providing just and favorable working conditions, employee satisfaction, productivity, and health care can increase the positive overall impact on both the employees and OMV. We ensure compliance with local wage standards, working and rest times, and overtime payment provisions to guarantee a dignified standard of living for our employees and their families, in line with International Labour Organization standards. Where legal protections are insufficient, we ensure at least one uninterrupted day off per week and adequate compensation.

By promoting a work-life balance and increasing opportunities for employees who represent a minority share, we strive to create a positive and inclusive work environment. Our comprehensive and inclusive workforce strategy focuses on equal treatment and opportunities for all, enhancing employee satisfaction and productivity. Our Code of Conduct clearly states that discrimination based on race, color, sexual identity, gender identity or expression, age, ethnic or social origin, genetic features, language, religion or belief, political opinion, membership of a national minority, indigenous origin, property, marital or family status, disability, health status, or any other status, is not tolerated.

Regarding parental leave, we comply with national law and ILO Convention 183, providing a minimum of 14 weeks of maternity leave. We ensure a fair and effective reward system that supports equal pay for equal work through Group-wide governance, and maintain a fair and transparent approach to dismissal, sanctions, deductions, and complaints, in line with national law and fair proceedings standards. Recognizing the importance of job security, OMV makes every effort to meet our responsibilities through contingency planning. These efforts have a positive impact on our workforce, fostering a supportive and equitable workplace culture that benefits both employees and OMV.

[MDR-P-65b, 65c, 65d, 65e, 65f] For the Code of Conduct, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [E1 Climate Change](#).



[S1-1.24a, 24c] Our Code of Conduct highlights the critical importance of diversity within our organization. We are committed to ensuring that employees and job applicants are not discriminated against on the basis of age, race, faith or religion, skin color, nationality, ethnic origin, political or other beliefs, gender, sexual orientation, disabilities, or family status.

Human Rights Policy Statement

[S1-1.19] [S1-1.20] [MDR-P 65a] OMV is committed to respecting workers' rights as outlined in the eight Fundamental Conventions and the Declaration on Fundamental Principles and Rights at Work of the ILO. This includes freedom of association, the right to collective bargaining, the elimination of forced labor and modern slavery, the abolition of child labor, the elimination of discrimination, and ensuring a safe and healthy working environment. We respect the right to form and join trade unions and refrain from actions undermining collective bargaining. Where national laws prohibit formal employee representation, OMV seeks alternative forms of representation within the relevant legal framework. We comply with local standards for decent living wages, working and rest times, and overtime payments. When local labor standards fall short of OMV's higher standards based on international human rights law, we adhere to our higher standards while complying with applicable laws. OMV is dedicated to fair treatment and equal opportunities for all employees, with zero tolerance for discrimination, bullying, and harassment in the workplace. By promoting a work-life balance and increasing opportunities for employees who represent a minority share, we strive to create a positive and inclusive work environment. Our comprehensive and inclusive workforce strategy focuses on equal treatment and opportunities for all, enhancing employee satisfaction and productivity.

[MDR-P 65b, 65c, 65d, 65e, 65f] For the Human Rights Policy Statement, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → S1 Human Rights.

[S1-1.24a] The OMV Human Rights Policy Statement affirms our commitment to equality for all individuals, irrespective of any characteristics such as race, gender, sexual identity, age, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, indigenous origin, property, family status, disability, health status (including mental health), or any other status. [S1-1.21] [S1-1.22] [S1-1.24a, 24b, 24c, 24d] For details on our human rights commitments and the measures we have in place for preventing and addressing human rights impacts within our own workforce, see → S1 Human Rights. Own Workforce material impacts are addressed and managed through specific policies like the Human Resources Directive, the People & Culture Ethics Policy on Non-Discrimination, and our DE&I Vision, which include more details regarding the management of just and favorable working conditions, equal treatment and opportunities for all, attraction of talent and trained staff, reskilling, and training.

Human Resources (HR) Directive

[S1-1.19] [MDR-P 65a, 65b] OMV's Human Resources Directive (HR Directive) establishes a unified framework for HR processes and regulations across the organization, excluding Borealis AG and SapuraOMV Upstream Sdn. Bhd. It outlines the main principles, values, and organizational setup for HR functions, detailing roles and responsibilities, HR processes, and governance. The directive aims to ensure consistency, internal equity, and transparency in HR practices, supporting the business strategy and adding value by engaging the business in HR-related matters. It covers areas such as reward management, talent acquisition, people development, international mobility, and HR administration, while respecting local legislation and country-specific regulations that address the opportunity to attract and retain talented and trained staff. By offering competitive training opportunities, we aim to gain an advantage in talent attraction and retention, which is crucial for our ongoing success.

The directive outlines the principles and processes for managing employee rewards, including salary reviews, performance evaluations, and benefits, to ensure transparency and consistency in recognizing and rewarding employees for their contributions. It underscores the importance of employee development through structured



learning and development programs, encompassing performance reviews, succession planning, and talent management, to provide opportunities for growth and career advancement. Additionally, the directive emphasizes the significance of diversity, with the goal of increasing female representation in senior leadership roles and promoting initiatives such as mentoring, succession planning, and specific training programs. Furthermore, it includes provisions for managing labor relations and providing HR law-related services, ensuring compliance with local and international labor laws, protecting employees' rights, and ensuring fair treatment in all HR-related matters. By promoting a work-life balance and increasing opportunities for employees who represent a minority share, we strive to create a positive and inclusive work environment. Our comprehensive and inclusive workforce strategy focuses on equal treatment and opportunities for all, enhancing employee satisfaction and productivity. Spot checks and internal audits are used to monitor the effective implementation of the policy.

[MDR-P 65c] The Senior Vice President of the People & Culture department holds the most senior position accountable for the implementation of the HR Directive and the People & Culture Ethics Policy. [MDR-P 65e] OMV subject matter experts (e.g., from the P&C department, human rights experts, legal experts, etc.) were either directly involved in the development of the Directive and P&C Ethics Policy or consulted during the internal review process to seek their feedback on the draft policies. [MDR-P 65f] The HR Directive and P&C Ethics Policy are made available to all OMV employees via OMV's Regulations Alignment Platform on the OMV Intranet, and where required, during training sessions. [S1-1.24a] The HR Directive at OMV emphasizes the importance of managing diversity, recognizing it as a significant strength that we are actively building on. We are committed to continuously developing new initiatives and measures to promote diversity and equal opportunities within the organization. This directive is supported by Annex 1, which contains the P&C Ethics Policy outlining OMV's zero-tolerance stance on any form of abuse, harassment, or discrimination in any work-related setting.

[S1-1.24] This policy ensures that all employees can work in an environment that is free from harassment, unlawful discrimination, and retaliation. [S1-1 AR 10] In 2024, Annex 3 was incorporated into the existing HR Directive to outline the setup, principles, and processes for the new SpeakUp Channel, ensuring its applicability to the OMV and OMV Petrom subsidiaries. Using our SpeakUp Channel, employees can also raise concerns regarding serious work-related misconduct online.

Working Hours and Flexibility

[S1-1.20a] [MDR-P 65a] We are committed to complying 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 such as special part-time work for certain age groups and options to work from home that provide greater time flexibility for our staff. We offer various forms of long- and short-term breaks from work such as sabbaticals and parental and other care leave.

Operational Changes and Minimum Notice Periods

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



Wages

[S1-1.20a] [MDR-P 65a] We are committed to paying locally adequate wages in the regions where we operate. For almost all our employees, minimum wages or salaries are fixed by law or agreed by way of collective bargaining. [S1-1 AR 10] The HR Directive was updated with guidance on an internal grievance channel (SpeakUp Channel), which is also dedicated to our own employees.

Rewards

[S1-1.20a] [MDR-P 65a] To promote and support OMV's strategy, OMV aims to ensure compensation and benefits packages that are competitive within relevant labor markets in the oil, gas, and chemical industry. Annual remuneration reviews are conducted for this purpose. OMV continuously monitors market trends and international best practices to attract, motivate, and retain the best-qualified talent from around the world. Base salaries are set in accordance with internationally accepted methods for determining market levels of remuneration, and comply with the relevant legal regulations, for example collective bargaining agreements. Base salaries are market-oriented, fair, and tailored to the position and expertise of the employee. OMV encourages equal pay at all career stages, for instance by setting standardized entry-level salaries that are reviewed each year in line with the local market situation.

OMV strives for long-lasting employment relationships. We ensure the consistent, fair, and objective evaluation of positions 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. Remuneration includes a balanced and transparent mix of fixed and variable monetary and non-monetary components.

A new bonus program for employees – the Group Incentive Plan (GIP) – was introduced in 2024 with the aim of incentivizing joint success as a Company. This newly designed annual incentive plan is based entirely on Company goals and provides full alignment between the key financial and non-financial OMV strategic priorities and the bonus payout to employees. While implementing the GIP, OMV will continue the annual goal-setting process. Performance management will continue to play a crucial role in OMV's business success by ensuring a shared understanding of priorities and driving individual performance and development.

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), kids' summer camp, and anniversary payments.

People & Culture Ethics Policy on Non-Discrimination

[S1-1.19] [MDR-P 65a] With our P&C Ethics Policy we aim to ensure equal employment opportunities without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital or family status, political or other belief, citizenship, national origin, genetic information, or any other characteristic protected by law. OMV prohibits any such discrimination or harassment. OMV encourages reporting of all perceived incidents of discrimination, harassment, or retaliation, regardless of the offender's identity or position. OMV has established dedicated channels through which stakeholders may voice concerns. Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly with commitment to the principles of confidentiality, anonymity, fair and equal treatment, and bona fide protection, among other things. By promoting a work-life balance and increasing opportunities for employees who represent a minority share, this policy provides guidelines for creating a positive and inclusive work environment. Spot checks and internal audits are used to monitor the effective implementation of this policy.



[MDR-P 65b, 65c, 65e, 65f] For the P&C Ethics Policy, unless otherwise specified, the scope of the policy, involvement of senior-level management, interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are all covered under the HR Directive.

Diversity, Equity & Inclusion (DE&I) Vision

[MDR-P 65a] [S1-1.24a] The OMV Group's DE&I vision is built upon three key pillars: Diversity of Thought and Experience, Equitable Opportunity, and Inclusive and Safe Spaces. We aim to become an organization where our differences are embraced and used as a catalyst for growth and creativity. Our actions are focused on actively removing barriers so that each of us can grow and contribute to the success of our Company. Additionally, we strive to build a culture of trust and respect, working together so everyone can bring their full selves to work. This vision is supported by the following policies, which state OMV's zero-tolerance stance on any form of abuse, harassment, or discrimination in any work-related setting: the Code of Conduct, the HR Directive (including the P&C Ethics Policy), and the Human Rights Policy Statement.

[S1-1.24b] The OMV Code of Conduct, Human Rights Policy Statement, and P&C Ethics Policy explicitly outline OMV's stance against multiple grounds for discrimination, ensuring protection against any unfair treatment based on racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction, social origin, or other forms of discrimination covered by European Union regulations and national law.

[S1-1.24c] Furthermore, OMV is committed to inclusive practices and positive action for groups at higher risk of vulnerability within its workforce. Specifically, for women, we ensure gender equality in recruitment, hiring, and promotion through our equal opportunity initiatives. OMV has also introduced supportive policies that encourage work-life balance, provide maternity leave, and support career development for women. For instance, we offer the SHEnergy program, a leadership development initiative tailored for women, and the New Parents program, an information session for new parents (all genders) to inform them about available support, part-time work models, and other supporting practices. [S1-1.24d] These policies are implemented through a Group-wide DE&I governance structure and volunteer Employee Resource Groups (ERGs). Additionally, the achievement of diversity targets is incorporated into the ESG targets within the Long-Term Incentive Plan (LTIP) as part of the remuneration of the Executive Board. To ensure female talent is identified and supported throughout their careers, we have embedded diversity targets into our people processes, including recruitment, talent, and succession planning, learning, and leadership development.

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

[S1-2.27a, 27b] [AR 24a] We engage with our employees and workers' representatives through direct engagement and value creation initiatives, annual Pulse Check surveys, and quarterly events with top management. These quarterly events include discussions of financial results and Q&A sessions, while town hall meetings facilitate open communication. Additionally, OMV uses collective bargaining to effectively represent and protect employee interests and rights.

Employee Engagement

[S1-2.28] At OMV, gaining an insight into the perspectives of our workforce, particularly those who may be marginalized or vulnerable to impacts, is crucial to our commitment to DE&I. To achieve this, we have established DE&I volunteer networks and Employee Resource Groups (ERGs) that actively engage with employees across various levels and functions. OMV has six different Employee Resource Group workstreams that provide insights and share what is needed to reduce marginalization: Accessibility, Gender, Generations, Intercultural, LGBTQ+, and Parenting/Caregivers. These groups are complemented by DE&I Ambassadors within the business, who serve as advocates and ensure that DE&I principles are integrated into daily operations and strategic decisions.



This year's annual Pulse Check contains a new standard on inclusion, and at the OMV Group, 64% agree that we strive to include and fully utilize the diverse talents, experiences, and backgrounds of all employees. Additionally, we host Group-wide events with dedicated Q&A sections to provide a platform for open dialogue and address any concerns or suggestions from our diverse workforce. Generations focus group discussions are organized to understand and address the specific needs and perspectives of different age groups within our Company. To further facilitate communication, we have established a dedicated email address for all employees where they can share their experiences and ideas related to DE&I.

Our commitment to transparency is reflected in our DE&I reporting, which provides detailed information on gender, age, and nationality. These reports are shared during the talent management process at our annual Group People Days, ensuring that our progress and challenges are visible to all stakeholders and guiding our ongoing efforts to foster an inclusive and equitable workplace. Through these comprehensive steps, OMV strives to create an environment where all employees feel valued and heard.

Pulse Check Survey

[S1-2.27a] [S1-2.AR 24b] Based on the feedback we receive from the Pulse Check survey, focus areas are defined at Group level to be followed up in the next year. This feedback is also integrated into action plans, which are communicated back to employees through meetings, internal communications, and updates. This ensures transparency and continuous engagement. Reflecting on the results of the 2023 Pulse Check (64% engagement score), we introduced several initiatives in 2024. For example, to increase clarity on our purpose and strategy, we have rolled out strategy engagement sessions across the Group, ensuring that everyone is informed and can actively participate. Additionally, in response to feedback about employee development, we have encouraged line managers and employees to create individual development plans. This has resulted in an increase in development plans of 44%, which demonstrates our commitment to continuous learning and growth.

[S1-2.AR 24c] The Pulse Check is one of our most important tools for measuring the engagement of our employees and it is an essential part of our People & Culture Strategy relating to Employee Experience. It is also a chance for our employees to have their say and an opportunity to share their thoughts and ideas. The Pulse Check assesses several key indices, including Safety, Innovation, Line Manager, Employee Development, Strategy, Empowerment/Involvement, Well-being, Values, Sustainability, Transformational Leadership, and Inclusion. The Pulse Check is conducted annually at Group level. Quarterly webcasts on financial results, which are available to all employees and non-employees, address key focus topics and allow for questions. We host loyalty ceremonies for long-serving employees and dedicated "North Star" sessions provide a more personal setting for pre-registered employees to engage directly with the Executive Board. There are Fuels & Feedstock and Energy quarterly updates with the respective Board members.

[S1-2.27] [S1-2.AR 24d] OMV allocates substantial financial and human resources specifically to engagement activities with our own employees. This includes funding for engagement activities such as the Pulse Check, training programs and workshops, and dedicated personnel. Although the P&C team organizes the yearly Pulse Check with an external provider, its main purpose is to enable line managers to discuss with their teams how to improve engagement. Each line manager receives access to the reporting tool, enablement sessions, and a practitioner's guide to not only support understanding of the results but also best practices to improve our ways of working. Line managers usually organize workshops with their teams to share the results and develop an action plan of improvements for the next year. Functional and divisional leads gather these action plans and look into what can be done to improve on an organizational level. Each year we share the results, the actions taken, and the improvements that were instigated by each organization and division on the intranet. Although the external costs are a fraction of our yearly P&C budget, the impact of the Pulse Check on OMV as a whole is pivotal.

[S1-2.AR 24e] As OMV is undergoing its transformation, the Pulse Check allows us to keep a critical eye on not only the engagement of our employees but also the extent to which they feel they can contribute to the strategy, that



they receive the right skills for the future, and understand the sustainability goals we are all pursuing. In 2024, we achieved a 3% increase on Strategy, a 3% increase on Employee Development, and a 2% increase on Sustainability at Group level, based on the respective key indicators.

[S1-2.27e] An indication of the effectiveness of the measures the organization takes can be given by the Pulse Check response rate, as employees feel that we listen and take action. In the Pulse Check 2024, we achieved a very high response rate of 86% at Group level. Compared to 2023, 3% of employees in the OMV Group (OMV 7%) moved from actively disengaged/passive to moderately/highly engaged, meaning a 3% increase in the overall engagement score for the OMV Group. This positive trend can be seen across both gender groups. Since 2022, disengagement has been consistently decreasing, and the disparity with the benchmark for the Oil, Gas & Consumable Fuels sector is narrowing. All divisions have implemented several measures, including promoting bottom-up business development initiatives, creating individual development plans for each employee, and holding Values workshops to reinforce our commitment to a culture of integrity and respect.

In addition to Employee Engagement, the key indices we have chosen for the Pulse Check, Safety, Employee Development, Well-Being, and Inclusion, are indices for which the OMV Group actively has measures in place to prevent risks related to our workforce.

- **Safety:** HSSE training is a well-developed preventive standard for each employee in the OMV Group. Every year, these programs are updated for specific job families. In 2024, HSSE piloted the use of virtual reality for the first time to expand the group that could practice how to respond to dangerous situations.
- **Employee Development:** as discussed in the Employee Development section, specific programs have been developed to prevent a situation in which employees are not ready for the future.
- **Well-being:** the OMV Group has a comprehensive learning program for employees to prevent physical, mental, or social difficulties in their work environment. In addition to this, the OMV Group offers external psychological services for additional support.

Inclusion: to prevent vulnerable employees or employees from minorities from feeling excluded or discriminated against, the OMV Group has several preventive measures in place. These focus on creating an inclusive culture through DE&I awareness events and foster learning about International Women's Day, Pride Month, accessibility, generations, and intercultural days. In addition, we have set management KPIs for gender balance as well as international experience and nationality. Finally, several processes are in place to prevent discrimination in recruitment, talent identification, and succession planning.

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

SpeakUp Channel

[S1-3.32a, 32b, 32c, 32e] [S1-3.AR 30] Our employees and other stakeholders play a crucial role in identifying work-related misconduct. OMV fosters a culture of openness and accountability, encouraging all stakeholders to report any suspected misconduct. OMV employs a comprehensive remediation process to address and resolve any work-related grievances. For example, if an employee reports instances of harassment or discrimination, or if there are concerns about unsafe working conditions, these grievances are investigated.

The channels available for registering work-related grievances include local reporting mechanisms at Company level and our online [SpeakUp Channel](#). The SpeakUp Channel provides employees and other stakeholders with a secure platform to confidentially and, if necessary, anonymously share information about any potential work-related misconduct they have perceived or observed. The P&C department is responsible for operating the SpeakUp Channel and managing communication on workplace-related grievances with reporters through the associated IT



tool. Trained P&C personnel oversee the grievance handling process, ensuring that all complaints are treated consistently and fairly.

All grievances reported through our SpeakUp Channel are promptly investigated using the following process: an initial pre-screening to prioritize cases, assignment, planning, internal investigation, appropriate resolution actions, clear communication of outcomes, follow-up to ensure effective implementation (where necessary), and documentation following closing. This approach ensures that all grievances are handled fairly and transparently, fostering a supportive and safe work environment. It also ensures that every concern is thoroughly addressed, and appropriate actions are taken to resolve any issues identified. OMV evaluates the effectiveness of the remedies provided by gathering feedback from employees and other stakeholders, tracking the time taken to resolve issues, and assessing whether similar problems arise again.

To prevent recurrence, OMV ensures that implemented measures are continuously monitored and improved as necessary. For example, spot checks and internal audits are conducted to identify the effectiveness of the measure and any gaps or areas for enhancement. This approach helps OMV protect our people, our Company, our Values, other stakeholders, and society as a whole. We view grievance mechanisms as vital tools for preventing and managing negative impacts on employees. OMV has therefore established dedicated channels for stakeholders to voice their concerns regarding workplace misconduct.

