Sustainability Report 2021

Non-Financial Report

OMV Group

The energy for a better life.

About This Report

Welcome to the OMV Sustainability Report 2021!

This Report covers the operations of the OMV Group, headquartered in Vienna, Austria, for the 2021 business year.

Report Scope, Material Topics, and Boundaries

OMV's 2021 Sustainability Report, a document published annually (most recent Sustainability Report published on April 6, 2021), was prepared in accordance with the Global Reporting Initiative (GRI) Standards Core option. This Report is the combined, consolidated, non-financial report of the OMV Group in line with the Austrian Nachhaltigkeits- und Diversitätsverbesserungsgesetz (Sustainability and Diversity Improvement Act; NaDiVeG), namely in accordance with Section 267a of the Austrian Commercial Code. In line with NaDiVeG's reporting requirements (Section 243b), data particularly relevant for OMV Aktiengesellschaft is reported separately in the Performance in Detail section under OMV AG Data. The document also serves as our Communication on Progress for the UN Global Compact (UNGC).

The 2021 Report describes our management and performance of the material Environmental, Social, and Governance issues for our Company. Our disclosures focus on the topics that were deemed most material to our business and stakeholders during the materiality analysis performed in 2020 and a review conducted by internal experts with external support in 2021 (see Materiality).

The Report is also guided by the GRI Sector Standard for Oil and Gas, which will come into force in 2023, the Sustainability Accounting Standards Board (SASB) Standard for the Oil & Gas – E&P industry, and the "Sustainability reporting guidance for the oil and gas industry" developed by IPIECA, API, and IOGP. Reporting on OMV's alignment with the UN Sustainable Development Goals (SDGs) has been informed by GRI and the UNGC's Business Reporting on the SDGs.

The data presented in the Report is consolidated at Group level and covers all fully consolidated entities, analogous to the Company's financial statements. This boundary applies to all material topics, unless clearly indicated otherwise for a particular material topic in the text of this Sustainability Report. OMV acquired a majority stake in Borealis in 2020. In 2021, Borealis is included in the most relevant data for each material topic. All of the Health, Safety, Security, and Environment (HSSE) data, including greenhouse gas data for Scope 1, Scope 2, and Scope 3 categories 1 and 2 under the GHG Protocol, is collected for activities where OMV is the operator or where OMV has a stake of more than 50% and exerts a controlling influence. For GHG Protocol Scope 3 categories 10 and 11, data is collected on an equity basis.

This Sustainability Report has been externally assured. The independent assurance (limited assurance) has been performed in accordance with the requirements of the ISAE 3000 (Revised) standard.

More information about OMV can be found in the OMV Annual Report 2021, in the OMV Factbook, and on our website: www.omv.com

Sustainability at OMV

IN THIS CHAPTER

Foreword

CEO Statement

A conversation with Alfred Stern, Chairman of the Executive Board and CEO of OMV

More information is available in the video by Alfred Stern in our online report

Mr. Stern, unfortunately we are conducting this interview in difficult times...

It's true, as we speak we are facing crises few of us have experienced in our lifetimes. The invasion of Ukraine by Russian troops has triggered a humanitarian catastrophe that leaves us stunned. The war is a stark reminder for OMV and many other companies, that the enjoyment of human rights is not a given, and that we must live up to our commitments, which include not being complicit in violations of human rights. OMV is committed to respecting, fulfilling and supporting human rights in relation to all our business activities. To this end, OMV will not pursue any future investments in Russia and is reviewing all options, including exits and divestments, for its existing investments. I sincerely hope that this senseless war will come to a permanent end as soon as possible, as it is only in peace that there can be freedom and well-being.

We are also still in the midst of a global health crisis. The pandemic has now shaped our lives for two years, and forced us all to rethink our approaches to health, social solidarity, ways of working, and mental well-being, among many others. Tragically, we have lost multiple employees to COVID in these last two years, and my deepest sympathies are with their families and loved ones.

