



## Health, Safety, and Security

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

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

### Health, Safety, and Well-Being

#### Material Topic: Health, Safety, and Well-Being

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

#### Key GRIs

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

#### NaDiVeG

- ▶ Employee and social concerns

#### Most relevant SDGs



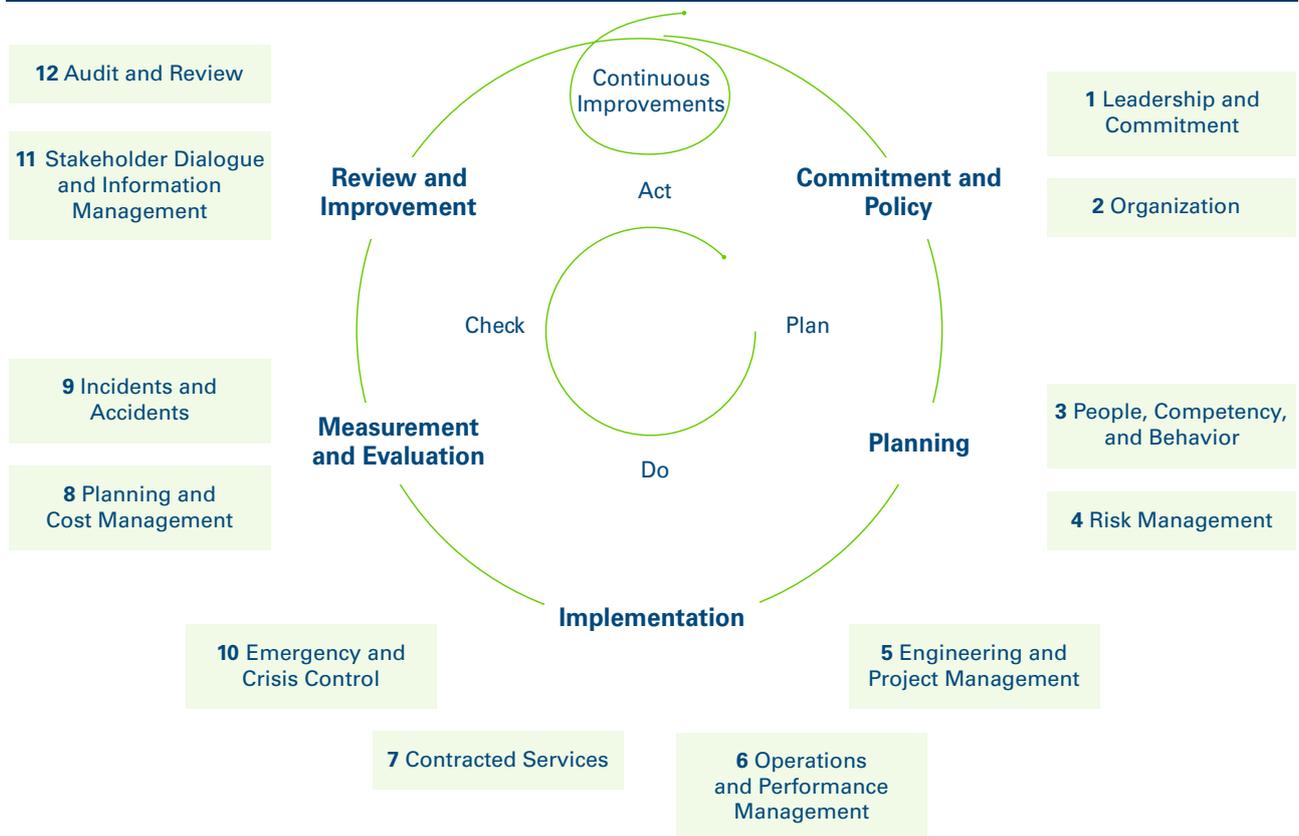


Ensuring the health, safety, and security of our employees, contractors, and assets is essential for OMV. Employee health and well-being are the foundation for successful company performance, as they are core elements of ensuring the ability to work. OMV aims to adhere to the highest standards to provide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

OMV's HSSE vision is "ZERO harm – NO losses." This vision is embedded in the [HSSE Policy](#), which is OMV's public commitment to health, safety, security, and the environment. Our chemicals subsidiary, Borealis, is committed to implementing the guidelines of the Responsible Care Global Charter, which is the chemical industry's voluntary initiative aimed at continuous improvement in health, safety, and environmental performance.

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

### Core Aspects of HSSE Management



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

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



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

## Governance

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

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

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

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

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

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

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

## Health

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

### Specific Policies and Commitments

We have established an OMV health care standard to ensure a high level of care for employee health across the Company. OMV's internal Group Health Standard describes the main principles, roles and responsibilities, and lines of communication within the OMV Group. The standard provides a framework for managing preventive health measures and curative health care, as well as collaboration among HSSE specialists. It supplements local legal requirements, allowing us to establish a harmonized level of health care services and access to medical facilities at all OMV sites.