[S1-3.32d] With the recent introduction of our SpeakUp Channel, we are providing comprehensive training to employees involved in overseeing and supporting the grievance handling process. All our employees and management are informed about the availability of these channels through our internal communication tools, emphasizing the importance of using grievance channels and maintaining open communication. Our intranet and internet pages contain detailed information on the functioning, processes, and purposes of grievance handling, helping to manage expectations, ensure proper reporting, and support reliable investigations.

[S1-3.33] [S1-3.34] To ensure that our workforce can trust this channel as a means for raising their concerns, we are also working on implementing effective feedback mechanisms, such as making SpeakUp Channel topics a regular agenda item at meetings with the works council. Provisions to ensure protection against retaliation for individuals reporting work-related misconduct are stipulated in our P&C Ethics Policy and our P&C Misconduct Reporting Procedure. These provisions specifically protect employees from experiencing negative consequences related to their professional advancement, further training, income, or other professional development opportunities, such as dismissal, demotion, denial of promotion, negative performance appraisals, or disciplinary actions for reports made in good faith.

[S1-3 AR 30] In addition to our SpeakUp Channel, we offer various other local channels at Company level, such as employee hotlines and designated contact persons depending on the issue at hand (e.g., People & Culture, Compliance, or HSSE representatives, PetrOmbudsman). Many of our companies have established employee representation bodies like works councils, which offer further support in the event of grievances.

S1-4 Actions to Manage IROs related to Own Workforce

[S1-4.35] [S1-4.37] To address the material IROs related to our workforce, specifically enhancing employee satisfaction and productivity by ensuring equal treatment and opportunities for all, attracting and retaining talented and trained staff, and mitigating the risk of stagnation due to outdated knowledge and skills, we have defined specific actions. These actions include training and skills development, developing transformational leadership competencies, talent attraction and retention, performance management and career development, and raising awareness on DE&I. [S1-4.43] [MDR-A 69a,69b] For the material topic S1 Own Workforce, none of our actions exceeded our key action monetary threshold of EUR 5 mn, and therefore these data requirements have not been addressed.



[S1-4.39] Guided by our P&C Strategy, we prioritize projects for execution annually. [S1-4.43] OMV allocates substantial financial and human resources to mitigate material risks and contribute to people and culture development in the areas where we operate. This includes an annual budget to implement the actions defined in the People & Culture Strategy and dedicated P&C personnel throughout the Group.

[S1-4.41] OMV is committed to ensuring that our practices do not cause or contribute to material negative impacts on our own workforce. We prioritize data privacy and security, ensuring that employee information is handled responsibly, ethically and in line with all applicable regulations by granting access rights only to eligible persons. Spot checks and internal audits are conducted to ensure that only authorized individuals have access to personal data.

[S1-4.AR 43] Cognizant of the social impacts that the energy transition entails, OMV is committed to contributing to a Just Transition¹ for our employees and to addressing the social and economic effects of the transition to an environmentally sustainable economy. As part of our P&C Strategy and ongoing transformation, employee development has become a top priority. We need to identify and integrate employees with a diverse skill set. It is essential to balance reskilling employees to develop new energy solutions while retaining and training those with the skills necessary to support our legacy business. [S1-4.AR45] For information on whether and how external developments have been considered regarding dependencies turning into risks, see ESRS 2 General Information. [S1-4.AR 47] All P&C-related risks are assessed, addressed, and monitored as part of the regular Enterprise-Wide Risk Management (EWRM) process. For details see → [ESRS 2 General Information](#).

Training and Skills Development

[S1-4.37] [S1-4.38a, 38c] [S1-4.40a] [MDR-A 68a] [S1-4.AR 43] [S1-2.27] [S1-4.AR 24e] Training and skills development is both a preventive and an enhancement measure for the opportunity related to talent attraction and retention. By offering competitive training opportunities, we aim to gain an advantage in talent attraction and retention, which is crucial for our ongoing success. Recognizing the risk to our progress by not having up-to-date knowledge and skills, we are committed to continuously improving our training programs to ensure our workforce remains skilled and compliant. To expand our employees' skill sets to meet the demands of our dynamic business and pave the way to becoming a net-zero company by 2050, we are focusing on several key areas. To enhance our employees' skills in sustainability, OMV offers a wide range of online learning materials, with learning journeys regularly added to better prepare employees for the evolution of our business. The Sustainability Academy provides curated materials on sustainability topics, expanding ESG knowledge among employees. In 2024, a new learning path focused on hydrogen was launched.

To mitigate the negative impact on our workforce resulting from the transition to a greener, climate-neutral economy, specific initiatives to upskill employees in technical areas are being continued, with a particular focus on transitioning to a low-carbon business, e.g., training on geothermal energy, Carbon Capture & Storage, hydrogen and renewable electricity.

The Data Academy, a global initiative for all finance employees, offers data related training fully integrated with competence management, skill definition, and DataCamp curricula, providing comprehensive courses for all skill levels. Additionally, a global Data Analytics program supports upskilling in data analytics and science. OMV has also created a global artificial intelligence (AI) learning path via LinkedIn Learning for all skill levels. These initiatives prepare employees for a rapidly evolving professional landscape and the growing field of digitalization.

OMV's leadership portfolio offers programs for new and current leaders to enhance their leadership skills. In 2024, the Transformational Leadership program for senior leaders was introduced to enable them to lead their teams through the sustainable transformation. The SHEnergy program, aimed at female leaders, continues to advance critical leadership skills for women. The OpsXcelerate program was also implemented to prepare future operations

¹ "Just Transition" refers to addressing social and economic effects of the transition to an environmentally sustainable economy as stated in the ILO Guidelines for a Just Transition.



managers in our legacy business assets to drive operational excellence. Leadership development is a key enhancement measure. [MDR-A 68b] This action is aimed at all employees within our own workforce. [MDR-A 68c] This is an ongoing process and is part of our 2030 target to increase the average number of annual learning hours to a minimum of 30 hours per employee. [S1-4.38d] To track the effectiveness of the quality of training provided, all employees who complete online or in-person training are requested to complete a survey. This survey gathers feedback on various aspects of the training, including content relevance, instructor effectiveness, and overall satisfaction. The results help us identify areas for improvement and ensure that training programs are continuously updated to meet the evolving needs of our workforce.

Transformational Leadership Competencies

[S1-4.37] [S1-4.38a] [S1-4.40a] [MDR-A 68a] To ensure the transformation of OMV will be a success, we need to adapt our current methods to fit our new aspirations. By building on our capabilities, we are reinventing how we lead as well as our way of working. Therefore, linked to our purpose and Values, we have implemented Group-wide Transformational Leadership Competencies (TLCs). Our TLCs define our expectations of our leaders and complete our transformational framework to successfully drive the implementation of our strategy. The four TLCs for all leaders across the Group are Lead self, Grow people, Drive change, and Deliver impact. The new TLCs are being integrated into the respective P&C processes, such as leadership assessment and development (Group People Day Process), our talent programs, talent acquisition, and performance processes.

As part of our ongoing commitment to developing a resilient and competent leadership team, we introduced a Group-wide mandatory leadership assessment as part of the recruitment process for key managerial and project management positions. This leadership assessment, conducted by an external partner, is based on the OMV Transformational Leadership Competencies. By employing rigorous and standardized evaluation methods, we aim to identify and select candidates who not only possess the necessary skills and expertise but also align with our commitment to sustainable leadership practices. In 2024, we conducted over 100 leadership assessments based on our Transformational Leadership Competencies. [MDR-A 68b; 68c] This action specifically targets leaders within our workforce. This is an ongoing process and supports our 2030 target of increasing the share of women at senior management level to 30%.

[S1-4.38d] The Transformational Leadership Competencies, applied in our training programs and assessed using the training evaluation forms, help track and assess the effectiveness of this action. By incorporating these competencies into our training programs and evaluating them consistently, we can measure how well our leadership development efforts are fostering effective leaders. This process allows us to gauge the impact of our training on employee performance, engagement, and overall organizational culture, ensuring that our initiatives are driving positive outcomes for our workforce.

Talent Attraction and Retention

[S1-4.37] [S1-4.38a, 38c] [MDR-A 68a] [S1-4.40b] 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 OMV, we use shared internal job boards to offer a wide range of internal job opportunities to our employees. This is a measure to mitigate the risk concerning the inability to successfully execute our strategy due to inadequate training. Externally, we concentrate on building robust talent pipelines through cooperation with key universities in our locations. In addition, we aim to build a talent pool by providing apprenticeship programs and internships, which are mainly focused on the technical and commercial aspects of our business. The Petrochemical School program in Romania is a pilot project that aims to assure a constant and sustainable flow of high-quality blue-collar workers.

In both the Energy and Fuels & Feedstock segments, we regularly conduct graduate programs for highly qualified university graduates, supporting them in establishing their careers. In Energy, the Integrated Graduate Development Program (IGD) focuses on enhancing understanding of the energy value chain and developing soft and technical



skills, with a new emphasis on the Low Carbon Business. The program, with a focus on cross-discipline and immersive learning, is tailored to various skill pools, aiming to achieve a similar skill set for all graduates. The Fuels & Feedstock Fresh Graduate Program targets graduates in engineering or business administration, providing virtual and F2F training, combined with leadership meetings and site visits. Both programs enable young employees to improve the specific technical and business skills needed for outstanding job performance and support them in building up their future careers. In 2024, 55 employees participated in the IGD program and 56 in the Fuels & Feedstock program. [S1-4.38d] To track the effectiveness of the quality of these programs, all participants are required to provide feedback through a survey conducted at the end of the course. [MDR-A 68b, 68c] This action is aimed at all employees within our workforce, as well as external stakeholders interested in pursuing a career at OMV. This is an ongoing process.

[MDR-A 68a, 68b, 68c, 68e] To retain talent, we have ongoing leadership programs in place that are designed to support all employees who take on new management roles, as well as current leaders who want to upgrade their basic knowledge of leadership. The OMV Leading Ahead program launched in 2022 in partnership with Borealis and OMV Petrom to offer the Group's top talent a wide-ranging leadership development journey and a broad career platform.

As part of our ongoing transformation, we are committed to ensuring that no one is left behind. To facilitate this, we offer low-carbon training solutions and are continuing to expand our efforts to upskill our workforce. The aim is to keep skills up to date, acknowledging that existing skills can be transferred to new energy solutions. We also launched the Sustainability Academy, a SharePoint-based platform for all employees so they can expand their knowledge of ESG topics. Through initiatives like these, we are fostering a culture of continuous learning and development, empowering our team to thrive in the evolving landscape of sustainable energy solutions.

In Romania, scholarships through OMV Petrom's Petrochemical School and Oilmen School dual programs are offered to students. OMV Petrom supported four vocational classes, offering an updated curriculum, company internships, scholarships, and training by employees. Students receive a monthly scholarship of up to RON 700 from OMV Petrom and RON 200 from the government. After three years, students will have a recognized professional qualification and employment opportunities within the company.

In 2024, we developed our new Employer Value Proposition (EVP), with rollout planned for 2025. This will serve as a statement or framework that outlines what OMV stands for as an employer. It will highlight the unique qualities and benefits that we offer to our employees. Moreover, it will help us attract and engage potential candidates who align with our new purpose and OMV Values, and the opportunities we provide. Essentially, it's a way for us to communicate why our Company is a great place to work and why people should consider joining our team.

Performance Management and Career Development

[S1-4.37] [S1-4.38a] [MDR-A 68a, 68b, 68c] 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 each position. OMV has an annual review process in place to support our employees and managers in the structured, systematic planning of performance and personal development within the Company. Employees and their managers work together to set performance and development goals, review progress, and evaluate achievements, with employees ultimately being rewarded and recognized annually.

"Personal Impact x Potential" is used as an evaluation tool to provide structured feedback in performance reviews and in succession planning (Group People Days Process). Managers evaluate their employees according to personal impact and potential (Transformational Leadership Competencies; TLCs) 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. 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. Individual monetary and non-monetary rewards are granted for extraordinary achievements at individual and team levels. In 2024, 15,560 performance reviews were completed for the previous performance cycle, with some employees having more than one review. [S1-4.38d] Succession planning is a key component in tracking and assessing the effectiveness of this action. By ensuring that candidates for available positions are selected from a well-defined succession plan, we can measure the success of our talent development programs, leadership training, and career progression initiatives. This process helps us evaluate how effectively we are preparing our employees for future roles, thereby supporting our overall strategy for workforce development and organizational resilience.

Diversity, Equity & Inclusion

[S1-4.37] [S1-4.38a] [MDR-A 68a] In 2024, we further developed our DE&I initiatives to support our 2030 targets of increasing the representation of women in management to 30%, ensuring at least 20% (stretch target 30%) of Executive Board members are female, and creating an inclusive and accessible work environment for people with disabilities.

Diversity is now promoted in six workstreams across OMV: Accessibility, Gender, Generations, Intercultural, LGBTQ+, and Parenting/Caregivers. The cross-company Employee Resource Groups organized several events: International Women's Week, Pride Month celebrations, the Generations event, and the Positively Purple event. Moreover, several focus group discussions were established, community lunches were held, and internal blog articles were published that contributed to the growing visibility of DE&I within the OMV Group.

The new DE&I Playbook was launched in 2024. It is a comprehensive toolkit that supports line managers in building an inclusive work environment, ensuring that all members feel valued and supported. Additionally, the DE&I Learning Hub offers a vast array of LinkedIn training modules designed to enhance the skills of both leaders and employees.

Our Accessibility stream continued awareness raising, for example accessibility-focused DE&I training sessions were launched for specific target groups. The training and accessibility guides are key elements in improving the understanding of the needs of people with disabilities. Moreover, we continued with the OMV Ability school project, an initiative that welcomes teenagers from a special needs school twice a year, fostering valuable exchange that offers insights into the corporate world and promotes inclusivity. [MDR-A 68b; 68c] This action is aimed at all employees within our workforce. Promotion and raising awareness of DE&I is an ongoing process.

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

S1-5 Targets Related to Own Workforce

Women at Management Level

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



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



2025

Increase share of women at senior management level to 25%

2030

Increase share of women at senior management level to 30%

Absolute Target

Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head counts of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft. and SapuraOMV
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	20.9

[MDR-T-80f] Management is defined as OMV Grade 15 and higher levels, and Borealis Grade 14 and higher levels, moving toward the EU Directive on improving gender balance on corporate boards (2022/2381). [MDR-T-80h] This target was developed during internal consultations by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] It focuses on advancing the positive impacts concerning equal opportunities for all in OMV's culture through gender balance in management. There were no changes made to the target and related metrics during the reporting year.

Status 2024

[MDR-T-80j] **23.7%** women at management level (2023: 24.4%). The target is monitored quarterly and reviewed annually.

Female Executive Board members

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



[MDR-T-80a] OMV is committed to increasing the number of female members on the Executive Boards of OMV, OMV Petrom, and Borealis. In our P&C Ethics Policy, we commit ourselves to ensuring equal employment opportunities without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital or family status, political or other belief, citizenship, national origin, genetic information, or any other characteristic protected by law. OMV prohibits any such discrimination or harassment.

2030

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



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

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

Status 2024

[MDR-T-80j] **20%** female Executive Board members (2023: 26.8%). The target is monitored quarterly and reviewed annually.

Executives with international experience



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

[MDR-T-80a] OMV is devoted to increasing the share of executives with international experience. In our P&C Ethics Policy, we commit ourselves to ensuring equal employment opportunities without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital or family status, political or other belief, citizenship, national origin, genetic information, or any other characteristic protected by law. OMV prohibits any such discrimination or harassment.

2025

Keep share of executives with international experience to 75%

2030

Keep share of executives with international experience to 75%

Absolute Target	
Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head counts of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	71.8

[MDR-T-80f] The methodology is based on the EU Directive on improving gender balance on corporate boards (2022/2381) and is aimed at moving towards compliance with this directive. This target applies to Executives, defined as OMV Senior Vice Presidents, OMV Petrom and Borealis Executive Board members. International experience is defined as a minimum of 3 years of work experience in countries of which a person does not hold a



citizenship. [MDR-T-80h] This target was developed during internal consultations by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] It focuses on both reducing negative impacts and enhancing positive impacts on OMV culture through international management. There were no changes to the target and metrics during the reporting year.

Status 2024

[MDR-T-80j] **72.3%** executives with international experience (2023: 71.4%). The target is monitored quarterly and reviewed annually.

International management

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



[MDR-T-80a] OMV is devoted to increasing the share of non-Austrian citizens at management level. In our P&C Ethics Policy, we commit ourselves to ensuring equal employment opportunities without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital or family status, political or other belief, citizenship, national origin, genetic information, or any other characteristic protected by law. OMV prohibits any such discrimination or harassment.

2030

Increase share of international management to 65%

Absolute Target	
Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head counts of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft. and SapuraOMV
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	60



[MDR-T-80f] This target applies to all management, defined as OMV Grade 15 and higher levels, and Borealis Grade 14 and higher levels. [MDR-T-80h] This target was developed during internal consultations by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] It focuses on both reducing negative impacts and enhancing positive impacts on OMV culture through international management. There were no changes to the target and metrics during the reporting year.

Status 2024

[MDR-T-80j] International management: **60.3%** (2023: 59.2%) The target is monitored quarterly and reviewed annually.

Build an inclusive accessible work environment for people with disabilities

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



[MDR-T-80a] OMV is devoted to building an inclusive, accessible work environment that enables people with disabilities to work for OMV. In our P&C Ethics Policy, we commit ourselves to ensuring equal employment opportunities without discrimination or harassment on the basis of disability. OMV prohibits any such discrimination or harassment.

2025

Pulse Check Inclusion improvement of baseline by +1%
Reported number of employees with disability at OMV Group legal entities in Vienna show an improvement

2030

Pulse Check inclusion improvement of baseline by +5%
Reported number of employees with disability at OMV Group legal entities in Vienna has increased by +1%



Relative Target	
Value chain activities	Own operations
In scope	All countries are in scope for building an inclusive work environment.
Out of scope	Countries without disability legislation are out of scope for employee disability reporting.
Geographical coverage	Group-wide
Base year	2024
Baseline value	Pulse Check DE&I value of 64% and % of employees with a disability at OMV legal entities in Vienna: 0.3–1.6%

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

Status 2024

[MDR-T-80j] **64%** according to the Pulse Check. An average of 0.9% of employees at OMV Group legal entities in Austria have disabilities. The target is monitored quarterly and reviewed annually.

Annual learning hours

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



[MDR-T-80a] OMV is committed to contributing to a Just Transition for our employees, and to addressing the social and economic effects of the transition on an environmentally sustainable economy. The target aims to both reducing negative impacts and enhancing the positive impacts for own employees with no changes to the target and metrics during the reporting year.

2030

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

Absolute Target	
Value chain activities	Own operations
In scope	OMV workforce
Out of scope	Head counts of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., SapuraOMV, and OMV Russia; excluding DYM Solutions, mtm, Rialti, Renasci
Geographical coverage	Group-wide
Base year	2022
Baseline value in hours	23



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

Status 2024

[MDR-T-80j] **23** average number of annual learning hours (2023: 30). The target is monitored quarterly and reviewed annually.



[S1-5.47a, 47b, 47c] The process for setting our DE&I targets includes an evaluation of past data, external best practice analysis, and legal requirements. This is followed by consultations with the Group Sustainability department, Group DE&I Governance, and finally approval by the Group Executive Board. We monitor our performance against these targets quarterly and review them annually. The quarterly review of progress toward these targets, combined with year-on-year figures, provides an insight into the effectiveness of the actions taken to achieve them. DE&I targets, and their results are shared with the leadership team and the Executive Board during Group People Days to discuss potential positive or negative trends and actions to take for improvement. In addition, they are shared with our Employee Resource Groups which represent the impacted workers, to provide input and plan measures for improvements.



Metrics

S1-6 OMV Employees

Employees broken down by gender¹

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

Head count

	2024	2023
Male	17,557	14,890
Female	6,000	5,702
Other	-	-
Not reported	-	-
Total	23,557	20,592

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

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-6.50a] [S1-6.52] [MDR-M.77a, 77c] Employees broken down by gender is calculated based on the total number of employees and split by gender. Total number of employees is calculated as the sum of head count as described in internal regulations and refers to employees, temporary absentees, outgoing expats, and apprentices as at December 31, 2024. Incoming expats and leased personnel are not included in the head count.