And there's the climate crisis, the global loss of biodiversity, the pollution of the oceans, and many other threats facing our planet and people. As a global energy and chemicals company, we of course have a unique responsibility here. That is why it is so important that we are a leader in innovation and circularity and become a net-zero business by 2050. And it is also incredibly important that we have a holistic view of sustainability and develop measures to tackle all of these manifold challenges. That's exactly what we aim to do with our new Company strategy.

> "OMV will be a net-zero business by 2050. This key ambition was the basis of the development of our business strategy. Sustainability is at the heart of OMV's new strategy, not an add-on."

How long can OMV afford to keep pursuing the same business model?

Not a single day, if you look at it rationally. Even though we cannot radically change our business model immediately, we must act today and push it in the right direction. The new OMV Strategy 2030 is truly groundbreaking and transformative for OMV. In it, we aim, for the first time, to become a carbon neutral business by 2050. But we do not only have vague future ambitions: we have set 2030 and 2040 absolute Scope 1, 2, and 3 emissions targets, a target to reduce the carbon intensity of our energy supply, and a roadmap for how to achieve these targets by becoming a leader in sustainable fuels and chemicals as well as high-quality materials. We will implement this strategy quickly so that we can benefit optimally from the opportunities offered by the energy transition.

How was sustainability considered in shaping the new OMV strategy?

Our new strategy was developed with sustainability at its core. Our sustainability framework, the key strategic pillars of which are the ambition to become a net-zero business by 2050, to set interim targets aligned with the IEA's Sustainable Development Scenario, to be a leader in circularity, and to consider the Just Transition in strategic planning, was actually agreed upon before the details of the strategy were worked out. Thus, the ambition to become a net-zero business by 2050 was the basis of the development of the business strategy. This reflects our proactive approach to sustainability: sustainability is at the heart of OMV's strategy, not an add-on.

In addition to our new climate and circular economy targets, we have also set new, ambitious targets running the gamut from diversity, equity, and inclusion, to supplier engagement and community investments. Our new sustainability framework truly captures OMV's holistic approach to sustainability. It is based upon engaging with many stakeholder groups to determine what matters to OMV, and how we as a company can shape a more sustainable future.

The development of the new strategy sounds like a true highlight. What have been the lowlights of 2021?

2021 tragically saw three fatalities among OMV contractors. This touches me deeply, for no matter how impressive the results we achieve may be, if they come at the expense of people's well-being, then we have all failed. We are thus redoubling our efforts to ensure the health, safety, and well-being of our workforce, for instance through increasing audits and inspections of contractors and implementing awareness-raising activities at all locations.

You mentioned the Just Transition. What is that, and how will OMV address it?

The Just Transition is considering the impacts of the energy transition on workers and communities. Many stand to gain from the transition to a cleaner, greener, more circular economy. But there are also those that stand to lose – workers afraid for their jobs and communities who depend on our operations for their livelihood. In OMV's case, our business model will naturally change. Becoming net-zero means that we are pursuing the goal of no longer producing oil and gas as an energy source by 2050. In our strategy, we have pledged to reduce oil and gas production by 2030. Such transformation brings enormous challenges. But there are also opportunities: new jobs at OMV in areas such as renewable energy and recycling.

Our new strategy lays out some ways to begin to address this transition. For instance, we plan to almost double training hours for employees by 2030 – this will also include learning new technologies and skills to be fit for the transition. The effects of climate change and the Just Transition will be incorporated into our human rights and communities approach. Options here include strategic community investments aimed at education, vocational training, and skill development, to ensure that our communities are not left behind, even if OMV's direct role in generating employment is reduced.

Our world is changing and OMV is changing. But I'm certain that we can embrace this change, because OMV has always continued to develop in recent decades, and has always been open to progress. At OMV, we have always provided essentials for a better life – going forward, we will re-invent those essentials for sustainable living. We will create the framework necessary so that everyone who wants to can also take advantage of these opportunities. Because that's truly at the heart of all we do – we want to build a sustainable future for everyone.