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

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



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

## Management and Due Diligence Processes

### Risk Assessments

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

### Preventive Care

OMV maintains or works with a total of 43<sup>19</sup> medical units across all locations where we have operating facilities. To mitigate occupational health risks, our medical staff carries out specific preventive examinations in accordance with the legal regulations of the countries in which we operate. These examinations include blood tests for employees working with specific hazardous substances and hearing tests for employees exposed to noise. We offer general health screenings to our workforce. In 2022, a voluntary screening and check-up service for thyroid issues was offered to all OMV Group colleagues based in the head office in Vienna. In addition, we run seasonal campaigns to provide free vaccinations against flu and tick-borne encephalitis in affected areas. In 2022, COVID-19 vaccinations and boosters were also offered once again.

### Audits

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

## Community Engagement

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

### 2022 Actions

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

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

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

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

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

<sup>19</sup> All health data excluding Borealis



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

## Outlook

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

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

## Occupational Safety

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

## Management and Due Diligence Procedures

### Risk Assessments and Audits

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

### Incident Reporting and Investigation

All employees and contractors are encouraged to bring any unsafe conditions and behaviors to the attention of line management in order for them to identify and resolve potential issues that might otherwise lead to future incidents or accidents. We acknowledge these suggestions for improvement submitted by employees and contractors locally.

All incidents, hazards, HSSE walks, audits, findings, and defined actions are reported and tracked within a central HSSE reporting tool (OMV Synergi). Online training is regularly organized via the My Success Factors learning platform to ensure the effective use of the tool, e.g., by highlighting the importance of the quality of data input.

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



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

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

### Training, Awareness Raising, and Safety Promotion Activities

All staff are required to be familiar with the HSSE Policy, internal HSSE regulations, and relevant legislation. They actively contribute to and further develop HSSE awareness as part of our corporate culture, for example by stopping and reporting unsafe or irresponsible acts and conditions and reporting any incidents and non-compliance. OMV employees at all levels are regularly trained in their roles and responsibilities. Moreover, our Life Saving Rules are presented and discussed regularly during awareness programs, workshops, management walk-arounds, and safety walks, as well as during various meetings.

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

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

people to work safely. Workers are engaged in initiating, implementing, evaluating, and improving health and safety programs. They work closely with their managers to find joint solutions to common problems, which helps managers pinpoint issues while motivating and encouraging workers to improve their own safety. To concentrate on quality over quantity in terms of reporting, HSSE walks, safety walks, and action close-outs continued throughout 2022. In addition, efforts to make safety a top priority in the minds of employees were continued. More attention is focused on improving the HSSE walks and safety walks by encouraging open dialogue while they're in progress. This promotes understanding of the challenges in the operating fields and increases trust between the workforce and management.

### Focus on Contractor Safety

The safety of our contractors is just as important as the safety of our own employees. For this reason, we have established processes that require contractors to work according to our standards. Our Contractor HSSE Management Process begins when we issue the scope of work with information about HSSE requirements and the HSSE key performance indicators (KPIs). The process continues through the tender stage with the HSSE evaluation and capability audit, if needed. Once the contract terms are agreed and the contract is awarded, and before work begins at the site, we reinforce our expectations and requirements during kick-off meetings, HSSE induction, site specific training, and other joint meetings.

The presence of contractors at our sites is monitored around the clock using an electronic registration system (e.g., in the refineries) or paper sign-in system (e.g., attendance sheet, permit to work, and induction sheet). During the contract period, we monitor our contractors by way of audits, inspections, joint HSSE or safety walks, service quality meetings, forums, and workshops, using the outcomes to share information and encourage improvement of our HSSE performance as a team. To increase the awareness and knowledge of contract owners, contract holders, procurement staff, and HSSE experts regarding our Contractor HSSE Management Process, we have continued to deliver specific training explaining how HSSE requirements and tools are embedded in the source-to-contract process. In 2022, we also implemented an e-learning course about Contractor HSSE Management. We introduced a new e-learning program, held webinars, and delivered over 900 training sessions to more than 660 beneficiaries on the internal regulations framework. Contract owners, contract holders, and procurement staff were the main target group of these training sessions.