Employees¹ broken down by regions and countries, and local nationalities

[S1-6.50a] [S1-6.51] [Voluntary]

Head count

	Female	Male	Other	Not reported	Total head count (31.12.2024)	Thereof local nationality ²	%	Total head count (31.12.2023)	Thereof local nationality ²	%
Austria										
Austria	1,599	3,808	-	-	5,407	3,991	73.81	5,242	3,911	74.61
Rest of Europe										
Belgium	238	1,027	-	-	1,265	1,176	92.96	1,331	1,242	93.31
Bulgaria	73	129	-	-	202	201	99.50	65	65	100.00
Croatia	-	1	-	-	1	1	100.00	1	1	100.00
Czech Republic	21	25	-	-	46	43	93.48	43	40	93.02
Denmark	-	1	-	-	1	1	100.00	1	1	100.00
Finland	223	720	-	-	943	910	96.50	953	923	96.85
France	5	13	-	-	18	15	83.33	20	17	85.00
Germany	118	792	-	-	910	792	87.03	883	778	88.11
Hungary	34	59	-	-	93	93	100.00	93	93	100.00
Italy	19	180	-	-	199	163	81.91	193	163	84.46
Moldova	23	21	-	-	44	41	93.18	47	44	93.62
Netherlands	10	107	-	-	117	108	92.31	113	105	92.92
Norway	40	47	-	-	87	69	79.31	83	67	80.72
Poland	2	5	-	-	7	7	100.00	7	7	100.00
Romania	2,855	8,488	-	-	11,343	11,280	99.44	8,448	8,394	99.36
Russia	1	2	-	-	3	3	100.00	15	15	100.00
Serbia	25	22	-	-	47	47	100.00	46	46	100.00
Slovakia	140	46	-	-	186	164	88.17	169	146	86.39
Slovenia	-	1	-	-	1	1	100.00	-	-	0.00
Spain	2	9	-	-	11	8	72.73	9	7	77.78
Sweden	246	740	-	-	986	957	97.06	1,002	973	97.11
Switzerland	5	60	-	-	65	2	3.08	66	2	3.03
Turkey	24	32	-	-	56	56	100.00	55	55	100.00
United Kingdom	20	72	-	-	92	77	83.70	89	76	85.39
Middle East & Africa										
Iran	-	3	-	-	3	3	100.00	3	3	100.00
Libya	5	24	-	-	29	28	96.55	29	29	100.00
Morocco	-	1	-	-	1	1	100.00	1	1	100.00
South Africa	1	-	-	-	1	1	100.00	1	1	100.00
Tunisia	44	225	-	-	269	267	99.26	277	276	99.64
United Arab Emirates	23	69	-	-	92	1	1.09	26	-	0.00
Yemen	14	230	-	-	244	243	99.59	293	292	99.66
Rest of the world										
Argentina	-	1	-	-	1	1	100.00	1	1	100.00
Australia	-	-	-	-	-	-	0.00	3	3	100.00
Brazil	50	98	-	-	148	148	100.00	127	127	100.00
Chile	3	2	-	-	5	4	80.00	6	5	83.33
China	1	1	-	-	2	2	100.00	3	3	100.00
Colombia	4	3	-	-	7	7	100.00	5	5	100.00
Malaysia	-	-	-	-	-	-	0.00	241	215	89.21
Mexico	1	3	-	-	4	4	100.00	3	3	100.00
New Zealand	65	173	-	-	238	179	75.21	249	192	77.11
Singapore	1	9	-	-	10	2	20.00	-	-	0.00
South Korea	19	87	-	-	106	87	82.08	102	84	82.35
United States	46	221	-	-	267	246	92.13	248	245	98.79
TOTAL	6,000	17,557	-	-	23,557	21,430	90.97	20,592	18,656	90.60

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

2 Employees who are nationals of the country in which they are employed



Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-6.50a] [Voluntary] [MDR-M.77a] Employees broken down by regions and countries and local nationalities is calculated based on the total number of employees and gender, countries, regions, and local nationalities split. Total number of employees is calculated as the sum of head count as described in internal regulations and refers to employees, temporary absentees, outgoing expats, and apprentices as at December 31, 2024. Incoming expats and leased personnel are not included in the head count. Local nationality refers to employees whose nationality matches the country in which they are employed.

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

[S1-6.50b-i, b-ii, b-iii] [S1-6.50d] [S1-6.51] [S1-6.52a, 52b] [GRI 2-7] [MDR-M.77a, 77c]

Head count

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

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

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

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

4 Gender as specified by the employees themselves

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

Head count

	December 31, 2023				TOTAL
	Austria	Rest of Europe	Middle East and Africa	Rest of the world	
Contract type					
permanent employees	4,834	13,394	630	969	19,827
thereof female	1,428	3,695	81	263	5,467
thereof male	3,406	9,699	549	706	14,360
thereof other ³	-	-	-	-	-
thereof not disclosed	-	-	-	-	-
temporary employees¹	408	338	-	19	765
thereof female	128	98	-	9	235
thereof male	280	240	-	10	530
thereof other ³	-	-	-	-	-
thereof not disclosed	-	-	-	-	-
Employment type					
full-time employees²	4,777	13,222	630	969	19,598
thereof female	1,193	3,640	81	257	5,171
thereof male	3,584	9,582	549	712	14,427
thereof other ³	-	-	-	-	-
thereof not disclosed	-	-	-	-	-
part-time employees	465	510	-	19	994
thereof female	363	153	-	15	531
thereof male	102	357	-	4	463
thereof other ³	-	-	-	-	-
thereof not disclosed	-	-	-	-	-
Employees with non-guaranteed hours	-	-	-	-	-

¹ A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.

² In OMV Petrom, employees have the option to reduce their daily working hours to raise a child up to the age of two or three. These employees are reported as full-time.

³ Gender as specified by the employees themselves

Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-6.50b-i, b-ii, b-iii] [S1-6.50d] [S1-6.51] [S1-6.52a, 52b] [GRI 2-7] [MDR-M.77a, 77c] Employees broken down by gender, region, employment, and contract type is calculated based on the total number of employees in the head count at year-end as described above.

[S1-6.50b, b-ii, b-iii, AR 56, AR 58] [GRI 2-7] [MDR-M.77a, 77c] At OMV, we use the following definitions for contracts:

- Permanent contract types are employment agreements that do not have a predetermined end date.
- Temporary contract types are employment agreements with limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.
- Employees with non-guaranteed hours: not applicable for OMV. OMV only has contracts with defined working hours.

Note: The sum of all permanent and temporary employees, as well as employees with non-guaranteed hours, together will result in the total head count.

- [S1-6.52a, 52b] [GRI 2-7] [MDR-M.77a, 77c]



- Employment type: full-time, part-time, non-guaranteed hours.
- A full-time employee is FTE=1, and performs the defined working hours specified by the country.
- A part-time employee is FTE<1 and performs fewer than the defined working hours specified by the country.
- *Note:* The sum of full-time and part-time employees together will result in the total head count.

Number of employees who have left and employee turnover rate¹

[S1-6.50c] [GRI 401-1] [Voluntary] [MDR-M.77a, 77c]

Head count

	2024				TOTAL
	Austria	Rest of Europe	Middle East and Africa	Rest of the world	
Total number of employees who have left²	276	1,071	76	128	1,551
Turnover rate	5.10%	6.40%	11.89%	16.24%	6.58%
Voluntary leavers	106	173	38	57	374
Voluntary attrition rate	1.96%	1.03%	5.95%	7.23%	1.59%
Number of employees who have left by gender					
female	90	296	11	30	427
male	186	775	65	98	1,124
other	-	-	-	-	-
not disclosed	-	-	-	-	-
Number of employees who have left by age group					
Under 30 years old	39	201	-	19	259
Between 30 and 50 years old	144	311	60	79	594
Over 50 years old	93	559	16	30	698
Turnover rate by gender					
female	5.63%	7.18%	12.64%	15.79%	7.12%
male	4.88%	6.15%	11.78%	16.39%	6.40%
other	-	-	-	-	-
not disclosed	-	-	-	-	-
Turnover rate by age group					
Under 30 years old	6.27%	16.86%	0%	32.20%	13.80%
Between 30 and 50 years old	4.15%	4.33%	11.63%	15.90%	5.09%
Over 50 years old	7.09%	6.70%	13.45%	12.93%	6.98%

¹ Excluding divestment Sapura (240 Employees)

² Employees who leave voluntarily, due to dismissal, retirement, or death.



Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-6.50c] [MDR-M.77a, 77c] Number of employees who have left (head count) is calculated as leavers during the full year, broken down by age group, gender, and region.

[S1-6.50c] [Voluntary] [MDR-M.77a, 77c] [GRI 401-1] Employee turnover rate figures contain turnover rate and voluntary attrition rate as described below:

- **Turnover rate** is calculated as the number of all employees (head count) who left during the respective year divided by the total head count at the end of the year.
- **Voluntary attrition rate** is calculated as the number of employees (head count) who left voluntarily during the respective year divided by the total head count at the end of the year.

Note: Figures above for the leavers have been presented in a gender, region, and age range split, both in absolute numbers and percentages.

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

[GRI 401-1a]

	2024									
	Austria		Rest of Europe		Middle East and Africa		Rest of the world		Total	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Total by region	444	9.69	3,973	86.75	20	0.44	143	3.12	4,580	100.00
Gender										
Male	312	70.27	3,376	84.97	16	80.00	104	72.73	3,808	83.14
Female	132	29.73	597	77.33	4	20.00	39	27.27	772	16.86
Other	-	-	-	-	-	-	-	-	-	-
Not reported	-	-	-	-	-	-	-	-	-	-
Total	444	100.00	3,973	100.00	20	100.00	143	100.00	4,580	100.00
Age										
<30	145	32.66	2,433	61.24	-	0.00	31	21.68	2,609	56.97
30-50	270	60.81	1,486	37.40	20	100	99	69.23	1,875	40.94
>50	29	6.53	54	1.36	-	0.00	13	9.09	96	2.10
Total	444	100.00	3,973	100.00	20	100.00	143	100.00	4,580	100.00
Level										
Top management ¹	3	0.68	-	-	-	-	-	-	3	0.07
Advanced	15	3.38	22	0.55	-	0.00	1	0.70	38	0.83
Core	107	24.10	182	4.58	1	5.00	20	13.99	310	6.77
Primary	129	29.05	291	7.32	7	35.00	27	18.88	454	9.91
Entry	172	38.74	3,265	82.18	11	55.00	78	54.55	3,526	76.99
Not classified	18	4.05	213	5.36	1	5.00	17	11.89	249	5.44
Total	444	100.00	3,973	100.00	20	100.00	143	100.00	4,580	100.00

¹ Executives include OMV Senior Vice Presidents, OMV Petrom and Borealis Group Board Members



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

	2023									
	Austria		Rest of Europe		Middle East and Africa		Rest of the world		Total	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Total by region	498	27.05	1,105	60.02	65	3.53	173	9.40	1,841	100.00
Gender										
Male	321	64.46	767	69.41	58	89.23	119	68.79	1,265	68.71
Female	177	35.54	338	30.59	7	10.77	54	31.21	576	31.29
Other	-	-	-	-	-	-	-	-	-	-
Not reported	-	-	-	-	-	-	-	-	-	-
Total	498	100.00	1,105	100.00	65	100.00	173	100.00	1,841	100.00
Age										
<30	145	29.12	316	28.60	3	4.62	38	21.97	502	27.27
30-50	315	63.25	627	56.74	58	89.23	113	65.32	1,113	60.46
>50	38	7.63	162	14.66	4	6.15	22	12.72	226	12.28
Total	498	100.00	1,105	100.00	65	100.00	173	100.00	1,841	100.00

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[GRI 401-2] [MDR-M.77a] New hires by region: employees (only head count) who started working at the OMV Group in the respective year (2024), expressed both as a total number and as a percentage of the total new hires for that year.

[GRI 401-2] [MDR-M.77a] New hires broken down by gender: employees who started working at OMV in the respective year broken down by gender, expressed both as a total number and as a percentage of the total new hires for that year.

[GRI 401-2] [MDR-M.77a] New hires broken down by age: employees who started working at OMV in the respective year broken down by age, expressed both as a total number and as a percentage of the total new hires for that year.

[GRI 401-2] [MDR-M.77a] New hires broken down by career level: employees who started working at OMV in the respective year broken down by career level.



S1-7 Non-Employee Workers in OMV's Own Workforce

Non-employees in own workforce data

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

Number¹

	December 31, 2024	December 31, 2023
Total number of non-employee workers in own workforce – self-employed workers – leased personnel ²	182	191

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

² Workforce employed through a third-party staffing company and performing regular work duties under OMV management supervision (i.e., get tasks from and report to OMV management). "Leased personnel" have a direct employment relationship with the third-party staffing company, not with OMV.

Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-7.55a] [MDR-M.77a, 77c] Number of non-employees in own workforce (self-employed or people provided by agencies primarily engaged in "employment activities" (NACE Code N78)) (as manpower) is calculated as the total number of leased personnel at year-end. Leased personnel are defined as workforce employed through a third-party staffing company and performing regular work duties under OMV management supervision (i.e., receiving tasks from and reporting to OMV management).

S1-8 Collective Bargaining Coverage and Social Dialogue

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

Collective bargaining and social dialog

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

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

[S1-8.63b] OMV concluded an agreement on the establishment of a European Works Council with the employee representatives in 2013 and renewed it in 2021. The European Works Council and its Steering Committee meet regularly. Management representatives including members of the Executive Board of OMV Aktiengesellschaft participate upon invitation of the European Works Council.



Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-8.60a] [MDR-M.77a, 77c] Percentage of total employees covered by collective bargaining agreements: number of employees covered by collective bargaining agreements/total number of employees (head count) X 100. Employees covered by collective bargaining agreements are those individuals to whom we are obliged to apply the agreement.

[S1-8.60b] [MDR-M.77a, 77c] Percentage of own employees covered by collective bargaining agreements by country with significant employment (in the EEA): number of employees covered by collective bargaining agreements in country (representing > 10% total employees)/total number of employees (head count) from that respective country X 100. OMV reports on whether one or more collective bargaining agreements are relevant, and the percentage of employees covered by such agreements for each country with significant employment according to the above formula.

[S1-8.60c] [MDR-M.77a, 77c] Percentage of own employees covered by collective bargaining agreements by region (non-EEA): percentage of employees covered by collective bargaining agreements by region according to above formula.

[S1-8.63a] [MDR-M.77a; 77c] Global percentage of employees covered by worker representation, reported at the country level for each EEA country in which the undertaking has significant employment. Employees covered by workers representation per country / total headcount per country x100.

[S1-8.60a; 60b] [MDR-M.77a; 77c] Own workforce in regions (non-EEA) covered by collective bargaining and social dialogue agreements broken down by coverage rate and by region: Number of employees from non-EEA by region covered by collective bargaining agreement/total head count by region x 100. Employees covered by collective bargaining agreements are those individuals to whom we are obliged to apply the agreement.



S1-9 Diversity Metrics

Diversity metrics¹

[S1-9.66a, 66b] [S1-9 AR 71] [GRI 405-1b] [MDR-M.77c]

	December 31, 2024							
	Age group			Gender			Not reported	Total
	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Female	Male	Other gender		
OMV Supervisory Board²								
Number	-	2	7	3	6	-	-	9
%	0.00	22.22	77.78	33.33	66.67	0	0	100.00
OMV Executive Board								
Head count	-	1	4	1	4	-	-	5
%	0.00	20.00	80.00	20.00	80.00	0	0	100.00
Top Management (Executives)³								
Head count	-	17	30	8	39	-	-	47
%	0.00	36.17	63.83	17.02	82.98	0	0	100.00
Advanced								
Head count	-	505	376	212	669	-	-	881
%	0.00	57.32	42.68	24.06	75.94	0	0	100.00
Core								
Head count	19	2,286	1,140	1,073	2,372	-	-	3,445
%	0.55	66.36	33.09	31.15	68.85	0	0	100.00
Primary								
Head count	290	3,548	1,851	2,105	3,584	-	-	5,689
%	5.10	62.37	32.54	37.00	63.00	0	0	100.00
Entry								
Head count	1,441	4,975	6,349	2,453	10,312	-	-	12,765
%	11.29	38.97	49.74	19.22	80.78	0	0	100.00
Not classified								
Head count	127	345	253	148	577	-	-	725
%	17.52	47.59	34.90	20.41	79.59	0	0	100.00
Diversity in general								
Head count	1,877	11,677	10,003	6,000	17,557	-	-	23,557
%	7.97	49.57	42.46	25.47	74.53	0	0	100.00

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

² Supervisory Board members are not Employees

³ Executives include OMV Senior Vice Presidents, OMV Petrom & Borealis Group Board members

Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-9.66a] [MDR-M.77a; 77c] Gender distribution in number and percentage in top management: top management is equivalent to career level executives, which include OMV Senior Vice Presidents, OMV Petrom and Borealis Group Board members/top management, and is then broken down by gender.

[S1-9.66b] [MDR-M.77a; 77c] Diversity in general, broken down by age group (<30, 30-50, and >50): sum of employees per age group/total head count at year end.

[GRI 405-1b] [MDR-M.77a; 77c] Diversity in general, broken down by gender (female/male/other gender/not disclosed) and age group (<30, 30-50, and >50): number of employees (Group)/total head count at year end.



[GRI 405-1b] [MDR-M.77a; 77c] Diversity in general, broken down by career level: number of employees (age group)/total number in career level. Top management = career level executives, which include OMV Senior Vice Presidents, OMV Petrom and Borealis Group Board members.

S1-10 Adequate Wages

[S1-10.69] All of the OMV Groups employees are paid an adequate wage, in line with applicable benchmarks.

S1-11 Social Protection

[S1-11.74] All our employees are covered by social protection against loss of income due to major life events, except the following types of employees for the specified major life events in the countries listed in this table.

Social Protection Metrics

[S1-11.75]

		New Zealand	United Kingdom	Yemen
Head count as of December 31, 2024		238	39	244
Sickness	White collar	•	•	
	Blue collar	•		
	Executives	•		
Unemployment ¹	White collar	•		•
	Blue collar	•		•
	Executives	•		•
Employment injury and acquired disability	White collar		•	
	Blue collar			
	Executives			
Parental leave	White collar		•	•
	Blue collar			•
	Executives			•
Retirement	White collar		•	
	Blue collar			
	Executives			

¹ Starting from when the own worker is working for the undertaking

Metrics Definitions and Methodologies

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[MDR-M.77a] [S1-11.74a, 74b, 74c, 74d, 74e] [S1-11.75] All our employees are covered by social protection against loss of income due to major life events, except the mentioned types of employees for the specified major life events in the countries listed in the above table.

S1-12 Persons with Disabilities

[S1-12.77] [S1-12.79] [S1-12.AR 76] Globally, 0.7% of the OMV Group's employees are individuals with disabilities. The number of employees with disabilities is reported per country subject to local legal legislation. The reported numbers in 2024 form a base year, based on which countries can aim to increase these numbers. Countries without disability legislation are out of scope for employee disability reporting. With our head office based in Austria, the OMV Group legal entities in Austria aim to increase relative to the 2024 baseline +1% of employees with disabilities by 2030. In 2024, the OMV Group legal entities in Austria had an average of 0.9% of employees with disabilities.



Furthermore, we measure how employees experience our inclusive accessible workplace via the yearly Pulse Check. In 2024, we received a 64% positive response on this.

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-12.79] [MDR-M.77a, 77c] Percentage of employees with disabilities at eligible OMV Group entities dependent on local legislation. This figure excludes contractors and non-employees. The metric was calculated as the number of employees with disabilities/the total number of employees X 100. The counting was done for those countries where a legislative quota regarding persons with disabilities exists, and the sum was calculated at Group level.