Alfred Stern m.p.
Chief Executive Officer

Letter of the Supervisory Board

Dear Shareholders,

In 2021, OMV continued to underscore its strong commitment to being a responsible market player by embarking on a wide-reaching transformation, with new leadership and a new Company strategy firmly rooted in sustainability.

In December 2021, the OMV Supervisory Board signed off on the new strategy that will see OMV become a carbon neutral business by 2050. As part of this journey, OMV has set concrete short, mid, and long-term greenhouse gas reduction targets across all scopes, on an absolute and intensity basis. With a continued strong focus on technology and innovation, the overarching goal remains to continue our growth path as an integrated company and to become a leading player for sustainable fuels, chemicals, and materials embracing the circular economy. This will put OMV ahead of the energy transition and make us a future-proof company with great potential for sustainable value creation.

Several important decisions paved the way in 2021 for our contribution to circularity and achieving our net zero ambition. OMV took the final investment decision in 2021 to build a Glycerin2Propanol pilot plant at its Schwechat refinery which will produce second-generation biofuels from 2023. The long-term plan is to commercialize the technology in order to produce around 125 mn liters of propanol per year and reduce CO_2 by around 180,000 metric tons annually. We also took the final investment decision to build the ReOil® 2000 chemical recycling demo plant, which will go into full operation in 2023 with a capacity of 16,000 tons per year. In a next step, the OMV ReOil® process is being developed into a commercially economical technology on a large industrial scale by 2026, which then shall process up to 200,000 tons of plastic waste per year. Meanwhile, to continue to scale up our mechanical recycling business, our subsidiary Borealis, together with partners, has opened a state-of-the-art advanced mechanical recycling demonstration plant in Lahnstein, Germany.

In order to support and monitor the transformation of OMV to a more sustainable business model, the governance within the Supervisory Board was also amended. In 2021, the Sustainability and Transformation Committee was formed to support the Company's Supervisory Board in reviewing and monitoring OMV's strategy with regard to sustainability, ESG-related standards, processes and performance. In particular, the Committee deals with the challenges of climate change and serves to support and oversee the transformation towards a more sustainable business model.

I am very pleased to report that OMV's comprehensive approach to sustainability continues to be recognized by independent ESG rating agencies. Notably in 2021, OMV was awarded the Platinum Medal in the annual EcoVadis sustainability assessment for the first time. This result places OMV in the top 1 percent of all 75,000 companies rated globally by EcoVadis.

OMV has opted to prepare its mandatory consolidated non-financial disclosures as a separate consolidated non-financial report (Sustainability Report). The consolidated non-financial report that is presented pursuant to Section 96(1) of the Stock Corporation Act was subject to independent external assurance as well as a comprehensive audit and was discussed extensively by the Audit Committee, the Sustainability and Transformation Committee and the Supervisory Board. The Supervisory Board found no issues during the audit and approved this Report.

For the Supervisory Board
Mark Garrett m.p.
Chairman of the Supervisory Board

Highlights 2021

New strategy set:
Net-zero
emissions across entire business by 2050

66.4 g CO_2/MJ
carbon intensity of energy supply

Platinum
rating from Ecovadis (top 1% of rated companies)

34.1 %
Taxonomy-eligible CAPEX

FID
made to build ReOil® demo plant with a capacity of 16,000 t/year

EUR 18.4 mn
social investments with **2.7 mn** beneficiaries

Joined
Together for Sustainability
to enhance sustainable procurement

91,000 t
of circular material (recyclates and biobased material) sold via Borealis

–11 %
absolute Scope 1 and 2 emissions vs 2019

20.9 %
share of women at management level

Top ESG Ratings:
AAA from MSCI, A– in CDP Climate Change, and included in DJSI World

0.1 %
of freshwater withdrawal is in water scarce areas

16,020
employees
trained in business ethics

EUR > 13 bn
to be invested in low-carbon projects until 2030

68 %
waste recovery or recycling rate

OMV at a Glance

OMV produces and markets oil and gas, as well as chemical products and solutions in a responsible way and develops innovative solutions for a circular economy. In 2021, Group sales amounted to EUR 36 bn. With a year-end market capitalization of around EUR 16 bn, OMV is one of Austria's largest listed industrial companies. The majority of its roughly 22,400 employees work at its integrated European sites.

