



People

As a signatory to the United Nations Global Compact, OMV is fully committed to the UN Guiding Principles on Business and Human Rights, and aims to contribute to the UN's 2030 Agenda for Sustainable Development by pursuing a social investment strategy that addresses local needs and the UN Sustainable Development Goals (SDGs). We are aware that the energy transition also brings with it social impacts. OMV is committed to contributing to a Just Transition for our employees and communities and addressing the social and economic effects of the transition to an environmentally sustainable economy.

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

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

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



Human Rights

Material Topic: Human Rights

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

Key GRIs

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

NaDiVeG

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

Most relevant SDGs:



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

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

Specific Policies and Commitments

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

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

The OMV Group respects and supports human rights as described in the Universal Declaration of Human Rights and in internationally recognized treaties, including those of the International Labour Organization (ILO). OMV, OMV Petrom, and Borealis have signed the UN Global Compact and are fully committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This includes a commitment to upholding labor rights, such as decent wages, working hours, employee representation, and provisions against forced labor, child labor, and human trafficking. We therefore fully support the aims of the UK Modern Slavery Act 2015 and are committed to operating our business and supply chain free from forced labor, slavery, and human trafficking. The OMV [Statement on Modern Slavery and](#)

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



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

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

Equality and Non-Discrimination

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

Security

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

Health and Safety

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

Labor Rights

This includes decent wages, working hours, employee representation, collective bargaining, and provisions against forced labor, child labor, and human trafficking. We support the "five fundamental principles and rights at work" outlined in the ILO Declaration. We are committed to respecting workers' rights, in line with ILO's fundamental Conventions on rights at work, and we expect our contractors, suppliers, and the joint ventures we participate in to do the same. Where local labor rights standards fall short of the OMV Group's standards, based on international human rights law, the OMV Group is guided by its higher standards unless this is forbidden by law.

The OMV Group strives to be a fair and responsible employer. Upholding and promoting labor rights is essential to achieving legal compliance in a local and international environment. It is also essential to ensuring that our global workforce can develop professionally and fulfill their personal aspirations in line with our business needs.

Working Hours and Flexibility

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

Operational Changes and Minimum Notice Periods

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

Wages

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

Right to Education

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



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

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

Local Communities and Indigenous Peoples

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

Privacy and Family Life

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

Environment and Climate Change

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

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

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

Governance

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

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

Management and Due Diligence Processes

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

Human Rights Matrix

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



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

Risk Assessments

The OMV Group has developed due diligence tools and techniques to assess the risk of human rights violations²⁸ related to our business, even before we launch or acquire business in a new country. Human rights are one of the components considered when making the decision to engage in a new country. The relevant human rights risks are presented to the respective Executive Board member to factor into the decision on whether or not to enter a country. We use these assessments to derive concrete measures to reduce the risk of direct and indirect involvement in potential human rights violations. We also conduct regular assessments of our current operations to determine their exposure to the risk of human rights and labor rights violations.

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

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

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

Self-Assessments

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

Training and Awareness Raising

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

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

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

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

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



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

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

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

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

Employee Representation

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

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

Grievance Management

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

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

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



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

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

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

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

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

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



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

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

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

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

2022 Actions

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

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

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

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

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

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



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

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

Outlook

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

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



Target 2025:

- ▶ Train all OMV Group employees in human rights

Target 2030:

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

Status 2022:

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

Most relevant SDGs



SDG targets:

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

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

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

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

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

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

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



Diversity, Equity, and Inclusion

Material Topic: Diversity, Equity, and Inclusion

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

Key GRI

- ▶ GRI 405: Diversity and Equal Opportunity 2016

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDGs



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

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

Specific Policies and Commitments

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

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

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

Governance

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

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

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



Management and Due Diligence Processes

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

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

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

2022 Actions

29.6% increase in paternal leave in 2022 vs. 2021

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

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

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

³⁵ Data excluding Borealis

Outlook

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

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



Targets 2025

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

Targets 2030

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

Status 2022

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

Most relevant SDGs



SDG targets:

5.1 End all forms of discrimination against women and girls everywhere

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status

³⁶ Management level: executives and advanced career level

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

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

³⁹ International is defined as non-Austrian citizens.