S1-13 Training and Skills Development Metrics

Performance and career development, reviews, broken down by employee category, average training hours, and gender

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

Head count

	2024				Total
	Female	Male	Other gender	Not reported	
Percentage of employees that participated in regular performance and career development reviews¹	91.53%	86.82%	-	-	88.31%
Total number of training hours for all employees ²	158,778	375,064	-	-	533,842
Average number of training hours per employee	27	22	-	-	23
Number of employees trained in health and safety standards within the last year	4,502	12,949	-	-	17,451
Average number of hours of health, safety, and emergency response training for employees	7	9	-	-	8
Average number of training hours by employee category					
Top management (executives)	60	49	-	-	51
Advanced level	41	28	-	-	31
Core level	33	26	-	-	28
Primary level	31	29	-	-	30
Entry level	20	18	-	-	18
Not classified	15	17	-	-	17
Number of participants in training	5,737	15,011	-	-	20,748
Training expenditure (EUR)	3,397,045	7,830,491	-	-	11,227,536

1 Eligible employees for performance reviews (excluding OMV Petrom Blue collars): Performance management not rolled out in Ecoplast, MTM, DYM, Integra, Rialit, Renasci (no performance management in place or non-BIP) and not done for new entries in the currently ongoing cycle – those are excluded from the overall percentages

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

[S1-13 AR 77a; 77b] OMV reports that there were 15,560 performance and development reviews in the reporting year, with some employees having more than one review. 14,226 employees (91.5% of eligible female employees and 86.8% of eligible male employees) participated in performance and development reviews at least once during the year. These employees represent approximately 88.3% of all employees eligible to receive reviews in the dedicated IT platform. Excluded are office-based employees at OMV Petrom as they do not have access to the platform, and thus are not included in the calculation of this percentage.



Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-13.83a, AR 77b] [MDR-M.77a, 77c] The percentage of employees that participated in regular performance and career development reviews is calculated by dividing the total number of employees who had at least one evaluation per year by the employees eligible to receive reviews in the dedicated IT platform.

[S1-13.83a, b] [MDR-M.77a, 77c] Average number of training hours by gender (male and female) is calculated as average training hours for female (male) employees: total number of training hours provided to female (male) employees/total number of female (male) employees (head count as of December 31).

[Voluntary] Total number of training hours for all employees is calculated as the total number of training hours provided to employees.

[Voluntary] Number of employees trained in health and safety standards within the last year is calculated as the number of employees who received at least one HSSE training session.

[Voluntary] Average number of hours of health, safety, and emergency response training for employees is calculated as total number of training hours on HSSE provided to employees/total number of employees (head count as of December 31).

[GRI 404-1] [MDR-M.77a, 77c] Average number of training hours per employee is calculated as the total number of training hours provided to employees/total number of employees (head count as of December 31).

[GRI 404-1] [MDR-M.77a, 77c] Average number of training hours by position is calculated as the total number of training hours provided to employees by employee category (career level)/total number of employees per employee category (career level) (head count as of December 31).

[Voluntary] Number of participants in training is calculated as the number of employees who received at least one training session.

[Voluntary] Training expenditure (EUR) is calculated as the total amount of money spent on training (incl. variable and fixed costs).



S1-15 Work-Life Balance Metrics

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

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

In %

Gender	2024	
	entitled	took
Female	100.00	8.22
Male	98.67	5.29
Other	-	-
Not reported	-	-
Total	99.01	6.05

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-15.93a] [MDR-M.77a] Percentage of employees entitled take to family-related leave are employees who are entitled to family-related leave in the head count and as at year-end. The metric was calculated as the total of the entitled head count at year-end/total head count at year-end.

[S1-15.93b] [MDR-M.77a] Percentage of entitled employees who took family-related leave in the respective year > 1 month were considered in the figures and it was calculated as the total head count in the respective year/total entitled head count at year-end.

Both metrics are in Gender split



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

Gender pay gap

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

Head count at December 31, 2024 / GPG 2024

Country	Top management		Advanced level		Primary level		Core level		Entry level		Not classified		Total	
	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)
Austria	40	13.53	472	12.48	1,625	8.93	1,401	6.96	1,774	4.97	62	24.45	5,374	9.79
Belgium	n.a.	n.a.	79	19.06	333	8.01	241	3.07	583	0.55	29	5.07	1,265	-2.53
Germany	2	n.a.	30	19.06	222	23.38	152	3.46	264	-52.36	235	5.43	905	16.95
Finland	n.a.	n.a.	31	-11.55	224	-1.02	155	0.82	507	2.81	26	-7.04	943	-8.43
Romania ¹	5	n.a.	109	13.37	2,244	8.63	857	5.89	7,905	0.63	124	20.14	11,244	-16.84
Sweden	n.a.	n.a.	30	12.54	255	2.38	128	3.93	573	5.45	n.a.	n.a.	986	1.93
Total all countries													23,296	1.41

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

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



[S1-16.97a]. Gender pay gap including all employees: 1.41%. [MDR-M.77c] [S1-16.97b, 97c] CEO-to-median employee pay ratio: 76:1 (2023: 78:1).

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[MDR-M.77a; 77c] [S1-16.97a] Gender pay gap: the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees. For this calculation, the total yearly remuneration per employee (head count only) was taken into consideration. Total yearly remuneration includes the annual base salary, guaranteed allowances, variable allowances, overtime payments, one-time payments, bonuses, the LTIP, and benefits in cash paid out in the respective year. The total yearly remuneration is calculated based on working full-time and for the full year. The hourly rate is calculated by dividing the total yearly remuneration by the yearly actual working hours per employee (if no actual working hours exist, contractual hours were used instead).

[S1-16.97b] [S1-16 AR 101] Ratio of annual total remuneration of the highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual) For this calculation, the total remuneration per employee (head count only) was taken into consideration. Total yearly remuneration is calculated as mentioned above for the gender pay gap metric

[S1-16.98] [MDR-M.77a] Gender pay gap broken down by employee category and ordinary basic salary and complementary/variable components: the breakdown is provided based on employee category and country level.

[S1-16.98] [MDR-M.77a] Gender pay gap broken down by employee category and/or country/segment: the breakdown is provided based on employee category and country level. The following employees are excluded from the calculation of the gender pay gap and the ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration for all employees:

- Employees on unpaid leave for the full respective year
- International employees hired from abroad for projects in any of the OMV countries – where they are subject to income tax and/or social security contributions. These employees have an international background, with net salary agreements to achieve consistency and transparency on the salary levels. The local income tax and social security contributions apply according to the work location and are paid by the Company.

[S1-16.AR 100] Base salaries are market-oriented, fair, and tailored to the position and expertise of the employee. OMV encourages equal pay at all career stages, for instance by setting standardized entry-level salaries that are reviewed each year in line with the local market situation.



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

[S1-17.104] [MDR-M.77c] **0** incidents related to child labor (2023: 0)

[S1-17.104] [MDR-M.77c] **0** incidents related to forced labor (2023: 0)

[S1-17.104] [MDR-M.77c] **0** severe human rights cases where undertaking played a role in securing a remedy for those affected

[S1-17.103b] [MDR-M.77c] **0** complaints filed with National Contact Points for OECD Multinational Enterprises

[S1-17.104a] [MDR-M.77c] **0** severe human rights issues and incidents connected to own workforce

[S1-17.104a] [MDR-M.77c] **0** severe human rights issues and incidents connected to own workforce that are cases of non-respect of the UN Guiding Principles and OECD Guidelines for Multinational Enterprises

[S1-17.104b] [MDR-M.77c] **0** material fines, penalties, and compensation for damages for severe human rights issues and incidents connected to own workforce

Metrics Definitions and Methodology

[MDR-M.77b] The measurement of all metrics below (unless otherwise specified) is not validated by an external body other than the assurance provider. [MDR-M.77a] For all the metrics, we collect the figures from assigned subject matter experts within the Group under the assumption they fully understand and comply with the respective data request.

[S1-17.104] [MDR-M.77a, 77c] Number of incidents related to child labor and Number of incidents related to forced labor are based on the figures of severe human rights incidents, which include child labor and forced labor according to the official definitions respectively, and the analysis of supporting information provided to the human rights expert on request in the case of severe human rights incidents.

[S1-17.104] [MDR-M.77a, 77c] Number of severe human rights cases where undertaking played a role in securing a remedy for those affected is based on the figure of severe human rights incidents and the analysis of supporting information provided to the human rights expert on request in the case of severe human rights incidents.

[S1-17.103b] [MDR-M.77a, 77c] Number of complaints filed with National Contact Points for OECD Multinational Enterprises are derived from the cases counted on the basis of information from the Head of Group Sustainability.

[S1-17.104a] [MDR-M.77a, 77c] Number of severe human rights issues and incidents connected to own workforce refers to the count of such incidents reported to local and Group P&C managers. We have defined the severity of human rights incidents based on categories of scale (e.g., forced labor, child labor, human trafficking), scope (significant number of people being affected), and irremediability (difficult or impossible to remediate), while each one of them on their own can also make an impact severe.

[S1-17.104a] [MDR-M.77a, 77c] Number of severe human rights issues and incidents connected to own workforce that are cases of non-respect of the UN Guiding Principles and OECD Guidelines for Multinational Enterprises is a count of reported severe human rights incidents and the analysis of supporting information provided to the human rights expert on request in the case of severe human rights incidents.



Incidents, complaints and severe human rights impacts

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

		2024	2023
Number of incidents of discrimination	number	31	n.a.
Number of complaints filed through channels for own workforce to raise concerns	number	27	n.a.
Amount of fines, penalties, and compensation for damages for severe human rights incidents connected to own workforce	EUR mn	0	n.a.
Amount of fines, penalties, and compensation for damages as a result of incidents of discrimination, including harassment and complaints filed and a reconciliation of such monetary amounts disclosed, with the most relevant amount presented in the financial statement	EUR mn	0	n.a.

Metrics Definitions and Methodology

[MDR-M.77b] Aside from the assurance provider, the measurement of the metrics is not validated by an external body.

[S1-17.103a] [MDR-M.77a, 77c] Number of incidents of discrimination, including harassment, is calculated as the total reported cases where individuals have been discriminated against or harassed, country-by-country reporting on incidents in 2024.

[S1-17.103b] [MDR-M.77a; 77c] Number of complaints filed through channels for own workforce to raise concerns: country-by-country reporting on incidents in 2024.

[S1-17.103c] [MDR-M.77a, 77c, 77d] Number of fines, penalties, and compensation for damages as a result of incidents of discrimination, including harassment and complaints filed: sum of all paid fines and penalties.

[S1-17.104c] [MDR-M.77a, 77c, 77d] Amount of material fines, penalties, and compensation for damages for severe human rights incidents connected to own workforce: sum of all paid fines.



S2 Workers in the Value Chain

Material Topic: S2 Workers in the Value Chain

Material Sub-Topic: Working conditions, Equal treatment & opportunities, Training & skills development, Other work-related rights (e.g., child labor)

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

Relevant SDGs:



SDG targets:

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

Impacts, Risks, and Opportunities (IROs)

OMV's policies, actions, and targets are designed to address material positive and negative impacts, risks, and opportunities that are identified in relation to workers in the value chain. Inadequate application of human rights principles, such as failure to ensure adequate health and safety conditions or provide accessible grievance channels to address factors causing discrimination and harassment, could have a negative impact on workers in our value chain. This can result in potential reputational erosion driven by unequal treatment and opportunities for these workers, posing a substantial risk to OMV. Additionally, the loss of skilled employees and the decreasing quality of work carried out by suppliers and contractors due to unequal rights and opportunities could further exacerbate this risk.

Conversely, active supplier engagement on safety ensures the safe handling of OMV's products and services, leading to a safe and healthy environment, which could have a positive impact on workers in our value chain. By promoting and protecting human rights across the supply chain through supplier engagement and customer excellence, OMV will achieve strong human rights principles along the value chain, resulting in another positive impact. By applying OMV's social principles and promoting them to workers in the value chain, we can gain a competitive advantage. This approach enhances profitability through access to a skilled workforce across the value chain. Furthermore, OMV contributes to promoting a Just Transition by implementing timely measures that aim to develop workers' skills and improve their employability in other sectors. OMV's policies, actions, and targets are designed to address these material positive and negative impacts, risks, and opportunities that have been identified



in relation to workers in the value chain. For details on our material IROs for S2 Workers in the Value Chain, see → [ESRS 2 General Information](#).

ESRS 2 SBM-3 Interaction of Material IROs with the Strategy and Business Model

[S2-SBM-3.11a-i, 11a-ii, 11a-iii, 11a-iv] All the workers in the upstream and downstream value chain materially impacted by OMV are included in the scope of disclosure. In the upstream sector, this includes workers of contractors (Tier 1) and subcontractors (Tier n) performing services at OMV's sites or on behalf of OMV, such as drilling, road, water, and air transportation, maintenance, engineering, facility management, catering, security, drivers, and consultants working from their own offices. It also includes workers of Tier 1 suppliers delivering goods and materials to OMV, such as compressors, raw materials, pipes, and engines. In the downstream sector, this includes workers who handle our products and services, even if they do not work directly on our sites. Both upstream and downstream workers are subject to material impacts, including the potential inadequate application of human rights principles, promotion of strong human rights principles, and active engagement on safety. For detailed information on OMV's material sustainability impacts, risks, and opportunities across our value chain, see ESRS 2 General Information.

[S2-SBM-3.11a-v] Workers identified as potentially vulnerable to negative impacts include migrant workers, people with special needs, minorities, women, young and elderly workers, workers from indigenous communities, those in hazardous roles or high-risk locations such as conflict zones and remote areas, workers with care responsibilities, and LGBTQ+ individuals.

[S2-SBM-3.11b] In order to identify countries with a high risk for workers in the value chain from a human rights perspective, we use the Maplecroft global risk scoring system (Verisk Maplecroft is a company specialized in assessing and mapping geopolitical, environmental, social, and economic risks). Based on Maplecroft data, we consider countries with a high risk from a human rights perspective to be those countries scoring up to 5 out of 10 (the Verisk Maplecroft index score is presented on a scale of 0.00 to 10.00, where 0.00 represents the highest risk and 10.00 represents the lowest risk). These are Yemen, Libya, India, and China [S2-SBM-3.11c] The potential negative impact related to the inadequate application of human rights principles is systemic and tends to occur in countries with a high risk from a human rights perspective. Our approach to managing our impact on workers in the value chain aims to avoid, mitigate, and remedy negative impact and to create a lasting positive impact. [S2-SBM-3.11a-iv] [S2-SBM-3.11d] [S2-SBM-3.13] The material risks and opportunities stemming from impacts and dependencies on our value chain apply to all our value chain workers.

[S2-SBM-3.10] Some of the aspects of the negative impact are widespread and related to the insufficient monitoring of suppliers, JV partners, and other business partners, as well as the previous lack of access to an OMV grievance mechanism for all value chain workers before one was launched in Q4/2024. Other negative impacts are related to individual incidents that can occur related to health and safety conditions, discrimination, or harassment. [S2-SBM-3.11d] To address identified material positive impacts, such as improving working conditions, we implement various actions. These include audits, impact and risk assessments, human rights compliance checks, and contractor safety improvements. Workers performing services at OMV's sites or on behalf of OMV could be positively affected. Furthermore, we provide training, awareness raising, and skills development through webinars, HSSE training, and access to the TfS Academy and EcoVadis Academy platforms for workers performing services at OMV's sites or on behalf of OMV and workers who handle our products and services, thus affecting them positively. Our own employees also receive awareness training on value chain workers' rights through programs like mandatory human rights e-learning, which also contributes to the positive impact on workers in the value chain.

[S2-SBM-3.11e] The material risks and opportunities arising from impacts and dependencies on value chain workers are related to access to qualified workers and to competitive advantage when entering business relationships. A significant risk identified is the potential loss of skilled employees and the diminishing quality of work carried out by suppliers and customers if they don't benefit from equal rights and opportunities. Failing to ensure that the global



workforce can develop professionally may lead to reduced work quality. Another risk involves reputational damage linked to working conditions, equal treatment, opportunities, and other work-related rights for value chain workers.

Conversely, several material opportunities have been identified: offering higher wages and opportunities for training and skills development enhances our access to a skilled workforce. Having skilled workers enables higher work efficiency and quality, thereby improving OMV's profitability. Furthermore, our approach of supporting workers on a non-discriminatory basis by planning for a just transition – including timely measures to develop their skills and enhance their employability in other sectors – can lead to improved work quality enhanced by diversity and non-discrimination.

[S2-SBM-3.12] To understand how certain workers may be at greater risk of harm, OMV has identified several risk groups based on exposure to poorly regulated or monitored labor law and standards. Migrant workers might be at greater risk of harm due to their dependency on a specific job to keep their residence permit and their greater likelihood of not having a supportive social and family network nearby. People with special needs might rely on additional conditions to ensure equal opportunities, such as barrier-free access to facilities. Minorities, women, LGBTQ+ individuals, and workers from indigenous communities might face unequal opportunities and working conditions in contexts where they are structurally or routinely discriminated against. Young and elderly workers often face heightened vulnerability due to their greater dependence on their job, either from lack of experience or limited options to find alternative employment if needed. Lone workers, lacking opportunities for professional exchange, are thus more at risk of harm. Workers exposed to hazardous substances, working at height, on offshore platforms, or in other challenging environments are more prone to health and safety impacts than others. Those in conflict zones or remote areas face risks to their security, physical, and mental integrity due to their location in high-risk areas. Workers with care responsibilities are more vulnerable due to the challenge of balancing professional duties with care responsibilities, particularly in cases involving the care of the elderly, those with permanent or long-term illnesses, or when single caretakers bear the sole responsibility for their dependents. All these groups are more likely to be exposed to harm in contexts of poorly regulated or monitored labor law and standards. We apply a thorough methodology to identify risks for these potentially vulnerable groups. This involves using surveys and data analysis, such as supplier risk reports and monitoring, and the internal incident reporting system. Monitoring and continuous improvement are achieved through regular assessments, including workplace audits, supplier and contractor audits, and feedback from workers in the value chain (e.g., Synergi, audits). An example of how we integrate the feedback from workers in the value chain is the HSSE annual plan.

[S2-SBM-3.13] In line with OMV's materiality assessment process (see IRO-1 in General Information) and the results of the assessment for the topic related to Workers in the Value Chain (see S2 Material IRO table), the material risks arising from impacts and dependencies on value chain workers relate to workers with particular characteristics described above, primarily in regard to the application of human rights principles.

Governance

[MDR-P 65c] The Executive Board holds overall accountability for compliance with human rights within their respective entities. Responsibilities for contractor HSSE management are shared among Business, Procurement, and HSSE, ensuring that all aspects of our HSSE regulations are integrated and upheld throughout the contractor management process. All the key policies that are relevant for managing our impacts, risks, and opportunities with regard to workers in our value chain are endorsed by the OMV Executive Board. There is a shared responsibility between the Group Sustainability department (for human rights) and the Group Procurement, OMV Value Chain Optimization and Legal departments related to the workers in our value chain. Group Sustainability defines human rights commitments through the Code of Conduct, the Human Rights Policy Statement, and the Human Rights Responsibility Matrix. Sustainability requirements related to value chain workers for suppliers managed by OMV Group Procurement are integrated into activities such as supplier pre-qualification, sourcing, supplier monitoring and engagement. Regarding impacts on contractors' health and safety, the HSSE department has developed and



oversees the implementation of the Contractor HSSE Management Standard. For more details, refer to → [Human Rights](#), → [Health, Safety & Well-Being](#), and → [Business Conduct](#).

S2-1 Specific Policies and Commitments Related to Value Chain Workers

[S2-1.14][S2-1.16] To manage the identified material impacts, risks and opportunities related to Workers in the Value Chain, our Code of Conduct and Human Rights Policy Statement act as overarching documents outlining our general commitments to value chain workers. The HSSE Directive and Corporate Procurement Directive outline specific requirements for value chain workers hired by OMV, including those providing outsourced services (e.g., security, catering) and equipment suppliers performing regular maintenance at OMV-controlled sites, as specified in their contracts. For details on the IROs see → [ESRS 2 General Information](#).

Code of Conduct

[MDR-P 65a] In our Code of Conduct, we outline OMV's commitment to human rights and expect our business partners to adhere to the same principles. They are required to identify and manage human rights risks and impacts, and to extend this due diligence requirement to their own suppliers and contractors. These specific requirements address all our material negative and positive impacts related to the human rights of value chain workers, with the objective of ensuring the adequate application of our human rights principles throughout the value chain. OMV respects workers' rights to form and join trade unions and engage in collective bargaining. Where formal representation is prohibited, OMV facilitates alternative representation within legal constraints and refrains from actions that undermine collective representation. Forced or compulsory labor, human trafficking, slavery, and servitude are strictly prohibited, ensuring all work is voluntary and that workers do not pay recruitment fees.