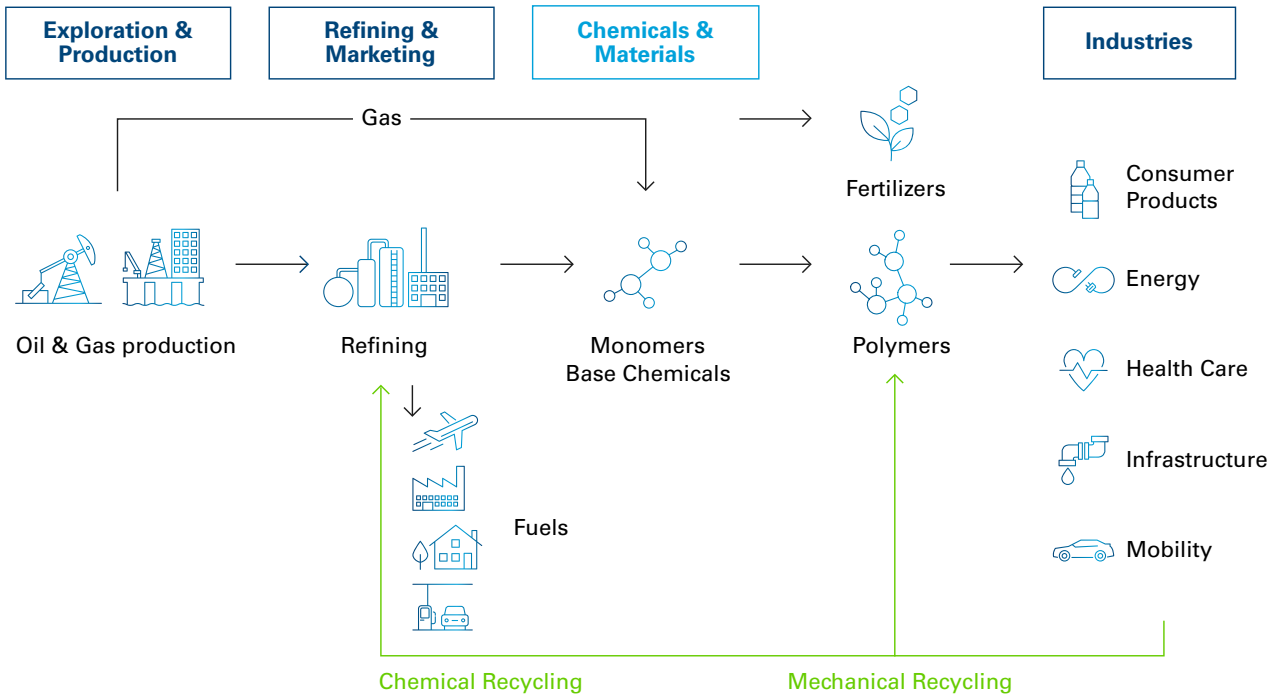
Value Chain

In Exploration & Production, OMV explores, develops, and produces oil and gas in its four core regions of Central and Eastern Europe, the Middle East and Africa, the North Sea, and Asia-Pacific and produces gas in a JV in Russia.[1]

Daily production was 486 kboe/d in 2021 (2020: 463 kboe/d). While natural gas accounted for 59% of total production, liquids amounted to 41%.