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

Employees

Material Topic: Employees

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

Key GRIs

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

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDGs



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

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

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

People & Culture Strategy

PEOPLE MAKE IT HAPPEN



Employee Experience

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



Growing Talent

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



Powered by
Transformational Leadership

New Ways of Working

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

Organizational Evolution

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



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

Governance

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

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

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

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

Talent Attraction and Retention

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

Management and Due Diligence Processes

Talent Acquisition

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

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

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

Performance Management and Career Development

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

OMV has an annual review process in place to support our employees and managers through structured, systematic



planning of performance and personal development within the Company. Employees and their managers work together to set performance and development goals, review progress, and evaluate achievements, with employees ultimately being rewarded and recognized annually.

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

Rewards

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

OMV continuously monitors market trends and international best practices in order to attract, motivate, and retain the best-qualified talent from around the world. Base salaries are set in accordance with internationally accepted methods for determining market levels of remuneration, and comply with the relevant legal regulations, for example collective agreements. Base salaries are market oriented, fair, and tailored to the position and expertise of the employee. OMV encourages equal pay at all career stages, for instance by setting standardized entry-level salaries that are reviewed each year in line with the local market situation.

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

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

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

Talent Retention and Leadership Development

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

Employee Engagement

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

2022 Actions

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

20,285 performance reviews⁴²

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

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

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

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

⁴² Data excluding blue-collar workers at OMV Petrom

⁴³ Data excluding Borealis



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

Outlook

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

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

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

Skills Development and Training

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

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

Management and Due Diligence Processes

Needs Assessment

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

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



Types of Training

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

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

Evaluation of Training Programs

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

2022 Actions

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

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

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

Outlook

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

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



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

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



Target 2030

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

Status 2022

- ▶ Average number of annual learning hours: 23

Most relevant SDGs



SDG targets:

4.4 By 2030, substantially increase the number of young people and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labor-intensive sectors

Communities

Material Topic: Communities

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

Key GRI

- ▶ GRI 413: Local Communities 2016

NaDiVeG

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

Most relevant SDGs



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

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

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



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

Governance

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

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

Borealis Social Fund

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

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

OMV Petrom Foundation

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

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

Community Impacts and Grievances

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

Management and Due Diligence Processes

Community Consultation and Social Impact Assessments

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



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

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

Community Engagement

We maintain regular communication with the communities that live where we operate and strive to inform them in advance of any planned business activities that may affect them. For example, in the vicinity of our refineries, stakeholders such as local authorities and neighbors are proactively informed in advance of any work that may cause a disturbance (e.g., noise from turnarounds) by way of stakeholder meetings, social media, leaflets, and other channels as appropriate. An example of this in action is the “green phone” at the Schwechat refinery, which has ensured 24/7 direct contact for all neighbors for several years now. Every call is answered by the shift supervisor in charge, and in cases of perceived noises or odors, the shift supervisor checks immediately for potential sources in the refinery so that the issue can be resolved as quickly as possible.

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

Community Grievance Mechanisms

Our approach to managing community grievances follows the precautionary principle of obtaining local approval of OMV operations. This involves identifying and resolving the issues of concern to the local community early on. We strive to conduct our operations in a way that reduces any

disruption to our neighboring communities to a minimum; however, grievances can still arise. We manage these grievances through localized Community Grievance Mechanisms (CGMs). The CGMs help OMV and those potentially impacted by its operations resolve issues in a non-judicial manner and, depending on the case, offer access to a solution. Grievances can be communicated verbally or in writing and can also be expressed in local languages. They can be lodged by email, phone, through our community relations and development staff working locally and other locally dedicated channels, as well as at a corporate level.