OMV expects its business partners not to employ workers under 15 years old, or under 14 in countries specified in ILO Convention 138 exceptions, and to ensure that no hazardous work is carried out by workers under 18. Discrimination based on race, color, sexual or gender identity, age, origin, religion, opinion, disability, or any other status is prohibited, and any form of abuse, harassment, or discrimination in the workplace is not tolerated. OMV upholds and requests its business partners to uphold the highest health and safety standards, aiming for zero harm and ensuring safe workplaces for employees, contractors, and business partners.

[MDR-P-65b, 65c, 65d, 65e, 65f] For the Code of Conduct, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [E1 Climate Change](#).

[S2-1 AR 12] The last Code of Conduct was written in 2018. Since then, OMV has introduced a new strategy with sustainability at its core. Consequently, the Code of Conduct was revised in the current reporting year to incorporate additional values and commitments. These changes aim to enhance accountability for both our organization and our business partners in implementing responsible and sustainable business practices. This update was also necessary to meet new supplier expectations and to integrate recent legislative changes into our internal policies. With the updated Code of Conduct, we have introduced more specific and precise commitments and requirements, e.g., referring to the provision of grievance channels and a non-retaliation clause to protect anyone reporting grievances and whistleblowers.

Human Rights Policy Statement

[MDR-P 65a] The Human Rights Policy Statement contains guiding principles and commitments that address both the negative and positive impacts regarding the application of human rights. As part of this policy, OMV has identified its key human rights responsibilities related to relevant stakeholders, including contractors and their employees, in a comprehensive Human Rights Responsibility Matrix. This matrix forms the foundation of our human rights activities and serves as a crucial tool for their implementation. To ensure the adequate application of human rights principles, such as ensuring adequate health and safety conditions, OMV aims to adhere to the highest standards to



ensure safe workplaces for its employees and contractors/suppliers. For more details, see → [S1 Human Rights](#) and → [S1 Health, Safety & Well-Being](#). [MDR-P 65b, 65c, 65d, 65e, 65f] For the Human Rights Policy Statement, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [S1 Human Rights](#).

Commitments for Workers in Our Value Chain

[S2-1.17a] OMV's commitments to respecting workers' rights according to the ILO's Fundamental Conventions and Declaration on Fundamental Principles and Rights at Work are summarized in → [S1 Human Rights](#). Specifically, for our value chain workers, we are committed to upholding the highest standards to ensure safe workplaces. Our Safety Management System is founded on the OMV HSSE Policy, the HSSE Directive, and various corporate regulations. By signing our General Purchase Conditions, contractors and suppliers commit to adhering to the human rights standards outlined in our Code of Conduct. We only enter into partnerships with suppliers and contractors who align with our values. For more details, see → [S1 Human Rights](#).

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

[S2-1.17] [S2-1.19] [S2-1.AR 14] The OMV Human Rights Policy Statement and the OMV Human Rights Management System are grounded in international human rights standards and laws, including the International Bill of Human Rights, international humanitarian law (where applicable), International Labour Organization (ILO) core treaties, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. We also commit to acting in accordance with the Voluntary Principles on Security and Human Rights (VPs) and the International Code of Conduct for Private Security Service Providers (ICoC). [S2-1.18] We strongly oppose forced labor, slavery, child labor, and human trafficking. This is clearly outlined in our Code of Conduct, which our supply chain partners are required to sign as part of their contract. OMV reserves the right to terminate relationships with suppliers if any instances of non-compliance with our Code of Conduct are discovered and if non-compliance is not addressed in a timely manner. For details, see → [S1 Human Rights](#).

HSSE Directive and Contractor HSSE Management Standard

[MDR-P 65a] The HSSE Directive and the Contractor HSSE Management Standard provide guidelines to manage the negative impact arising from failure to ensure adequate health and safety conditions, and therefore help to ensure the safety of our value chain workers. They define key HSSE responsibilities for all OMV employees, partners, and contractors who are expected to adhere to the guidelines stipulated in the HSSE Policy and our management system. OMV's HSSE vision is "Committed to Zero Harm – Protect People, Environment, and Assets." 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 and safety performance. For more details, see → [S1 Health, Safety & Well-Being](#).



[MDR-P 65e] OMV HSSE experts, the Sustainability and Procurement teams and representatives from the business divisions, were either directly involved in developing the HSSE Directive and Contractor HSSE Management Standard or consulted during the internal review process. Where relevant, their feedback was incorporated. [MDR-P 65b- 65c, 65d, 65f] For the HSSE Directive and Contractor HSSE Management Standard, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [S1 Health, Safety and Well-Being](#).

[S2-1 AR 15] The minimum requirements for incorporating HSSE issues into all phases of the contract life cycle and the contractor management process are covered in our Contractor HSSE Management Standard. It defines a structured approach to managing the HSSE facets of contractors, from selection through to contract close-out. Employees and their representatives are consulted and involved in health and safety matters.

Corporate Procurement Directive and Purchase to Pay Standard

[MDR-P 65a] The Corporate Procurement Directive outlines the framework, principles, and rules for managing procurement activities within OMV, including supplier relationship management, procurement processes, and contract management. It emphasizes the importance of early procurement involvement, ethical values, and compliance with legal requirements, ensuring transparency, efficiency, and value creation. The document outlines the overall process of supplier engagement and management, detailing how human rights aspects are integrated into supplier prequalification, audits, and meetings. For example, during prequalification, we ask suppliers if they have a CSR or human rights policy and request they share it with us, while during TfS audits and assessments, the suppliers' approach to human rights is reviewed as a distinct category. By embedding human rights in these key procurement activities, we ensure that our supply chain operates ethically and responsibly, upholding the highest standards of human rights. This approach leads to improved working conditions and opportunities for workers throughout the value chain, and further reduces the risk of reputational erosion that could arise from unequal treatment.

Additionally, our Purchase to Pay Standard defines the minimum requirements for the Group-wide Purchase to Pay process, encompassing all existing regulations within the process scope. This standard pertains to activities such as requesting, purchasing from external suppliers (excluding inter-company purchases), receiving, accounting, and paying for goods and services. Both policies manage the identified material impacts related to the application of human rights principles, and the principles and minimum standards that are stipulated therein apply to all purchasing activities within the OMV Group, except for purchasing of goods and services that are not managed by Procurement (e.g., fuels and feedstock, trading activities, etc.), as listed in the annex for Purchases out of Procurement Scope to this directive.

[MDR-P 65b, 65c, 65d, 65e, 65f] For the Corporate Procurement Directive and Purchase to Pay Standard, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [G1 Supplier Relationships](#). [S2-1.16] These policies apply to suppliers and contractors. They address the material IROs related to competitive advantage, application of the human rights principles, and loss of skilled personnel.

Prequalification

[MDR-P 65a] The Corporate Procurement Directive requires a comprehensive prequalification process for suppliers to identify and mitigate negative impacts and risks. This ensures that all potential suppliers meet our standards for environmental, social, and economic performance, aligning with our commitment to sustainable and responsible procurement practices. Such measures address both the negative and positive impacts related to the application of human rights principles, loss of skilled employees, and mitigate the risk of unequal treatment for workers in the value chain. During the reporting period, OMV maintained a strong focus on social and human rights topics in the



prequalification process. Moving forward, OMV aims to continuously improve this process to further enhance human rights standards within the value chain. For more details, see → [G1 Supplier Relationships](#).

Supplier Selection

[MDR-P 65a] Supplier selection serves as a specific ongoing preventive action addressing all identified negative impacts and risks concerning upstream value chain workers. Governed by the Corporate Procurement Directive, this process handles both negative and positive impacts related to human rights principles, mitigates the loss of skilled employees, and reduces the risk of unequal treatment for workers in the value chain. For more details, see → [G1 Supplier Relationships](#).

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

[S2-2.22a, 22b] OMV promotes collaboration and engagement with contractors and sub-contractors on health, safety, and other sustainability topics. Engagement with workers in the value chain occurs in all stages of our business relationship and at all stakeholder levels (both management and on-site workers). To increase awareness of embedding HSSE and sustainability principles in our operations, we organize annual contractor forums and training sessions, where we engage with management representatives from our contractors and suppliers. Furthermore, we conduct quarterly service meetings between business representatives in OMV, Procurement, and HSSE, and selected contractor representatives to review and improve service performance. To gain a better understanding of on-site conditions, we annually conduct joint HSSE or safety walks and on-site human rights checks. Furthermore, to evaluate the effectiveness of mitigation measures that have been put in place, we conduct annual HSSE audits, TfS audits, and contractor audits with external auditors. During the reporting period, OMV continued its efforts to protect workers in the value chain by implementing robust ethical standards and thorough engagement actions. Moving forward, OMV aims to continuously improve by enhancing grievance mechanisms, increasing training on human rights, and fostering stronger engagement with suppliers to ensure fair treatment. In a nutshell, our engagement actions address all identified material positive and negative impacts and mitigate associated risks.

[S2-2.22c] The roles and responsibilities for contractor HSSE management are shared between Business, Procurement, and HSSE. The HSSE VPs, who report directly to the CEO, and the Procurement and Investor Relations & Sustainability SVPs, who report directly to the CFO, oversee this engagement with workers in the value chain.

[S2-2.22e] The effectiveness of the engagement with workers in the value chain or their representatives is assessed using a range of tools. A 360-degree evaluation is conducted to understand if the regularity and format of the supplier engagement methods used by OMV meet expected requirements. As part of our human rights due diligence in line with the UN Guiding Principles on Business and Human Rights (UNGPs), we utilize the Human Rights Self-Assessment tool to track the effectiveness of a business entity's human rights management. The self-assessment questionnaire, based on our Human Rights Responsibility Matrix, covers topics including rights-holder engagement, working conditions, and occupational health and safety. As an example, we include questions about the steps being taken by the business to engage suppliers, contractors, and business partners in identifying and managing modern slavery incidents, to establish monitoring systems, and to track the effectiveness of measures being taken. The Human Rights Self-Assessment questionnaire is filled in by local management, before being analyzed and assessed by independent external human rights professionals. Based on the findings, we develop an action plan to address the concerns raised and to close the gaps in the implementation of our human rights commitments that have been identified. We utilize third-party services to conduct the Human Rights Self-Assessment, ensuring compliance with the UNGP (United Nations Guiding Principles) requirement to assess the effective of the engagement.

[S2-2.23] OMV takes specific steps to gain insights into the perspectives of workers who may be particularly vulnerable. We identify these vulnerable groups and have established feedback mechanisms through our grievance channels and TfS audits to gather insights from workers who may be especially susceptible to impacts or



marginalized. Additionally, we conduct interviews with contractors' blue-collar workers during audits to further understand their perspectives and identify any potential issues. Each audit finding classified with a red flag is followed up and analyzed by the Procurement team in collaboration with business representatives and any other relevant function (e.g., HSSE, Legal, Internal audit, and Compliance). Information on the outcome of the audit is made available to the supplier, and the supplier is requested to submit a proposed corrective plan with concrete measures and an implementation timeline.

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

[S2-3.27a] We regard grievance mechanisms as a crucial tool for preventing and managing adverse impacts on local communities, employees, and other stakeholders, including workers in our value chain. Following the UN Effectiveness Criteria, we aim to address all grievances received, whether they arise from real or perceived issues and whether the complainant is identified or anonymous. These mechanisms provide a channel for identifying potential adverse impacts, resolving grievances, and offering remedies to rights holders where we have caused or contributed to a negative impact. We recognize that these mechanisms do not impede stakeholders' rights to access judicial or other remedies. Each value chain worker's reported grievance is thoroughly investigated with a commitment to confidentiality, data protection, protection against retaliation, equal treatment, objectivity, and impartiality. Wherever OMV has caused or contributed to a negative human rights impact, we take remedial actions to counteract or mitigate it, e.g., through financial or non-financial compensation, restitution, restoration, rehabilitation, or other remedial actions. We engage with the affected rights holder while implementing the proposed remedy and ensure that the remedy is rights compatible and does not lead to secondary harm. The following channels are available for our value chain workers to raise their concerns: the SpeakUp Channel, Community Grievance Mechanisms, and our Integrity Platform for whistleblowing. These channels are all established by OMV.

SpeakUp Channel

[S2-2.27a, 27b] [S2-3.27b] [S2-3 AR 23] Our general approach and process to remediating an identified material negative impact related to value chain workers is through the provision of grievance mechanisms. In October 2024, OMV established a new SpeakUp Channel, which provides a process and tool to all workers in our value chain to raise concerns regarding serious work-related misconduct, including discrimination, harassment, unequal employment opportunities, and any violations of work-related human rights (such as forced labor, child labor, and human trafficking), and have them addressed. It is available to any internal or external stakeholder and as such is a common channel for our own workforce and value chain workers. [S2-2.27c] OMV will launch communication activities addressing our business partners in 2025 to enhance accessibility of the Speak-Up Channel for value chain workers. More information about the [SpeakUp Channel](#) will become available on the OMV website in 2025. [S2-2.27d] For details on the process through which we support the availability of the SpeakUp Channel, as well as our approach to tracking, monitoring, and ensuring effectiveness, see [S1 Own Workforce](#).

Community Grievance Mechanisms (CGMs)

[S2-3.27b] For issues related to human rights or any other concerns associated with OMV's operations, such as noise, land degradation, or water pollution, any external parties, including value chain workers, can utilize the locally available Community Grievance Mechanisms (CGM). These mechanisms are developed in line with the UN Guiding Principles on Business and Human Rights Effectiveness Criteria and applicable national regulations on grievance procedures and are available at our operational sites to enable the reporting of grievances, identification of potential adverse impacts, resolution of issues, and provision of remedies where OMV has caused or contributed to a negative impact. The CGM, managed by community relations teams or focal points, are available at our sites to handle grievances from external stakeholders. Following OMV's Code of Conduct, business partners shall, to the extent permissible by law, also have an accessible and effective grievance mechanism (or other mechanism in accordance with the applicable law) in place for their own workers and other stakeholders to report any breaches



of human rights. During human rights monitoring activities (e.g., on-site checks), we check the accessibility of workers' grievance mechanisms. [S2-3.27c, 27d] We aim to resolve all grievances promptly. Depending on the severity and type of issue, response times can range from within 24 hours for urgent cases to a maximum of 45 days for those requiring detailed investigations. Our approach aligns with Ipieca's best practice and the UN Guiding Principles on Business and Human Rights Effectiveness Criteria, ensuring our grievance mechanism is legitimate, accessible, predictable, equitable, transparent, rights-compatible, continuously improving, and based on dialogue. For details on the process through which we support the availability of our CGMs as well as our approach to tracking, monitoring, and ensuring its effectiveness, see → [S3 Affected Communities](#).

Integrity Platform

[S2-3.27b] Our value chain workers are valuable sources of information in identifying breaches of ethical standards. OMV has introduced a whistleblower mechanism called the Integrity Platform to encourage workers to share their concerns. [S2-3.27c] [S2-2.27d] For details on the process through which we support the availability of the Integrity Platform, as well as our approach to tracking, monitoring, and ensuring its effectiveness, see → [G1 Ethical Business Practices](#).

[S2-3.28] The awareness and trust in the grievance channels are assessed during audit interviews with blue-collar workers. In addition to the current way of working, we are in the process of defining a method to measure the effectiveness of the implementation of all three channels. OMV has several grievance channels and mechanisms in place for workers in the value chain to address issues that concern them. All these channels are protected against retaliation, employing methods such as "whistleblower protection," as legally required by OMV. They are communicated through training sessions, meetings, and events, and are publicly available on our website and at site locations (e.g., CGM). During audits, interviews with blue-collar workers are conducted to assess their trust in these grievance channels.

S2-4 Actions to Manage the IROs Related to Value Chain Workers

[S2-4.31] To address the material IROs related to our value chain workers, such as inadequate application of human rights principles, including failing to ensure health and safety or providing grievance channels, and reputational damage due to unequal treatment and opportunities, specific actions have been defined. These include conducting impact and risk assessments, human rights compliance checks, audits, providing training and awareness-raising activities, and actively engaging with contractors on safety topics. [MDR-A 69a, 69b] For the material topic S2 Workers in the Value Chain, none of our actions exceeded our key action monetary threshold of EUR 5 mn, and therefore these data requirements have not been addressed. [S2-4.AR 41] For information on whether and how external developments have been considered regarding dependencies turning into risks, see ESRS 2 General Information.

Impact and Risk Assessments and Human Rights Compliance Checks

[MDR-A 68a] [S2-4.32a] [S2-4.33a] [S2-4.35] [S2-4 AR 28a, 28c] The processes through which OMV identifies what action is needed and appropriate in response to a particular actual or potential negative impact on value chain workers include impact and risk assessments and human rights compliance checks. These serve as ongoing preventive actions addressing identified negative impacts and risks concerning upstream value chain workers, in alignment with the Corporate Procurement Directive. Such impacts and risks include inadequate application of human rights principles, failure to ensure adequate health and safety conditions, and lack of accessible grievance channels to address discrimination and harassment.

In 2024, 20 (2023: 13) human rights compliance checks and assessments were conducted across the OMV Group. The findings of these, both positive and negative, are compiled in reports that are shared with the responsible managers. Our Group human rights experts support local management in developing action plans to address any identified issues or risks and further strengthen the integration of human rights into our business activities and relationships. Compliance checks of about 15 potential suppliers of renewable materials (renewable feedstock, GHG tickets, and renewable products such as sustainable aviation fuel) were also carried out. The purpose of these



compliance checks is to find out if these suppliers have commitments, systems, and processes in place to comply with OMV's human rights commitments.

[S2-4.33d] We track the effectiveness of these actions by regularly monitoring alerts about registered suppliers. The risk assessment results help us mitigate the risk of unequal treatment and opportunities for workers, reduce the likelihood of decreased work quality from suppliers and contractors, and address negative impacts related to human rights principles. Our on-site human rights checks focus on vulnerable groups and material negative impacts, with a checklist addressing issues related to migrant and young workers. The newly introduced on-site human rights check, launched in 2024, serves as a stand-alone tool for ongoing monitoring and verifying human rights allegations. In regular update meetings, we monitor activities and provide guidance and training to overcome challenges in implementing these action plans.

[MDR-A68b, 68c] This process is relevant for our current and future business activities and relationships globally, and focuses on our own workforce and those of our business partners, primarily those working as contractors on site or in the upstream value chain. It is an ongoing process applied to our activities globally and is part of our goal to conduct human rights assessments in 100% of high-risk countries by 2030, with action plans developed every five years. [MDR-A 68e] [S2-4.34a] Understanding a supplier's risk is an important factor in deciding whether and how we conduct business with them. Since 2019, we have been receiving daily alerts about our registered suppliers through SAP Ariba. These enable us to monitor their risks in four categories: Environmental and Social, including workers in the value chain topics, Finance, Regulatory and Legal, and Operations. These risk alerts help us track the effectiveness of this 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

[MDR-A68a, 68b] [S2-4.32a] [S2-4.33a, 33b] [S2-4-35] [S2-4 AR 28a, AR 28c] Audits are preventive and monitoring measures that address the negative impacts and risks from inadequate application of human rights principles, such as failing to ensure health and safety or provide grievance channels to report discrimination and harassment. They aim to verify whether our strong human rights principles are upheld along the value chain and to prevent potential reputational damage related to unequal treatment.

[S2-4.32d] Every year, OMV conducts two types of audits for selected suppliers and contractors of OMV: on-site TfS audits focusing on sustainability performance, and remote audits performed by external auditors. The audits performed by external auditors pay particular attention to financial stability, strategy, organization, supply chain, sustainability, and cybersecurity performance. They help track and assess compliance with our suppliers' environmental and social responsibility commitments, mitigate potential issues such as the inability to apply human rights principles, ensure accessible grievance channels, prevent the loss of skilled employees and decreasing work quality, and address unequal treatment for workers in the value chain.

[MDR-A 68c] Both types of audits are conducted on an ongoing basis during prequalification or contract execution and aim to measure and improve supplier performance so as to meet OMV standards. It is also part of our target to extend sustainability evaluations to all suppliers covering 90% of Procurement spend by 2030. [MDR-A.68e] Since 2021, OMV has been a member of Together for Sustainability (TfS), a global network of 53 companies that sets the standard for environmental, social, and governance performance in chemical supply chains. The TfS program is based on the principles of the UN Global Compact and Responsible Care®. Being a TfS member helps OMV further embed sustainability in its day-to-day business operations and cascade sustainability requirements within our supply chain.