In Refining & Marketing, OMV operates three refineries in Europe, Schwechat (Austria) and Burghausen (Germany), both of which feature integrated petrochemical production, and the Petrobrazi refinery (Romania). In addition, OMV holds a 15% share in ADNOC Refining and in ADNOC Global Trading. OMV's total global processing capacity amounts to around 500 kbbl/d. Fuels and other sales volumes (Europe) were 16.3 mn t in 2021 (2020: 15.5 mn t) and the retail network consists of around 2,100 filling stations.[2] The natural gas sales volume was 196.4 TWh in 2021 (2020: 164.0 TWh). OMV owns gas storage facilities with a capacity of 30 TWh, holds a 65% share in the Central European Gas Hub (CEGH), and operates a gas-fired power plant in Romania.

In Chemicals & Materials, OMV, through its subsidiary Borealis, is one of the world's leading providers of advanced and circular polyolefin solutions with total polyolefin sales of 5.9 mn t in 2021 (2020: 5.9 mn t), and a European market leader in base chemicals, fertilizers[3] and plastics recycling. The company supplies services and products to customers worldwide through Borealis and its two important joint ventures: Borouge (with ADNOC, based in the UAE) and Baystar™ (with TotalEnergies, based in the US).



[1] OMV decided to not pursue any future investments in Russia. As a result, Russia is no longer considered one of OMV's core regions.

[2] On December 14, 2020, OMV and EG Group reached an agreement for the acquisition of 285 filling stations in Germany by EG Group. The transaction is subject to required regulatory approvals and the closing is expected in 2022. On February 4, 2021, OMV announced its intention to sell its business in Slovenia, including around 120 filling stations. The closing of this transaction is also expected in 2022.

[3] On February 2, 2022, Borealis received a binding offer from EuroChem for the acquisition of its nitrogen business, including fertilizer, melamine and technical nitrogen products. On March 10, 2022, Borealis announced that it was declining the offer due to the war in Ukraine and sanctions that have been put in place. Borealis will now consider various options regarding the future of its nitrogen business.

EU Taxonomy Reporting

As part of the European Commission's Sustainable Growth Financing Action Plan, Regulation (EU) 2020/852 establishing an EU classification system for ecologically sustainable economic activities (EU Taxonomy) entered into force in 2020.

The EU Taxonomy is a key instrument for the European Union to redirect capital flows toward sustainable investments and to create market transparency. It encourages increased channeling of investments by companies, investors and policymakers to where they are most needed for sustainable development. Therefore, the EU Taxonomy Regulation will play an important role in scaling up sustainable investments and implementing the European Green Deal. According to the EU Taxonomy, the OMV Group is required to disclose how, and to what extent, its activities are classified as sustainable, as defined in the EU Taxonomy Regulation.

The Taxonomy Regulation establishes six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

In June 2021, the Commission formally adopted the Climate Delegated Act, establishing the criteria that define which activities substantially contribute to climate change mitigation and adaptation, the first two out of six environmental objectives.

OMV's Process for Determining Taxonomy-Eligibility

In 2021, OMV assessed how much its activities contributed to the objectives of climate change mitigation and adaptation, as required by the EU Taxonomy. In the first year of the Taxonomy's application, we are required to disclose the share of Taxonomy-eligible economic activities in our total turnover, CAPEX, and OPEX.

The assessment of eligible activities in the OMV Group was carried out through an interdisciplinary project team, using a bottom-up and a top-down approach. A series of internal workshops with management and experts was held in order to give OMV businesses an introduction into the new EU Taxonomy and disclosure requirements. A series of workshops was held with all business segments and corporate entities to ensure a bottom-up identification of eligible activities, assets, processes, and related eligible CAPEX/OPEX. A final eligibility check of all identified activities/products was performed with an external party.

OMV's values for the KPIs are derived from the figures reported in the Group's consolidated IFRS financial statements. Disposal groups classified as held for sale according to IFRS 5 (see OMV Consolidated Financial Statements 2021, Note 20) have been fully excluded from the calculation of the KPIs because OMV took the decision to sell these parts of the Group. This means that disposal groups according to IFRS 5 have not been considered in the assessment of eligible activities and they have been excluded from the denominator of the KPIs for the full reporting period 2021, irrespective of when the reclassification to be held for sale was booked. The exclusion of disposal groups from the KPIs leads to a discrepancy with the financial report of the OMV Group.