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

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

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

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



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

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

2022 Actions

776 total external grievances in 2022:

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

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

30 human rights grievances⁴⁷ received from externals (30 resolved)

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

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

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

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

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

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



Outlook

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

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



Target 2025

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

Status 2022

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

Most relevant SDGs



SDG targets:

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

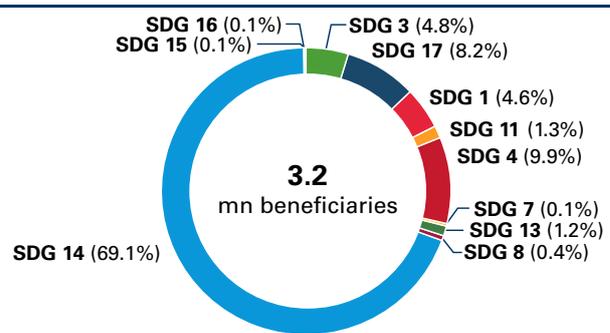
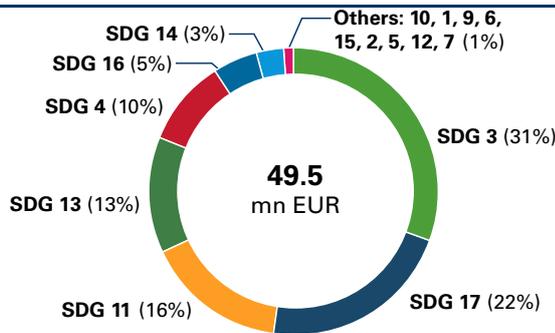
⁴⁸ Nine defined assets on a 100% operator/majority-owned basis from the E&P, Refining, and Power business segments are currently in scope (scope liable to change based on operatorship/divestments). The scope is currently: E&P Austria, E&P Romania, E&P Tunisia, E&P Yemen, E&P New Zealand, E&P Malaysia,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



Community Investments

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

2022 Investments by Main SDGs and by Beneficiaries



- SDG 1: No Poverty
- SDG 3: Good Health and Well-Being
- SDG 4: Quality Education
- SDG 7: Affordable and Clean Energy
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities
- SDG 11: Sustainable Cities and Communities

- SDG 12: Responsible Consumption and Production
 - SDG 13: Climate Action
 - SDG 14: Life Below Water
 - SDG 16: Peace, Justice and Strong Institutions
 - SDG 17: Partnerships for the Goals
- Other SDGs supported to a smaller degree
- -
 -
 -
 -

Management and Due Diligence Processes

Needs Assessments

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

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

Prioritization

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

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

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

Corporate Volunteering

OMV Group employees are encouraged to personally play an active part in sustainability initiatives, including through volunteering. We offer OMV employees the opportunity to actively engage in encouraging responsible and sustainable behavior, and facilitate employee involvement with

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



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

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

2022 Actions

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

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

3.2 mn beneficiaries reached

1,808 employee volunteers

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

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

Humanitarian Aid for Ukraine

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

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

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

Minutes of Flight, for Hours of Life

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

Sustainable Power and Water Supply in Yemen

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

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

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



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

Water for the World Program

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

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

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

Impact Snapshot: Education, Entrepreneurship, Inclusion, and Employment

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

Tasharok: Empowering Communities in Tunisia

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

Early Childhood Education and Care in Romania

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

CODY21: Digital Education Program in Austria

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



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

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

Impact Snapshot: Climate, Energy, and Circular Resource Management

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

RoEficientă: Energy Efficiency in Romania

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

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

Upcycle Ocean Trash Competition in Malaysia

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

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

OMV Petrom Supports Circular Economy Projects with Social Impact

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

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

Waste and Resource Efficiency: Project STOP

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

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



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

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

Project STOP achievements by the end of 2022 included:

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

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

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

Outlook

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

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

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



Target 2030

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

Status 2022

- ▶ 2.4%⁵¹

Most relevant SDGs



SDG targets:

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services, including microfinance

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including through access to financial services

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