Training and Awareness Raising

[MDR-A68a] [S2-4.32a, 32c] [S2-4 AR 28a, AR 28b, AR 28c, AR 28d] Enhancing measures such as training sessions, webinars, and special events for suppliers and contractors are connected to all material impacts and opportunities and align with our internal policies, such as Contractor Safety Management and the Corporate Procurement Directive. These measures ensure that social principles promoted by OMV are applied to workers in the value chain. This includes the promotion and protection of human rights, access to skilled personnel across the value chain, a just transition for workers, and active engagement with business partners on safety. During the reporting period, OMV continued its actions to protect workers in the value chain by implementing robust ethical and safety standards and audit practices. Moving forward, OMV aims to continuously improve by enhancing grievance mechanisms, increasing training on human rights, and fostering stronger engagement with suppliers to ensure fair treatment.

When a supplier is invited to complete an EcoVadis assessment, they also gain access to an e-learning platform with a robust catalog of courses on sustainable business practices (including labor practices and human rights). Furthermore, our suppliers can also register on the TfS Academy platform, where a wide variety of courses are available on topics such as discrimination and harassment, human trafficking, modern slavery, child labor, recognizing and preventing forced labor, etc. In addition, training our own staff on human rights ensures that they are equipped to uphold and advocate for these standards throughout the value chain, thereby contributing to better working conditions and fair treatment of all workers. In 2024, a total of 26 suppliers were trained on social issues.

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

[S2-4.38] OMV dedicates resources to training and raising awareness among value chain workers. Since 2022, the Sustainable Procurement and Supplier Innovation departments have organized webinars and training sessions to increase sustainability awareness. Human rights management is integrated throughout the organization, including in Procurement, Security, HSSE, and Community Relations. We also utilize external resources for assessments, audits, and other related activities.

Contractor Safety

[S2-4 AR 28a, 28b] Improving contractor safety is included in the Contractor HSSE Management Standard, mitigates the loss of skilled employees, and prevents a decline in the quality of work from suppliers and contractors and the failure to ensure adequate health and safety conditions for workers. It also enhances active engagement with business partners on safety issues.

[MDR-A68a] [S2-4.34a] [S2-4 AR 28c] Safety programs aimed at consolidating and improving safety performance have been implemented with various contractors. To emphasize their importance, these programs are supported and managed by senior management as sponsors. The focus on contractor safety is part of our preventive measure that addresses the negative actual and potential material impacts identified for workers in the value chain concerning safety management. [S2-4 AR 43] The process to manage material risks related to the value chain, particularly contractors and suppliers, is integrated into our existing HSSE (Health, Safety, Security, and Environment) risk management system. Through this established framework, OMV systematically identifies, assesses, and mitigates potential risks associated with value chain workers. Key components of this process include regular audits, stringent prequalification procedures, and continuous stakeholder engagement, ensuring that all potential risks are proactively managed and addressed.



[MDR-A 68a] 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 with issuing the scope of work, related risks, 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 inductions, site-specific training, and other joint meetings.

Every contractor employee is onboarded with dedicated safety training. The presence of contractors at our sites is monitored around the clock using an electronic registration system (e.g., in the refineries) or paper sign-in system (e.g., attendance sheet, permit to work, and induction sheet). During the contract period, we monitor our contractors by way of supervision, audits, inspections, joint 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 (i.e., the beneficiaries in need of external services), 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. OMV has introduced the HSSE Contractor Awards to recognize and incentivize contractors who demonstrate exceptional safety practices. In 2024, this initiative contributed to reducing incidents through increased safety awareness and best practices among our contractors. OMV actively participates in industry networks to share best practices in occupational health and safety and regularly learn from industry leaders, e.g., within the International Association of Oil & Gas Producers (IOGP).

[MDR-A68b, 68c] [S2-4.32d] This process is relevant for our current business activities globally and focuses on business partners in our upstream value chain, primarily those working as contractors on site. Prioritizing contractor safety is an ongoing process applied to our activities globally, and its effectiveness is tracked through the performance of our target on contractor onboarding. [S2-4 AR 28d] In the coming years, OMV aims to continuously enhance contractor safety by providing dedicated safety training. The HSSE Contractor Awards will continue to recognize and incentivize contractors who demonstrate exceptional safety practices.

[S2-4.32b] [S2-4.33c] To mitigate the negative impact on contractors that may arise from inadequate application of human rights principles, such as failing to ensure adequate health and safety conditions or provide accessible grievance channels to address discrimination and harassment, OMV implemented the SpeakUp Channel in 2024. This grievance mechanism serves as a remediation measure through which value chain workers can raise their concerns. [S2-4.34b] To pursue our material opportunities of promoting and protecting human rights across the supply chain through supplier engagement and the application of OMV's social principles, we have outlined our expectations regarding work-related human rights in our Code of Conduct. These expectations include diversity and non-discrimination, as well as health, safety, and well-being. By adhering to these standards that are also part of our GPCs, our business partners are encouraged to strengthen their own commitments in these areas, thereby positively impacting the quality of work for workers in our value chain.

S2-5 Targets Related to Value Chain Workers

Conduct human rights assessments



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

[MDR-T-80a] The OMV Code of Conduct and Human Rights Policy Statement outline our full commitment to the UN Guiding Principles on Business and Human Rights. Our voluntary target of conducting human rights assessments for 100% of high-risk countries by 2030, along with developing an action plan every five years, underscores our commitment to identifying and addressing human rights impacts in our value chain. These assessments enable us to identify, prevent, and mitigate actual and potential adverse human rights impacts related to our business



activities and relationships, particularly in high-risk countries and among value chain workers. This allows us to more effectively define and implement our action plans.

2030

Human rights assessments for 100% of high-risk countries by 2030 and develop action plan every 5 years

Absolute Target

Value chain activities	Own operations (including contracted services when applicable)
In scope	JV, Operating Partners, Own operations, Operating Partners with OMV share of more than 10%
Out of scope	minority shareholdings of 10% and less,
Geographical coverage	Group-wide
Base year	2022
Baseline value	4/15 countries: 26.6%

[MDR-T-80f] To avoid human rights risks and prevent negative impacts on rights holders, including our workforce and communities, OMV adheres to the UN Guiding Principles on Business and Human Rights (UNGP) and the UN Global Compact (UNGC) requirements for human rights due diligence, now also included in the European Sustainability Reporting Standards (ESRS). For our upstream value chain, local supplier procedures are integrated into country- or asset-level due diligence activities. We document all activities that identify human rights impacts, risks, and mitigation and remediation measures, including action plans for our business activities annually. [MDR-T-80h] The target was set following consultations with Executive Board (EB) members, SVPs, and HSSE, and approved by the EB. Value chain workers were not involved in setting the target. [MDR-T-80i] No changes were made to targets in the current reporting year. Methodologies are periodically reviewed to ensure they reflect the latest safety standards and practices.

Status 2024

[MDR-T-80j] Over the last five years, a human rights assessment has been conducted and action plans developed in 70% (7 out of 10) of our operations in high-risk countries. This target is monitored and reviewed annually.



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



TfS and supplier sustainability evaluations



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

[MDR-T-80a] As stipulated in our Code of Conduct, OMV is committed to continuously improving our sustainability management and performance. We report and verify our performance against specific goals, measures, and benchmarks, and are committed to transparently reporting on our progress. By 2025, our target is to be an active member of TfS and run sustainability evaluations for all suppliers covering over 80% of Procurement spend. By 2030, we aim to extend these evaluations to all suppliers covering 90% of Procurement spend. Through this commitment, we aim to enhance sustainability in daily procurement activities, provide a better overview of the environmental, social, and economic impacts of purchased goods and services, and embed more ambitious sustainability targets in the supply chain.

2025	2030
Be an active member of TfS and run sustainability evaluations for all suppliers covering >80% of Procurement spend	Extend sustainability evaluations to all suppliers covering 90% of Procurement spend

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

[MDR-T-80f] This target has been established as part of OMV's commitments to TfS and in alignment with other TfS members. The goal is to focus on suppliers with the highest spend for EcoVadis assessments and those from high-risk countries in terms of human rights or labor rights (e.g., Southeast Asia) for TfS audits. Each year, in addition to suppliers covering 80% of Procurement spend, suppliers with an EcoVadis score below 45 points are invited to undergo a new EcoVadis evaluation to improve their performance. [MDR-T-80h] Internal stakeholders, such as EB members and the Group Sustainability department, along with external stakeholders, including the TfS organization, were involved in the target-setting process through consultations. The target was approved by the OMV Executive Board. [MDR-T-80i] No changes were made to targets in the current reporting year. Methodologies are periodically reviewed to ensure they reflect the latest sustainable procurement standards and practices.

Status 2024
[MDR-T-80j] Suppliers covering 65% of procurement spend assessed (2023: 40.6%). This target is monitored monthly and reviewed annually.



[S2-5.42a] The target-setting process includes a thorough evaluation of our current performance, identification of key improvement areas, and consultations with internal stakeholders like EB members and the Group Sustainability



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

Contractor onboarding



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

[MDR-T-80a] The target supports the strategic goal of “developing supplier and contractor management capabilities on all levels, internally and externally,” as defined in the OMV HSSE Strategy 2030. This includes ensuring the onboarding of key contractors and providing dedicated HSSE support during the ramp-up phase. The HSSE Strategy 2030 serves as the foundation for all the guidelines provided in our HSSE policies. For details, see → [S1 Health, Safety & Well-Being](#) [MDR-T-80c] This target includes all contractors (self-employed individuals) within our workforce, as defined in S1-AR3. It also includes value chain workers working on OMV sites, including those providing outsourced services (e.g., security, catering) and equipment suppliers performing regular maintenance at OMV-controlled sites, as specified in their contracts.

2025

Completion Rate (CR) of Life-Saving Rule training within Safety Centers for external workforce (Phased Roll-out)
Target: 85% of contractor employees trained according to division plans.

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

[MDR-T-80f] The methodology applied to determine the contractor onboarding rate (CR) is based on the following calculation: Number of contractor employees trained in the Life-Saving Rules (LSR) Safety Center divided by the number of contractor employees planned to train in the LSR Safety Center, multiplied by 100, and the result should be 85% or over. This approach is aligned with the OMV HSSE Policy and Directive, HSSE Strategy 2030 and industry best practices. This target aims to address the potential negative impact of inadequate application of human rights principles, such as failing to ensure adequate health and safety conditions for value chain workers. By proactively onboarding contractors into our approach to health and safety best practices, OMV can foster a safer and more ethical working environment, which enhances our reputation and builds trust with stakeholders.



[MDR-T-80h] The metric and target were proposed within the Leading KPI Framework during internal workshops that involved internal stakeholders from HSSE and Group Sustainability and specific business functions that work closely with value chain workers (e.g., in the refinery). The Leading KPI Framework was subsequently approved by the OMV Executive Board (EB). The target focuses on reducing negative impacts on safety. [MDR-T-80i] This is a new target established to address our material impacts concerning contractors and suppliers.

Status 2024

[MDR-T-80j] development, coordination, and rollout of the new Leading KPI (LeKPI) Framework was finalized in 2024. Additionally, the reporting platform was expanded to allow for the entry and processing of planned and actual values, facilitating KPI tracking. The first real tracking will commence in 2025. As this is a new LeKPI, its applicability will be closely monitored, especially in the first year, with improvements made as necessary, to ensure it becomes a meaningful and effective tool. The target is monitored quarterly and reviewed annually.



[S2-5.42a] The process for setting the target on contractor onboarding included an evaluation of the results from contractor assessments and audits, to identify areas for improvement. This was followed by consultations with internal stakeholders like EB members and the Group Sustainability department, as well as benchmarking against IOGP and Concawe best practices and guidelines. We did not directly engage with workers in our value chain or their representatives. [S2-5.42b] We monitor our performance against this target annually. [S2-5.42c] The quarterly review of progress toward this target, along with the year-on-year figures, provides insight into the effectiveness of our actions. When a negative trend is identified, we communicate and implement lessons learned and improvements at the sites with contractors and share safety best practices.

Entity-specific Metrics Related to Value Chain Workers

Workers in the value chain

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

		2024	2023
Audits performed by OMV Procurement with an external auditor	number	42	40
TfS (re)assessments performed by EcoVadis	number	570	224
TfS audits performed	number	13	8
Suppliers with a valid EcoVadis score (no more than 3 years old)	number	697	303
Suppliers with improved EcoVadis score	%	67	57
Buyers across all locations that attended awareness sessions on sustainable procurement	number	155	205
New suppliers screened for social criteria (e.g., child labor, forced labor, and collective bargaining) and environmental criteria	number	1,531	1,022
New suppliers assessed with negative social impacts in the supply chain that were disqualified	%	1	1
Suppliers that were trained on social issues	number	26	na.
Spend with local suppliers	%	71.10	71.20
Cases of non-respect of international standards reported in OMV's value chain ¹	number	0	0
Severe human rights issues and incidents connected to our upstream and downstream value chain	number	0	na.

¹ For Borealis, the approach to define this metric is different and the figures deviate from OMV Group figures. For more information, refer to the Borealis Group Annual Report 2024 – Group Management Report – Non-financial Statement



Metrics and Methodologies

[MDR-M.77b] The metrics are not validated by an external body other than the assurance provider, with the exception of TfS-related metrics, where the data is validated by TfS.

[Entity-specific] [MDR-M.77a, 77c] Number of audits performed by OMV Procurement with an external auditor: the number of audits performed with an external auditor is measured at the end of the year.

[Entity-specific] [MDR-M.77a, 77c] Number of TfS (Re)Assessments performed by EcoVadis: the number is measured/collected directly from the Tableau platform (provided by TfS). The scope of suppliers assessed in 2024 via EcoVadis is: First assessment, Reassessment and Re-use from outside (supplier already assessed via EcoVadis at the request of other companies, but only entered in our database in 2024).

[Entity-specific] [MDR-M.77a, 77c] Number of TfS audits performed: the number of suppliers who performed a TfS audit at our request is measured/collected from the OASIS platform. This includes full audits and follow-up audits.

[Entity-specific] [MDR-M.77a, 77c] Number of suppliers with a valid EcoVadis score: data generated from the TfS Tableau platform plus selection of suppliers who responded to the assessment in the past three years.

[Entity-specific] [MDR-M.77a, 77c] Percentage of suppliers with improved EcoVadis score: this represents the total number of suppliers that have improved their overall score, compared to their previous evaluations. The information is taken from Tableau platform (provided by TfS).

[Entity-specific] [MDR-M.77a, 77c] Number of buyers across all locations who attended awareness sessions on sustainable procurement: this is measured based on attendance lists.

[Entity-specific] [MDR-M.77a, 77c] Number of new suppliers screened for social criteria (e.g., child labor, forced labor, and collective bargaining) and environmental criteria (e.g. environmental certifications: ISO 14001, ISO 50001 etc.): the data is downloaded as an excel file from SAP Ariba platform.

[Entity-specific] [MDR-M.77a, 77c] Percentage of new suppliers assessed with negative social impacts (related to human rights, e.g., modern slavery, forced labor, child labor, etc., and improper business practices, e.g., bribery and corruption) in the supply chain that were disqualified: this is calculated based on the number of suppliers in prequalification who were disqualified vs. the total number of suppliers who participated in prequalification.

[Entity-specific] [MDR-M.77a, 77c] Suppliers that were trained on social issues: the data for sustainability trainings performed by suppliers is downloaded from EcoVadis platform, then filtered for trainings focused on social issues. While in previous years we took into consideration all sustainability trainings (overall ESG issues), in 2024 the emphasis is solely on social issues, in connection with our IROs.

[Voluntary] [MDR-M.77a, 77c] Percentage of spend with local suppliers: this is calculated automatically by Power BI based on total Procurement spend in the OMV. The term "local": refers to the supplier country where the payment is made.

[S2-4.36] [MDR-M.77a, 77c] Number of severe human rights issues and incidents connected to our upstream and downstream value chain refers to the count of such incidents reported through our Community Grievance Mechanisms, as well as legal cases. We have defined the severity of human rights incidents based on categories of scale (e.g., forced labor, child labor, human trafficking), scope (significant number of people being affected), and irremediability (difficult or impossible to remediate), while each one of them on their own can also make an impact severe. One of the limitations of this current approach is that findings from due diligence activities in the value chain workforce such as third-party audits or assessments (e.g., issues related to working and living conditions or ineffective grievance management) are not yet fully included in the current reporting period. Over the course of 2025, we plan to further improve the process of compiling value chain due diligence findings and to integrate them in the count of human rights incidents connected to our value chain workforce.

[S2-1.19] [MDR-M.77a, c] Cases of non-respect of international standards reported in OMV's value chain: in the reporting year, no cases of non-respect of international standards were reported, based on the limitations mentioned above.



S3 Affected Communities

Material Topic: S3 Affected Communities

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

Managing the impact 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

Relevant SDGs:



SDG targets:

- 3.8 Achieve universal health coverage, including financial risk protection, access to high-quality essential health-care services and access to safe, effective, high-quality, and affordable essential medicines and vaccines for all
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including through access to financial services
- 16.6 Develop effective, accountable, and transparent institutions at all levels
- 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels

Impacts, Risks, and Opportunities (IROs)

For OMV, transparency, trust, and partnership-based relationships with local communities are key to ensuring that we are a responsible and welcomed neighbor wherever we operate. The business strategy and business model could impact communities where OMV is active. Adding value to affected communities is essential to safeguard our operations for the future. OMV secures its social license to operate by upholding human and labor rights and fostering positive relationships with surrounding communities. In the interest of being a responsible international company, we contribute positively to the fulfillment of human rights in our immediate surroundings through several projects and initiatives. Investments in community relations and development specifically address identified community needs. They are designed to mitigate social risks that could result from company operations and initiate positive change in neighboring communities and OMV's sphere of influence.

Failure to respect, protect, and fulfill economic, social, political, civil, and cultural rights, or neglecting community consultation, compensation, and reparation related to our value chain or own operations can, however, result in negative impacts. Additional effects may stem from process safety incidents or from dust and noise disturbances affecting surrounding communities due to construction and transport activities. Additionally, limited employment opportunities due to the lack of necessary skills could negatively impact the development of the communities in the vicinity of our operations. Business development can potentially disturb cultural heritage sites of indigenous people and other communities, adversely affecting the preservation of local cultural heritage and its tangible and intangible values through damage, interference, or restriction of access. The inability to avoid involuntary resettlement can also lead to negative impacts on the economic, social, or cultural well-being of the rights holders in the affected communities, further exacerbating the challenges they face.



Respecting communities' civil and political rights by encouraging and promoting the right to protest and the possibility for expression of opinion, while implementing a no lethal weapons policy and a graduated force response model, has a positive impact. Additionally, supporting local employment and business development through OMV business initiatives leads to tangible positive results for local communities. For details on our material IROs for S3 Affected Communities, see → [ESRS 2 General Information](#).

ESRS 2-SBM-3 Interaction of the Material IROs with the Strategy and Business Model

[S3-SBM-3.9] Communities are defined as entities or individuals who can be significantly impacted by the organization's activities, products, and services, and whose actions can influence the organization's ability to implement its strategies and achieve its objectives. This includes various communities or individuals whose legal rights or rights under international conventions grant them legitimate claims against the organization: local communities, remote communities, communities engaged in or affected by our value chain. Communities are exposed to impacts from OMV's own operations and upstream value chain. Environmental impacts include process safety incidents and social impacts includes dust and noise disturbances, involuntary resettlement, limited employment opportunities, and the preservation of local cultural heritage.

[S3-SBM-3.9a-i] Local communities subject to our material impacts include those living near OMV's operating sites and facilities, such as drilling sites, refineries, and pipeline routes, who are directly affected by our operations. Remote communities situated further from our primary sites indirectly impacted by OMV's activities are also considered. This includes all individuals living near OMV's operations, and landowners impacted by our business activities. Influential community members, such as tribal, political, or religious leaders, are also affected. These stakeholders play a crucial role in the social fabric of the communities and their perspectives are integral to our engagement processes. Our approach includes regular consultations and dialogues with these groups to understand their concerns and aspirations. This helps us to mitigate any adverse impacts and to foster positive relationships built on trust and mutual respect.

[S3-SBM-3.9a-ii, 3.9a-iii] The material impacts are connected to the business model in various ways. The upstream value chain and the following communities are also subject to OMV's identified material impacts:

- remote communities (populations situated further from our primary operational sites and directly and indirectly affected by our upstream value chain activities such as communities impacted by traffic transport due to construction or oil leaks on the road);
- communities engaged in or affected by our value chain, including those in regions where we source raw materials, and develop extraction operations, as well as areas involved in the transportation and distribution network such as communities at upstream endpoints of the value chain.