Subsidiaries that are not fully consolidated and joint ventures were excluded from the assessment as per the reporting requirements of the EU Taxonomy Regulation.

Definition of Turnover

The proportion of Taxonomy-eligible economic activities in the total turnover has been calculated as the part of sales revenues derived from products and services associated with Taxonomy-eligible economic activities (numerator) divided by the sales revenues (denominator), in each case for the financial year from January 1, 2021, to December 31, 2021. The denominator is based on OMV's consolidated sales revenues (OMV Consolidated Financial Statements 2021, Note 5) and adjusted for sales revenues coming from disposal groups according to IFRS 5. For further details on our accounting policies regarding the consolidated sales revenues, see OMV Consolidated Financial Statements 2021, Note 2.3b.

Definition of CAPEX

The CAPEX KPI is defined as Taxonomy-eligible CAPEX (numerator) divided by our total CAPEX (denominator). The denominator, total CAPEX, consists of additions to intangible assets (including oil and gas properties with unproved reserves), tangible assets, and right-of-use assets and is adjusted to exclude any additions related to disposal groups according to IFRS 5 during the reporting period (see OMV Consolidated Financial Statements 2021,Notes 14 and 15). For further details on our accounting policies regarding the relevant assets, see OMV Consolidated Financial Statements 2021, Note 2.3g ff.

In the refineries, CAPEX related to PPE used for a joint production of fuels and organic basic chemicals has been allocated to the production of organic basic chemicals (activity 3.14) using an allocation key reflecting the yield, size, and complexity of the different refinery plants used for producing fuels and organic basic chemicals.

Definition of OPEX

The OPEX KPI is defined as Taxonomy-eligible OPEX (numerator) divided by our total OPEX (denominator). Total OPEX consists of R&D expenses, maintenance and repair costs, other direct expenditure related to day-to-day servicing of assets, and short-term leases.

R&D expenses include the research and development expenses recognized according to IAS 38 and included in the line "Other operating expenses" in the income statement (see OMV Consolidated Financial Statements 2021, Note 9).

Maintenance and repair costs and other direct expenditure related to day-to-day servicing of assets mainly include costs for external services, personnel expenses, and material costs related to regular and unplanned maintenance, repair, and servicing measures. The related cost items can be found in the line items production and operating expenses as well as selling, distribution, and administrative expenses of the income statements. In the refineries, maintenance and repair costs allocated to cost centers involved in the joint production of fuels and organic basic chemicals have been allocated to the production of organic basic chemicals (activity 3.14) using an allocation key reflecting the yield, size, and complexity of the different refinery plants used for producing fuels and organic basic chemicals. Expenses for short-term leases have been determined and included in line with IFRS 16. Direct costs for training and other human resources adaptation needs are excluded from the denominator and the numerator.

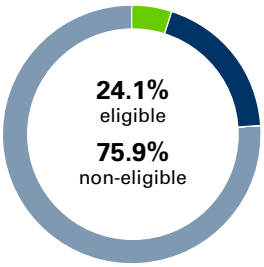
2021 Overview

Taxonomy-Eligible Turnover

In 2021, 24.1% of OMV's turnover can be classified as Taxonomy-eligible. The largest contributors were the activities 3.17 Manufacture of plastics in primary form, which reflects the activities of our Chemicals & Materials segment (e.g., production of polyolefins), and 3.14 Manufacture of organic basic chemicals, also stemming from the Chemicals & Materials segment (e.g., production of ethylene and propylene). Together these made up 99.6% of our Taxonomy-eligible turnover.