## 2022 Actions

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

**52** formal joint health and safety committees comprising management and worker representatives were organized at OMV Group sites.<sup>20</sup>

**50,634** unsafe conditions and behavior reports were received in our reporting tool.<sup>20</sup>

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

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

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

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

## Lost-Time Injury Rate

Per 1 mn hours worked



## Total Recordable Injury Rate

Per 1 mn hours worked



## Outlook

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

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

<sup>20</sup> Data excluding Borealis



### Targets 2025

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

### Targets 2030

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

---

### Status 2022

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

### Most relevant SDGs

**SDG targets:**

- 3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination
- 8.8** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

## Process Safety

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

### Management and Due Diligence Processes

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

## Risk Assessments

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

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

### Emergency Management Plans

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

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



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

### Inspection and Maintenance

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

### Investigations and Audits

All incidents are identified and reported in an appropriate and timely manner. Work-related incidents with potential consequences for people, the environment, assets, or our reputation are investigated in a suitable manner to determine direct causes, root causes, and systemic causes so we can learn from them and prevent the recurrence of similar incidents. Tier 1 and Tier 2 process safety events<sup>21</sup> provide baseline performance information and are measured each year for a consistent overview of the OMV Group's process safety performance. In addition to Tier 1 and 2 process safety incidents, we monitor Tier 3 process safety events for a better assessment of the critical barriers. The monitoring and reporting of Tier 3 events provides an overview of the challenges to safety systems so that weaknesses within the barriers can be identified and corrected at facility level.

### Training

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

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

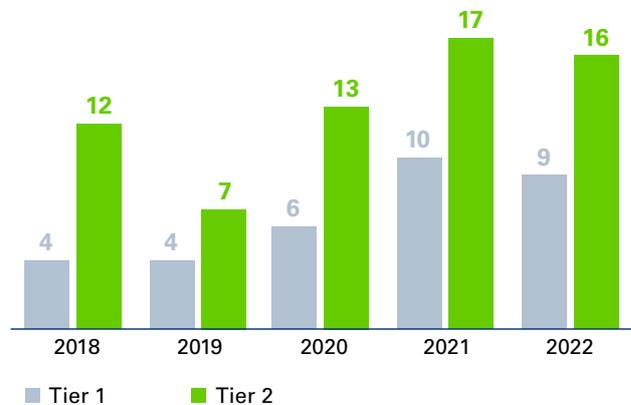
### 2022 Actions

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

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

### Process Safety Events, Tier 1 and Tier 2

Number of events



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

<sup>21</sup> Tier 1 and Tier 2 process safety events classified according to API RP 754



- ▶ The Porvoo cracker and aromatics QRA in Finland was finalized, and the QRA sensibility study for Stenungsund, Sweden, was conducted.
- ▶ Standardized scenarios and safeguarding concepts were defined for the installation of main equipment in Borealis Polyolefins (PO) and Hydrocarbons (HC).
- ▶ An internal ATEX<sup>22</sup> guideline was developed and issued on minimum requirements for improving the health and safety protection of workers potentially at risk from explosive atmospheres – Borealis Polyolefins (PO) and Hydrocarbons (HC).

### Outlook

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

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

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



#### Target 2025 and 2030

- ▶ Maintain leading position in Process Safety Event Rate

#### Status 2022

- ▶ 0.21<sup>23</sup>

#### Most relevant SDG



**SDG target:**

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

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

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



## Product Safety

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

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

### Specific Policies and Commitments

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

### REACH Compliance

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

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

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

### Banned Substances

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

### Responsible Care®

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

## Management and Due Diligence Processes

### Risk Assessments

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

### Quality Control

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



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

**Safety Data Sheets**

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

**2022 Actions**

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

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

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

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

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

**Outlook**

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

**Security, Emergency, and Crisis Resilience**

**Material Topic: Security, Emergency, and Crisis Resilience**

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

**Key GRI**

- ▶ GRI 410: Security Practices 2016

**NaDiVeG**

- ▶ Employee and social concerns

**Most relevant SDG**





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

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

## Governance

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

## Corporate Security

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

## Specific Policies and Commitments

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

## Management and Due Diligence Processes

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

## Risk Assessments

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

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

## Human Rights and Community Engagement

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

## 2022 Actions

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

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



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

### Outlook

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

## Information and Cybersecurity

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

### Specific Policies and Commitments

Our internal IT<sup>24</sup>/OT<sup>25</sup> Security Directive lays out the details of the IT/OT Security Framework, through which topic- or security domain-related security standards and policies are continually aligned and managed. The Security Framework consists of approximately 50 regulatory documents in total and is harmonized with the ISO 27000 series (ISO27k) of recommendations for IT controls and domains. It also covers OMV's commitment to securing the operation of its services in dedicated areas, such as within the filling stations retail business and the related PCI DSS<sup>26</sup> requirements.

### Management and Due Diligence Processes

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

### Preventive, Technical, Detective, and Reactive Measures

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

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

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

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

### Training

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

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

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

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

<sup>26</sup> Payment Card Industry Data Security Standard



### Incident Reporting and Escalation Processes

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

### Business Continuity/Contingency Plans and Incident Response Procedures

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

### 2022 Actions

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

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

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

### Outlook

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