[S3-SBM-3.9a-iv] Operating in rural landscapes and offshore, affected communities generally include neighboring farmers, indigenous tribes with connections to the land and sea within which we operate, and neighboring tribes whose areas may be negatively affected in the unlikely event of a spill. Indigenous communities are known to reside in proximity to our operations in Māui, Pohokura, and Maari in New Zealand, as well as in the Arma district in Yemen.

[S3-SBM-3.9b] The identified potential negative material impacts on the communities in the vicinity of our operations are generally connected to individual incidents in OMV's own operations or those from business relationships, e.g., communities' health, safety, and quality of life, although some widespread impacts may materialize if certain procedures are not followed. Systemic impacts may be connected to problems or challenges prevalent within the local context and driven by root causes outside of OMV's immediate control, e.g., lack of control over public security forces. However, they nonetheless increase the risk of adverse impacts within OMV's own operations or value chain. Grievances can be communicated on behalf of another individual or as a collective case. In widespread cases, grievances may be submitted by a group of community members through a joint letter, by a major representative approaching OMV on behalf of the community, or via a union representing value chain workers.



Due to the profile of our industry, our value chain and logistics can impact local communities negatively by causing traffic congestion and increasing air pollution levels, which may affect their health and well-being. Our grievance register has previously recorded significant negative impacts on health, safety, quality of life, and the environment, highlighting issues related to dust and noise disturbances from our operations and competition for land. These are generally individual events related to landowners and pollution incidents like spills, noise, and dust. Process Safety Management (PSM) remains a crucial focus for the Company as both a moral and business imperative. A process safety incident could significantly impact community health, safety, quality of life, and the environment, for example through water contamination from drilling or exposure to hazardous substances. To mitigate these risks, effective prevention measures are implemented.

Most of the grievances received through OMV's Community Grievance Mechanisms (CGMs) to date have been registered in OMV Petrom's Exploration & Production (E&P) division. In 2024, we conducted several evaluations and analyses focusing on managing recurrent grievances, particularly relating to historically polluted sites. We are working to address the root causes of recurring grievances more efficiently, such as claims related to land rentals and environmental compensation. Failure to provide employment opportunities for local communities (skilled and unskilled) and a lack of control over public security forces can increase the risk of adverse impacts within OMV's own operations or value chain. These impacts generally tend to be systemic in nature.

[S3-SBM-3.9c] In addition to these negative impacts, positive effects on local communities have also been confirmed, such as local procurement, access to grievance channels, respect for communities and human rights, first aid for disadvantaged communities, business and employment opportunities, and contributions to local development through social and community investments (e.g., social investments in Romania and Austria). Our social investments aim to support communities and areas in the countries where we operate, with community development projects designed as investments expected to generate returns for the communities or society as a whole. Priority is given to projects with the potential to create long-term societal value and bring lasting positive changes to the lives of beneficiaries. [S3-SBM-3.10] OMV is committed to constant community engagement, grounded in mutual respect, transparency, and open dialogue. Our approach involves identifying and managing relationships with individuals, groups, or organizations affected by our activities or impacting our business. Stakeholder analysis is a crucial part of our Social and Human Rights Impact Assessment (SHIA), which provides information on our community strategy and annual engagement plans outlined in the Community Relations and Development (CR&D) handbook. The community grievance mechanism is an ongoing process for monitoring local needs and concerns. For instance, we identified indigenous groups (iwi and hapū) in New Zealand as high-priority stakeholders due to the cultural significance of the environment, and regularly engage with them through our ongoing stakeholder engagement program for OMV NZ. This engagement is tailored to various assets and projects, involving multiple groups to ensure their voices are heard.

[S3-SBM-3.11] No material risks and opportunities were identified for the topic of Affected Communities during the materiality assessment. However, we recognize reputational benefits of providing ad-hoc support and humanitarian aid to communities affected by natural disasters or war.

Governance

[MDR-P-65c] The Community Relations and Development function aims to steer partnership-orientated community relations and development to obtain and maintain the social license to operate around OMV sites. It is integrated into the Group Sustainability team, reporting to the CFO through the Head of Group Sustainability and SVP of Investor Relations and Sustainability.

S3-1 Policies Related to Affected Communities

[S3-1.14] To manage the identified material impacts, risks and opportunities related to all affected communities near our operations, our Code of Conduct and Human Rights Policy Statement, serve as overarching documents outlining



our general commitments to affected communities and their human rights. The Sustainability Directive outlines specific processes and covers social responsibility, including community relations, development and social investments, human rights, volunteering, and NGO relations for OMV. Additionally, the Community Relations and Development handbook is available for all OMV community relations managers. For details on the IROs, see → [ESRS 2 General Information](#).

Code of Conduct

[MDR-P-65a] OMV's Code of Conduct (CoC) outlines several commitments that recognize the direct and indirect interdependencies between our activities and the communities surrounding our operations. To address the negative impact related to the failure to respect, protect, and fulfill economic, social, political, civil, and cultural rights, or neglecting community consultation, compensation, and reparation related to our supply chain or our own operations, OMV is committed to ensuring that affected communities are informed about safety risks stemming from our operations, including appropriate communication and procedures in emergency situations. Up-to-date safety measures are developed within the Group for use in ecologically sensitive or densely populated areas. We also respect the rights of access to information, public participation in decision-making, and access to justice. Affected stakeholders, such as relevant local communities, are proactively informed of planned and ongoing works and their impacts, as well as mitigation measures being taken by OMV.

Our business development can potentially disturb cultural heritage sites of indigenous people and other communities, adversely affecting the preservation of local cultural heritage and its tangible and intangible values through damage, interference, or restriction of access. The inability to avoid involuntary resettlement can also lead to negative impacts on the economic, social, or cultural well-being of the rights holders in the affected communities, further exacerbating the challenges they face. In the event of OMV interference with the rights of relevant local communities, especially those of indigenous peoples, we are committed to developing adequate mitigation, reparation, and compensation plans in close consultation with all relevant stakeholders, including the host government. Indigenous peoples are acknowledged as social groups with identities distinct from mainstream groups in national societies and are often among the most marginalized and vulnerable. We are committed to addressing any adverse impacts on local culture, religion, customs, traditions, indigenous peoples' rights, legitimate land, or livelihoods in our business activities and through our community funding projects.

[MDR-P-65b, 65c, 65d, 65e, 65f] For the Code of Conduct, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [E1 Climate Change](#).

Human Rights Policy Statement

[MDR-P-65a] The OMV Human Rights Policy Statement stipulates our commitments to affected communities and indigenous people which are embedded within our Code of Conduct.

To address the negative impacts related to the failure to respect, protect, and fulfill economic, social, political, civil, and cultural rights, our Human Rights Policy Statement mandates that local security and community engagement strategies, particularly in high-risk areas, follow a preventive, defensive, and community-focused approach. We also actively involve surrounding communities and consider their security concerns when planning and implementing security-related activities. Our social license to operate relies on upholding human and labor rights and fostering positive relationships with affected communities. Therefore, we commit to respecting, fulfilling, and supporting the human rights of our communities, while avoiding or mitigating any risks to health or safety from project-related activities. Individuals and groups likely to be in vulnerable situations, such as children, women, indigenous peoples, and human rights defenders are prioritized.



[MDR-P 65b, 65c, 65d, 65e, 65f] For the Human Rights Policy Statement, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in S1 Human Rights.

Commitments for Affected Communities and Indigenous Peoples

[S3-1.15] OMV is dedicated to addressing any adverse impacts on local culture, religion, customs, traditions, indigenous peoples' rights, legitimate lands, or livelihoods caused by our business operations and community investment projects.

[S3-1.16a] OMV adheres to the principle of free, prior, and informed consent, in line with the International Finance Corporation (IFC) Performance Standard 7 and ILO Convention 169. This commitment includes community consultations to ensure that the rights, culture, and traditions of indigenous peoples are respected and protected. OMV is dedicated to avoiding involuntary resettlement and maintains a zero-tolerance policy for illegitimate land grabbing. We respect legitimate tenure rights related to land and natural resources, including water, as per IFC Performance Standard 5. In cases where OMV's activities might interfere with the rights of affected communities, particularly indigenous peoples, we commit to developing mitigation, reparation, and compensation plans in consultation with relevant stakeholders, including the host government.

[S3-1.16b, 16c] We maintain regular dialogue with various stakeholders, including individuals from our local communities, whom we regard as crucial partners in achieving our objectives. We engage with these communities regarding our human rights impacts through the Social and Human Rights Impact Assessment process and regular consultation sessions. Local needs identified through this process and feedback received during consultations guide our investment priorities. The negative and positive impacts on affected communities are addressed and managed through specific policies such as the Group Sustainability Directive and the Community Grievance Mechanism at the local level. See → [Processes to remediate negative impacts and channels for affected communities to raise concerns](#).

[S3-1.17] The OMV Human Rights Policy Statement and Human Rights Management System are specifically aligned with the International Bill of Human Rights, international humanitarian law (where applicable), International Labour Organization (ILO) core treaties, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises to ensure the rights of affected communities and indigenous peoples are respected and protected. For more details, see → [S1 Human Rights](#).

Sustainability Directive

[MDR-P-65a] To ensure that local communities near our operations benefit from our presence, the Sustainability Directive outlines the requirements for obtaining and maintaining the social license to operate through partnership-oriented relations and development with affected communities around OMV operations. Social investments in community relations and development address identified community needs and are designed to mitigate social risks from company operations while managing positive change for affected communities, as well as creating valuable business opportunities by fostering trust, collaboration, and mutual benefit between OMV and the communities it impacts. [MDR-P-65b] This Directive applies to OMV's global operations, including Borealis and OMV Petrom, but excludes certain subsidiaries such as SapuraOMV.

[MDR-P-65c] Community relations development responsibilities are assigned to each deliverable to ensure the function is managed according to the Sustainability Directive, which is approved by the Executive Board. Key responsibilities include supporting the implementation of community relations and development activities to secure social acceptance of business operations in the country. This involves supporting the implementation of community relations and development activities at the field site as per the approved strategy and plan by the general manager on site, assisting the community relations manager in planning, budgeting, and reporting these activities in the



country, establishing and maintaining relationships with local community stakeholders, and addressing local concerns and complaints in accordance with community grievance management systems. Additionally, it involves monitoring community stakeholders' attitudes toward the Company to mitigate negative impacts on the business and informing line management of any serious social issues that have wider implications for project activities. The community relations and engagement process, which is governed by the Sustainability Directive, is used to monitor effectiveness.

[MDR-P-65d] The OMV Sustainability Strategy and related activities are aligned to contribute to the achievement of the SDGs. In line with these efforts, we prioritize investments in community relations and development to address the needs of affected communities and manage positive changes resulting from our operations.

S3-2 Processes for Engaging with Affected Communities about Impacts

[S3-2.21a] Engagement with affected communities varies depending on the stage of the project and its level of establishment. For new business projects, engagement with affected communities would normally be through their legitimate representatives, while for mature projects such as at the refineries or production sites, engagement may also occur directly with the affected community. Regular dialogue is maintained with various stakeholders, including individuals from our local communities, whom we regard as crucial partners in achieving our objectives. We engage with them on our human rights impacts through the Social and Human Rights Impact Assessment process and regular consultation sessions. Local needs identified through this process and feedback received during consultations guide our social investment priorities.

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 applied in all countries in which we are active, we engage with local communities through tailored programs. For instance, all projects from OMV's Energy segment require community consultation in the development phase.

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, and in cases of perceived noises or odors, the shift supervisor checks the refinery immediately for potential sources 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, a Social and Human Rights Impact Assessment, management plans, and exit strategies for ongoing community development projects. Protection against retaliation is a preventive measure to address negative impacts related to communities' rights, disturbance of the cultural heritage, and inability to avoid involuntary resettlement.

[S3-2.21b] We engage with local communities at every stage of our business projects, ensuring their perspectives are integrated into our operations. Our engagement process begins with conducting a Social and Human Rights Impact Assessment before project initiation, including pre-emptive, informed consultation and consent from local stakeholders. This continuous engagement extends throughout the project life cycle – during commissioning, operational phases, decommissioning, and even abandonment – to ensure community viewpoints are consistently integrated and addressed. The frequency of engagement is based on the Stakeholder Engagement Plan and varies by project and depends on several factors, such as the size and nature of the project, geography, and specific characteristics of each project. For example, in some locations, engagement may be less frequent because the



projects are already well established or OMV is already recognized as a valuable partner, while in others, it may occur more often due to the need for ongoing development and communication.

[S3-2.21c] The Community Relations and Development function within Group Sustainability has the most senior role that governs and steers community relations at Group level and implements development activities in the countries in which we operate. It also receives quarterly reporting and feedback from social responsibility teams including human rights experts and local teams, and monitors and ensures adherence to the Group's guidelines on community relations and development. We hold quarterly structured alignment meetings and, where necessary, on-demand meetings with our local community relations managers to monitor and steer local implementation of our site-specific global community relations and development commitments, as well as organizing 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 an initiator of community development investments and social investments within the framework of the OMV's Sustainability Strategy processes.

Stakeholder engagement involves enhancing measures for the positive impacts that we have on our surrounding communities. Constant dialogue with communities is a valuable source of support for local employment and business development and promotes respecting the right to expression of opinion by tailoring our initiatives to meet the community's needs.

[S3-2.21d] The effectiveness of our stakeholder engagement is systematically assessed through the collection and evaluation of stakeholder feedback, which is gathered after resolving an issue or launching a social investment program. This feedback is collected through surveys, or direct engagement, and is then consolidated and summarized in the annual stakeholder engagement report. This process enables us to measure the impact of our engagement activities. By analyzing this feedback, we identify areas for improvement, track progress against our engagement objectives, and ensure that our interactions with communities are productive and meaningful. Our community and social investments are guided by the needs identified as part of Social and Human Rights Impact Assessments and ongoing community consultations. Each year, we prioritize collaborative projects with local stakeholders in an effort to maximize the social return on our investments.

Social and Human Rights Impact Assessment

[S3-2.22] The Social and Human Rights Impact Assessment (SHIA) framework mandates consultations at the outset and during each project phase, so as to promote continuous dialogue. Additionally, our community grievance mechanism facilitates prompt feedback and addresses concerns. The frequency of these engagements is determined by the project's timeline and the evolving needs of the community. We start by conducting a SHIA, which includes the free, prior, and informed consent (FPIC) of local stakeholders. Sometimes, the SHIA is integrated into an Environmental and Social Impact Assessment (ESIA) to foster synergies and efficiencies. The purpose of the SHIA is to ensure that the views of the affected 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, particularly of individuals and groups that are more likely to be in vulnerable situations, such as indigenous peoples, women, and children. Whenever possible, we conduct Social and Human Rights Impact Assessments in a participatory manner by directly consulting with potentially affected communities.

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



specific communities, such as indigenous communities. For instance, to avoid negatively impacting culturally significant sites, we have altered the initial planning of business projects, including adjusting well drilling trajectories.

Community Engagement

[S3-2.22] We engage with NGOs through various social projects, sponsorships, and donations to gather insights into the vulnerabilities of specific groups within our communities. Our stakeholder dialogue, grievance mechanisms, and SHIAs facilitate the collection of direct feedback from communities, ensuring their concerns are heard and addressed. This collaborative approach allows us to identify and protect vulnerable groups, such as children and women.

[S3-2.23] In some countries where we operate, such as New Zealand, the affected communities are indigenous peoples. Our commitment to respecting and fulfilling their human rights, specifically, their cultural, intellectual, religious and spiritual property, the activities affecting their lands and territories, and the legislative or administrative measures that affect them, is stated in our Human Rights Policy Statement. We are committed to community consultation and recognize the principle of free, prior, and informed consent (FPIC) in accordance with International Finance Corporation (IFC) Performance Standard 7 and ILO Convention 169. OMV recognizes and respects legitimate tenure rights related to the ownership and use of land and natural resources (including water) as set out in IFC Performance Standard 5. We are committed to avoiding involuntary resettlement and follow a zero-tolerance policy for illegitimate land grabbing, while respecting the right to water. In the event of OMV interference with the rights of local communities, especially those of indigenous peoples, we are committed to developing adequate mitigation, reparation, and compensation plans in close consultation with all relevant stakeholders, including the host government.

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

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

Community Grievance Mechanism

[S3-3.27a, 27b, 27c] At OMV, a CGM is a key tool for preventing and managing our potential impacts on local community dependence on OMV, potential failure to respect community rights, and any associated social risks. Our management of community grievances aims to be fully aligned with the Ipeca best practice guidelines and with the Effectiveness Criteria of the UN Guiding Principles on Business and Human Rights. The Effectiveness Criteria require a grievance mechanism to be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue.

The Community Grievance Management process at OMV is integrated into the OGMS system, which ensures that our grievance management is in line with the UNGP effectiveness criteria. This aims to increase the efficiency and effectiveness of our dialogue with stakeholders and communities in particular and to reduce non-compliance risks



and financial consequences for the Company. It involves implementation of an adequate and accessible grievance channel for affected communities at the field site by the general manager on site, establishing and maintaining relationships with local community stakeholders, and addressing local concerns and complaints according to community grievance management systems.

Through the mechanism, OMV aims to respect the United Nations Guiding Principles on Business and Human Rights. The Community Grievance Mechanism is applicable across OMV's operations and its consolidated subsidiaries. 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. OMV subject matter experts and relevant employees were either directly involved in the development of the Community Grievance Mechanisms or consulted during the internal consultation process to provide feedback on the draft policies. Details about the available channels can be found on our corporate website and at site locations.

[S3-3.28] [S3-3 AR 21] OMV does not seek retaliation against any community members who lodge a grievance. The availability of the grievance mechanism is communicated to all external stakeholders and is designed to be readily accessible to all community members, particularly vulnerable groups. We recognize the specific role and vulnerability of human rights defenders, so we strongly oppose any threats, intimidation, and physical, verbal, or legal attacks against human rights defenders in relation to our operations. For example, to ensure that communities affected by OMV are not only aware of our grievance processes but also trust in their effectiveness, we monitor the number and types of grievances submitted. We analyze the ratio of received grievances versus resolved grievances to gain an insight into the reliability of our process and track the number of resolved grievances as an indicator of the process' effectiveness in providing remediation. This close monitoring of grievances at OMV is communicated to the stakeholders involved for transparency and accountability.

[S3-1.16c] [S3-3.27a) OMV's Community Grievance Mechanism (CGM) provides a systematic, timely, fair, and consistent process for receiving, investigating, responding to, and resolving complaints or grievances from affected communities. Our grievance management system is primarily based on dialogue with our stakeholders and is designed to prevent retaliation. For instance, in cases of concerns or complaints related to compensation for the non-utilization of land (such as above-ground pipes, overhead lines, concrete blocks), we ensure appropriate monetary compensation for land use, or where feasible, offer a substitute piece of land. Additionally, when a site is decommissioned after project completion, we make sure it is properly restored and rehabilitated. [S3-3.AR 22] We ensure the provision of remedy through our Community Grievance Mechanism, which is designed to increase the efficiency and effectiveness of our dialogue with stakeholders and communities. This mechanism enables remediation where needed and reduces non-compliance risks and financial consequences for OMV. Based on our commitments to indigenous peoples in the Human Rights Policy Statement, the grievance management process is structured to be transparent, credible, and equitable. It fosters trust by considering their customs, traditions, rules, and legal systems.

[S3-3.27a] 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 CGMs. The CGMs help OMV and those potentially impacted by its operations to resolve issues in a non-judicial manner and, depending on the case, offer access to a solution. [S3-3.27c] OMV ensures the availability of grievance channels not only within our direct operations but also through our business relationships. CGMs are fully operational in all operated E&P assets, at all OMV refineries (Schwechat in Austria, Burghausen in Germany), and at OMV Petrom's Petrobrazi refinery and Brazi power plant in Romania. A Community Feedback Mechanism (CFM) is in place at SapuraOMV. Borealis has a hotline system through which grievances can be reported by both internal and external stakeholders.