Turnover

in mn EUR



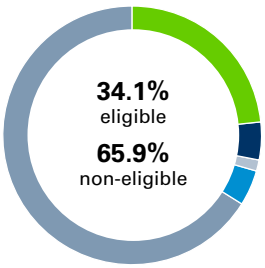
Manufacture of organic base chemicals	1,680.1
Manufacture of plastics in primary form	6,173.5
Other eligible activities	30.8
Non-eligible	24,893.8
Total	**32,778.1**

Taxonomy-Eligible CAPEX

In 2021, 34.1% of OMV's CAPEX can be classified as Taxonomy-eligible. The largest contributors were the activities 3.14 Manufacture of organic basic chemicals and 3.17 Manufacture of plastics in primary form, both of which reflect the activities of our Chemicals & Materials segment. Together these made up 82.9% of our Taxonomy-eligible CAPEX. Other contributors were activity 9.1 Close to market research, development and innovation (e.g., R&D into chemical recycling, e-fuels, geothermal), various activities in Sector 6. Transport (e.g., railway transportation and infrastructure, hydrogen filling stations), various activities in Sector 4. Energy (e.g., generation of electricity using solar photovoltaic technology and wind power), and activity 7.2 Renovation of existing buildings (mainly filling stations).

CAPEX

in mn EUR



Manufacture of organic base chemicals	610.3
Manufacture of plastics in primary form	126.1
Close to market research, development, and innovation	35.4
Other eligible activities	117.2
Non-eligible	1,714.2
Total	**2,603.1**

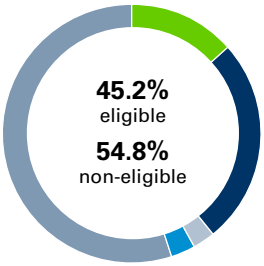
Taxonomy-Eligible OPEX

In 2021, 45.2% of OMV's OPEX can be classified as Taxonomy-eligible. The largest contributors were the activities 3.17 Manufacture of plastics in primary form and 3.14 Manufacture of organic basic chemicals, both of which reflect the activities of

our Chemicals & Materials segment. Together these made up 86.7% of our Taxonomy-eligible OPEX. Other contributors were activity 9.1 Close to market research, development and innovation (e.g., R&D into ReOil®), and various activities in Sector 6. Transport (e.g., infrastructure for rail transportation).

OPEX

in mn EUR



Manufacture of organic base chemicals	81.2
Manufacture of plastics in primary form	156.0
Close to market research, development, and innovation	16.9
Other eligible activities	19.6
Non-eligible	331.7
Total	**605.4**

Outlook

For 2022, the complete reporting requirements of the EU Taxonomy will be applicable for the first time. This means that in the coming year, we will assess how much of our activities are not only Taxonomy-eligible, but also Taxonomy-aligned. We expect significantly lower levels of alignment than of eligibility.

Furthermore, the Commission expects to adopt the second Delegated Act related to the remaining four environmental objectives in 2022; thus we will also assess and report on those activities.

OMV is member of the Platform on Sustainable Finance, the permanent expert group of the European Commission that has been established under Article 20 of the EU Taxonomy Regulation and assists the Commission in developing its sustainable finance policies, notably the further development of the EU Taxonomy.

Stakeholder Engagement

OMV is committed to stakeholder engagement and convinced that mutual respect, transparent behavior, and open dialogue are the best foundations for a good relationship with the various stakeholders we interact with. In our stakeholder engagement approach, we identify and manage relationships with persons, groups, or organizations who might be affected by our activities or who may have an impact on our business.

Stakeholder Groups	Examples of OMV Engagement	Examples of Key Topics and Concerns Raised by Stakeholders
Capital market participants	▸ Regular reports and presentations, roadshows, Annual General Meetings, conferences ▸ Socially responsible investor (SRI) meetings	▸ Share price and overall Company performance ▸ Creditworthiness ▸ Valuation compared to peers
Customers	▸ Advertising ▸ Events	▸ Price and quality of products and services ▸ Customer service
Employees	▸ Townhall events, small update events with an Executive Board member ▸ Internal newsletters, infoscreens, intranet, internal blog	▸ Career and development opportunities ▸ Transparent communication and information ▸ Supportive management
Governmental authorities	▸ Information exchange ▸ Relationship management ▸ Regular reporting (as required by law)	▸ Regulatory framework ▸ Business environment ▸ Security of (energy) supply
Industry associations	▸ Information exchange and regular contact with industry associations	▸ Regulatory framework ▸ Business environment
Local communities	▸ Sustainability projects, sponsorships, and donations ▸ Grievance mechanisms	▸ Social and environmental standards and impacts ▸ Engagement with local community
Media	▸ Press releases and conferences ▸ Interviews	▸ Overall Company strategy, performance, and results
NGOs/NPOs	▸ Social projects, sponsorships, and donations ▸ Stakeholder dialogue and grievance mechanisms	▸ Environmental, social, and climate performance and risks ▸ Long-term OMV strategy