[S3-3.27a] [S3-3.27d] At OMV, CGMs are a key tool for preventing and managing our potential impacts on affected communities and any associated social risks. Our management of community grievances aims to be fully aligned with the Ipieca best practice guidelines and with the Effectiveness Criteria of the UN Guiding Principles on Business and Human Rights. The Effectiveness Criteria require a grievance mechanism to be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue. 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 CGM assessments review the existing processes and practices in place, and identify practical improvement measures. During these assessments, internal and external stakeholders are consulted, including via interviews, on the current performance of CGMs and design improvements that may be necessary. The main findings (e.g., key strengths, areas for improvement, and proposed actions) are included in the CGM Assessment Report. The action plans are implemented by local management and monitored by the Group Community Relations and Development function.

[S3-3.27d] We have a systematic approach to tracking and monitoring issues raised through our grievance mechanisms. By maintaining a detailed record of all grievances, we can register the number of grievances by category and subcategory, calculate the number of received grievances versus resolved grievances, and ascertain the number of grievances resolved through remediation. Each grievance is thoroughly investigated and addressed in a non-judicial manner, ensuring that community members have access to appropriate remedies tailored to their specific case. Finally, we assess the effectiveness of our grievance mechanism by evaluating the resolution outcomes and the satisfaction of the stakeholders involved. This evaluation helps us continuously improve our processes and ensure that our channels remain accessible, responsive, and effective in addressing the concerns of the communities we engage with.

[S3-3.27a] We aim to resolve all grievances promptly. Depending on the severity and type of issue, response times can range from within 24 hours for urgent cases to a maximum of 45 days for those requiring detailed investigations. Our grievance mechanism, integrated into the Compliance Management System, ensures the provision of remedies. This integration enhances the efficiency and effectiveness of dialogue with stakeholders and communities, enabling the implementation of the necessary remedies and reducing non-compliance risks and financial consequences for the Company. The grievance management process is designed to be transparent, credible, and equitable, fostering trust and improving our social performance in community relations. Remediation means counteracting or remedying a negative impact caused by our activities. For affected communities, this could include apologies, financial or non-financial compensation, harm prevention through injunctions or guarantees of non-repetition, punitive sanctions (such as fines), restitution, restoration, and rehabilitation. When a grievance from the community is resolved, it should be determined whether the resolution was achieved through a remedial action or by other means. OMV is committed to addressing and resolving grievances effectively to ensure the well-being and satisfaction of affected communities. [S3-3.27b] The CGM channels are established and managed by OMV. The CGMs stipulate a stringent approach to systematically receiving, investigating, documenting, addressing, and resolving grievances in all the countries where we operate in a timely, fair, and consistent manner, thereby laying the foundation for our social license to operate.

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 to 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.



S3-4 Actions to Manage the IROs Related to Affected Communities

[S3-4.30] [S3-4.32a] To address the material IROs related to affected communities, such as social risks from OMV's operations, potential disturbance of cultural heritage sites of indigenous people and other communities through our business development, and the inability to avoid involuntary resettlement, we have defined specific actions based on our commitments in the OMV Code of Conduct and Human Rights Policy Statement and following the guidelines in our Sustainability Directive. These actions are aligned with our targets of assessing the Community Grievance Mechanisms (CGMs) at all sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms by 2025, and direct at least 1% of the previous year's reported net income attributable to stockholders of the parent toward social goals. The actions include consulting with communities, conducting social and human rights impact assessments, and assessing community grievance mechanisms. Additionally, through our social investments, which encompass community development initiatives, we provide both monetary and non-monetary support. These activities, beyond our core business, aim to contribute to the social welfare and progress of society in general. [MDR-A 69a,69b] For the material topic S3 Affected Communities, none of the described actions exceeded our key action monetary threshold of EUR 5 mn, and therefore these data requirements have not been addressed.

[S3-4.38] OMV allocates substantial financial and human resources to mitigating social risks and contributing to local social, economic, and environmental advancement in the areas where we operate. This includes an annual budget to implement the actions defined in the Community Relations and Development plans and dedicated Community Relations personnel throughout the Group.

Community Consultation and Social and Human Rights Impact Assessments

[MDR-A-68a, 68b, 68c] [S3-4.32a] [S3-4.33a, 33b] [S3-4.35] Our primary preventive measures to address the identified negative material impacts on affected communities, such as negative impacts arising from OMV's operations and potential disturbance of cultural heritage sites of indigenous people and other communities through our business development, include Community Consultations and Social and Human Rights Impact Assessments. These ongoing measures are guided by our Human Rights Policy Statement and Sustainability Directive, and enable us to mitigate disturbances related to planning, land acquisition and exploitation, oil and gas production, use of natural resources, and management of environmental impacts. This includes addressing issues such as cultural rights, limited employment opportunities, involuntary resettlement, and failures to respect the communities' economic, social, and cultural rights. The results from the Social and Human Rights Impact Assessments (SHIAs) guide us in determining the necessary actions to address any actual or potential negative impacts on affected communities. We identify appropriate responses through a thorough analysis of the findings.

In 2024, a total of five (2023: 5) out of nine (2023: 13) development projects that are part of OMV's Energy division were in the scope of community consultation. For example, OMV has been engaging in cooperative partnerships in the Weinviertel region, Lower Austria, since 1950. In July 2023, OMV confirmed a new gas discovery at Wittau Tief-2a, with production starting in 2026. The ESIA conducted in March 2024 showed negligible environmental and societal impacts, balanced out by significant public interest benefits. Identified affected stakeholders include landowners who have shown concerns about temporary forced land use. OMV developed a stakeholder engagement plan and the Managing Director of OMV Austria conducted meetings, which led to an eventual agreement with landowners and thereby mitigated human rights and reputational risks. All material impacts are addressed through these community consultation actions, as this is the direct way to mitigate potential negative impacts and adjust the business plan, taking into account community rights, avoiding disturbance to cultural heritage, and preventing involuntary resettlement. Additionally, these actions enhance positive impacts by supporting local employment and business development through various initiatives and respecting the communities' rights to express their opinions.



[MDR-A-68a, 68b, 68c] In addition, a Human Rights Self-Assessment was conducted in 2023 by OMV Tunisia with two aims: tracking the measures in place to manage actual and potential human rights impacts on our rights holders, including communities, and providing an independent, external assessment of the management's perception of OMV Tunisia's human rights due diligence activities. In the final report received in 2024, the existing community reporting mechanism procedure was highlighted as a strength, as it enables the reporting and investigation of human rights impacts on community members. [S3-4.32d] We track the effectiveness of our community consultation and social and human rights impact assessments by collecting feedback and performance evaluations. This includes gathering input from stakeholders and analyzing the outcomes of consultations.

Community Grievance Mechanism Assessments

[MDR-A-68a, 68b, 68c] [S3-4.32a, 32b, 32d] [S3-4.33c] [S3-4.AR 25a, AR 25c, AR 25d] Community Grievance Mechanisms, guided by our Sustainability Directive, are available as a remediation measure for local communities near our operations, providing them with the opportunity to raise any concerns they may have, such as those related to the effects of process safety incidents or disturbances from dust and noise. For details, see → [S3-3 Community Grievance Mechanisms](#). 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 CGM assessments are used to track the effectiveness of the existing processes and practices in place and identify practical improvement measures. During these assessments, internal and external stakeholders are consulted, including via interviews, on the current performance of CGMs and design improvements that may be necessary. The main findings (e.g., key strengths, improvement areas, and proposed actions) are included in the CGM Assessment Report. The action plans are implemented by local management and monitored by the Group Community Relations and Development function.

CGM assessments have so far been completed in OMV's Energy segment in Austria, Tunisia, New Zealand, and Malaysia, as well as at the Schwechat and Burghausen refineries and OMV Petrom sites. To ensure continuous improvement, we are currently implementing the follow-up actions derived from the findings. The sites already assessed account for 89% of all registered grievances at OMV in 2024. The CGM assessments are an ongoing process and are relevant to our current global business activities, with a focus on the communities near our operations. For details on our CGM, see [Processes to remediate negative impacts and channels for affected communities to raise concerns](#).

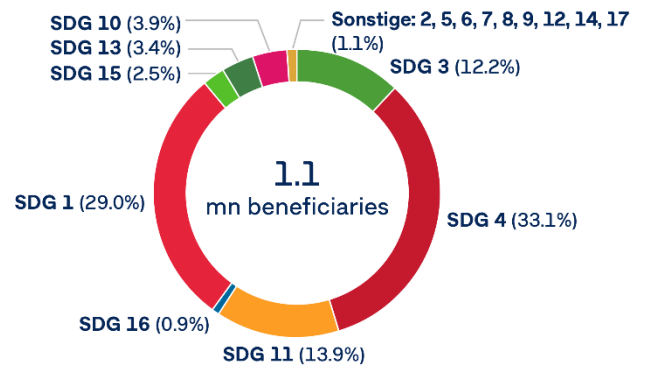
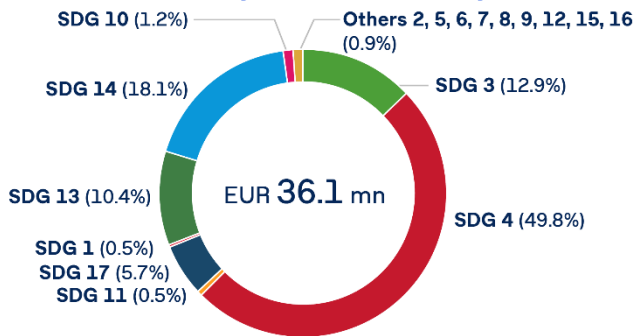
Social Investments

[MDR-A 68a, 68b, 68c] [S3-4.32c] [S3-4.AR 25b, AR 25c] OMV has adopted the umbrella term "social investments" to cover any activities that involve monetary or non-monetary support and activities beyond the core business that aim to contribute to the social welfare and progress of society in general. Our social investments (including community development projects), guided by our Sustainability Directive, aim to create long-term societal value for local communities impacted by our business. We strive to mitigate negative impacts and enhance positive impacts by integrating stakeholder consultations and community needs assessments into this ongoing process.

Our community relations processes and projects help us establish mutual trust and respect between OMV and affected communities, thus supporting us in maintaining our social license to operate and creating win-win situations for all. We track the effectiveness of the outcome based on the "Input, Output, Outcome, Impact" (IOOI) methodology developed. Through tailor-made questionnaires received from participants in projects, we gain insights and perform a quality check of social projects. This enables us to really gauge the success of our efforts to address societal challenges. Through our social investment projects, we reached 1.1 mn beneficiaries in 2024 (2023: 1 mn) and invested EUR 36.1 mn (2023: EUR 45.2 mn).



2024 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 9: Industry, Innovation and Infrastructure
- SDG 10: Reduced Inequalities
- SDG 11: Sustainable Cities and Communities

- SDG 12: Responsible Consumption and Production
 - SDG 13: Climate Action
 - SDG 14: Life Below Water
 - SDG 15: Life on Land
 - SDG 16: Peace, Justice & Strong Institutions
 - SDG 17: Partnerships for the Goals
- Other SDGs supported to a smaller degree
- SDG 2: Zero Hunger
 - SDG 5: Gender Equality
 - SDG 6: Clean Water and Sanitation

Community Development Investments

[MDR-A 68a, 68b, 68c] [S3-4.32c] Community development investments are always aligned with identified local needs and made following consultation with local stakeholders, as well as taking into consideration country-specific priorities in relation to the Sustainable Development Goals (SDGs). We focus on projects with the potential to generate long-term societal value and make a lasting change to beneficiaries' lives. Community and social investments are aligned with the SDGs and the community's needs identified during Social and Human Rights Impact Assessments, or with broader societal priorities (e.g., by consulting the Social Progress Index).¹

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 aimed at expanding the local technical capacity of potential workforce or value chain partners.

¹ 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



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

- Access to basic services:



- Education, entrepreneurship, and employment:



- Climate action and circular resource management:



In addition to the priorities defined by the Group, individual countries or subsidiaries also identify priorities that are specific to them. For instance, the Borealis Social Fund has defined three areas of social engagement that contribute to SDGs 14, 6, 7, and 4.

Corporate volunteering represents a set of diverse activities taken to deliver positive impacts for affected communities. OMV employees are encouraged to personally play an active part in sustainability initiatives, including through volunteering. We offer OMV employees the opportunity to actively engage in responsible and sustainable behavior and facilitate employee involvement with charitable partners. Group-wide volunteering activities that align with specific targets are part of our community and social investments.

S3-5 Targets Related to Affected Communities

[S3-5.39a,39b] To address the negative impacts related to social risks arising from OMV's operations, the potential disturbance of cultural heritage sites of indigenous people and other communities through our business development, and failure to provide community consultation or accessible grievance channels where issues related to safety incidents or pollution, we have set two targets. The first is to ensure that 100% of the Community Grievance Mechanisms (CGMs) available at our sites have been assessed against the UN Effectiveness Criteria, thereby reducing the negative impact on affected communities residing near our sites. The second target focuses on enhancing the positive impacts OMV has on these communities through strategic community investment. This involves voluntary contributions or actions by OMV to support communities in their areas of operation, addressing local needs and improving people's lives while maintaining a connection to OMV's business.



Community Grievance Mechanisms of sites assessed against UN Effectiveness Criteria



[S3-5.39] [S3-5.41] [S3-5.41b] [MDR-T-80a-80j]

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

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

Absolute Target	
Value chain activities	Own operations
In scope	9 defined 100% operator/majority-owned assets from the upstream, refinery, and power business segments (scope liable to change based on operatorship/divestments)
Out of scope	Non-operated/majority-owned assets/company by OMV; Chemicals business currently out of scope. We will review the target after 2025 to adjust or redefine it in light of expansion of our JV grievance channels.
Geographical coverage	Group-wide
Base year	2018
Baseline value	0

[MDR-T-80f] Between 2015 and 2017, the Community Grievance Mechanism (CGM) was implemented at OMV's upstream (now Energy), power, and refinery business sites. Since 2018, it has been fully operational in OMV Energy, at the three refineries (Schwechat in Austria, Burghausen in Germany, and Petrobrazi in Romania), and at two power plants (Samsun in Turkey and Brazi in Romania). OMV has set a target to assess 80% of the CGMs at all its sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms by 2020 and 100% by 2030. 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. [MDR-T-80h] The target was proposed by Group Sustainability with the support of an external consultant. The proposed target was then discussed in internal meetings with relevant business functions such as Group Strategy, Finance, and HSSE. It was approved by the EB and SB. [MDR-T-80i] OMV has not made any changes to this target, related metrics, or methodologies.

Status 2024

[MDR-T-80j] **89%**¹ of the Community Grievance Mechanisms at all sites assessed against UN Effectiveness Criteria. The target is monitored quarterly and reviewed annually.

1 8 out of 9 sites in scope assessed. CGM assessments have so far been completed in OMV's Energy segment in Austria, Romania, Tunisia, New Zealand, and Malaysia, as well as at the Schwechat, Burghausen, and Petrobrazi refineries.



Direct at least 1% of the previous year's reported net income attributable to stockholders of the parent toward social investments to achieve social goals



[S3-5.39] [S3-5.41] [MDR-T-80a-80j]

[MDR-T-80a] In OMV's Code of Conduct, we fully commit to the UN Guiding Principles on Business and Human Rights. We are aware of the social impacts that the energy transition entails, which is why OMV is committed to contributing to a just transition for our communities and to addressing the social and economic effects of the transition on an environmentally sustainable economy. By recognizing our potential impact on communities local to where we operate, our goal is to foster and sustain positive relations with these communities. We are committed to implementing community development projects that address local needs and contribute to the UN Sustainable Development Goals (SDGs). This target is focused on reducing negative and advancing positive impacts on affected communities.

2030

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

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

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

Status 2024

[MDR-T-80j] We directed **2.4%** social investments, based on the previous year's reported net income attributable to stockholders of the parent toward social goals. The target is monitored quarterly and reviewed annually.



[S3-5.42a; 42b; 42c] The target-setting process for both our targets involves a comprehensive evaluation of our current performance, identification of key improvement areas, and extensive consultations with business divisions, HSSE subject matter experts, senior management, and our Executive Board. Although we did not directly engage with



affected communities or their representatives, the target was established with the understanding that human rights assessments are essential to identify any actual or potential human rights impacts on rights holders (including affected communities), related business risks, and to address them accordingly. Benchmarking exercises were conducted against industry standards to set realistic targets. We monitor performance against this target annually. The year-on-year figures provide insight into the effectiveness of this action. This target is largely dependent on the previous year's reported net income attributable to stockholders of the parent company.

Entity-specific Metrics Related to Affected Communities

Affected communities' data

[GRI 203-1] [GRI 11.15.4] [GRI 410-1] [S3-1.17] [S3-4.36] [Voluntary] [Entity-specific][MDR-M.77c]

		2024	2023
Total amount of community and social investments	EUR mn	36.1	45.2
Number of beneficiaries	number in mn	1.1	1.0
Number of employee volunteers	number	1,625	2,471
Security forces trained in human rights	%	61.9	n.a.
Total number of current production assets that required community consultation	number	16	n.a.
Current production assets that required community consultation	%	84	n.a.
Total number of development projects in the process of consultation	number	5	5
Development projects in the process of consultation	%	56	38
Total external grievances	number	733	732
thereof grievances received related to our impact on society	number	500	494
Total resolved	number	432	432
thereof grievances received concerning an impact on the environment	number	233	238
Total resolved	number	196	178
Grievances resolved through remediation ¹	number	220	n.a.
Severe Human rights incidents connected to affected communities	number	0	n.a.
Cases of non-respect of international standards reported regarding affected communities ²	number	0	n.a.

¹ In 2024, 35% of resolved grievances were resolved through remediation

² For Borealis, the approach to define this metric is different and the figures deviate from OMV Group figures. For more information, refer to the Borealis Group Annual Report 2024 - Group Management Report - Non-financial Statement

Metrics Definitions and Methodology

[MDR-M.77b] The metrics for affected communities are not validated by an external body other than the assurance provider. [MDR-M.77d] Currency is only applicable to community and social investments.

[GRI 203-1] [MDR-M.77a] Total amount of community and social investments refers to the sum of actual investments by the end of the year for the implemented social and community projects.

[Entity-specific] [MDR-M.77a] Total number of beneficiaries refers to the total number of individuals who directly received or benefited from the services, resources, or training provided by social investment projects.

[Voluntary] [MDR-M.77a] Total employee volunteers refers to the total number of OMV employees who contribute with time, skills, and effort to support the activities of a social or community project.

[GRI 410-1] [MDR-M.77a] The security forces trained in human rights percentage is measured with caveat based on the Excel file completed by local security managers.

[Entity-specific] [MDR-M.77a] Current production assets that required community consultation refers to the total number of current production assets in the Energy division that required community consultation.



[Entity-specific] [MDR-M.77a] Current production assets that required community consultation as % is calculated as the total number of current production assets in the Energy division that required community consultation/total number of all current production assets x 100.

[Entity-specific] [MDR-M.77a] Total number of development projects in process consultation refers to the number of development projects in the Energy division during the reporting period that affect local communities.

[Entity-specific] [MDR-M.77a] Development projects in the process of consultation as % is calculated as the total number of development projects in the Energy division that required community consultation/total number of all development projects x 100.

[Entity-specific] [MDR-M.77a] Total external grievances: Sum of all grievances received through the CGM mechanisms.

- [Entity-specific] [MDR-M.77a] Thereof received grievances related to our impact on society received: Sum of all grievances with regard to societal issues (e.g., human rights, odor, noise) received through the CGM mechanisms.
- [Entity-specific] [MDR-M.77a] Thereof grievances concerning an impact on the environment received: Sum of all grievances with regard to environment issues (e.g., pollution, spills) received through the CGM mechanisms.

[Entity-specific] [MDR-M.77a] Total resolved grievances is the sum of grievances received through the Community Grievance Mechanisms that have been addressed and resolved within a specific reporting period.

[GRI 11.15.4] [MDR-M.77a] Grievances resolved through remediation is the sum of all grievances received through the CGMs resolved through remediation (e.g., compensation, rehabilitation).

[S3-4.36] [MDR-M.77a] Severe human rights incidents connected to affected communities refers to the count of such incidents reported through our Community Grievance Mechanisms, as well as legal cases. We have defined the severity of human rights incidents based on categories of scale (e.g., forced labor, child labor, human trafficking), scope (significant number of people being affected), and irremediability (difficult or impossible to remediate), while each one of them on their own can also make an impact severe.

[S3-1.17] [MDR-M.77a] Reported cases of non-respect of international standards regarding affected communities: in the reporting year, no cases of non-respect of international standards were reported.