Stakeholder Groups	Examples of OMV Engagement	Examples of Key Topics and Concerns Raised by Stakeholders
Peer companies, competitors, JV and other business partners	▸ Industry meetings ▸ Contracts ▸ Participation in working groups such as IPIECA, IOGP	▸ Industry-wide standards for sustainability topics ▸ Good practice in exploration, development, and production activities
Scientific and research institutions	▸ Joint projects with industry partners, scientific organizations, and universities ▸ Conferences and lectures	▸ Information on and best practice for new technologies
Suppliers and contractors	▸ Negotiations and contracts ▸ Supplier audits and assessments ▸ Supplier events	▸ Fair contracts ▸ On-time payment ▸ Adequate working conditions

Key Memberships

OMV is an active member and has leadership positions in numerous national, regional, European, and international associations. Industry associations and consortiums play an important role in developing and implementing industry standards and best practices in areas such as safety and environmental protection. They also provide a valuable platform for engagement with governments, regulators, and communities on topics such as energy, climate action, and trade. OMV participates in industry associations and consortiums to support our understanding of issues, share knowledge, help develop standards, and provide input to regulatory authorities on behalf of the sector. Some of the key associations and consortiums which the OMV Group, including through subsidiaries such as OMV Petrom and Borealis, participates in are:

- AEA – Austrian Energy Agency
- ARPEE – Romanian Association for Promoting Energy Efficiency
- BusinessEurope
- CEFIC – European Chemical Industry Council
- CEFLEX – Circular Economy for Flexible Packaging
- CEP – Clean Energy Partnership
- Concawe – Conservation of Clean Air and Water in Europe
- Fertilizers Europe
- FGW – Fachverband der Gas- und Wärmeversorgungsunternehmungen
- FIC – Foreign Investors Council
- FPPG – Oil and Gas Employers Federation
- FuelsEurope
- FVMI – Fachverband der Mineralölindustrie
- Hydrogen Europe
- IOGP – International Association of Oil & Gas Producers
- IPIECA
- IV – Vereinigung der Österreichischen Industrie
- MWV – Mineralölwirtschaftsverband
- OCIMF – Oil Companies International Marine Forum
- Petrochemicals Europe
- PlasticsEurope
- PRE – Plastics Recyclers Europe
- RBSTA – Romanian Black Sea Titleholders Association
- Solomon Associates
- WindEurope
- WKO – Wirtschaftskammer Österreich
- WPC – World Plastics Council

Sustainability Framework

We are committed to building a sustainable world worth living in – for everyone. Sustainability and circularity lie at the center of our Group strategy. We aim to become a net-zero business by 2050, accelerate the energy transition, and proactively expedite the transition from a linear to a circular economy. We build positive relationships with our employees, communities, suppliers, and other stakeholders, including by addressing social and economic effects of the transition to an environmentally sustainable economy.

Our Sustainability Framework is built around the three pillars Environmental, Social, Governance (ESG). We have made the following commitments, which lie at the heart of our Sustainability Framework, to propel our ESG journey:

Environmental:

- OMV continuously improves the carbon efficiency of its operations and product portfolio, is fully committed to supporting and accelerating the energy transition, and aims to become a net-zero business by 2050 or sooner.
- OMV is fully committed to acting on responsible natural resources management and will proactively expedite the transition from a linear to a circular economy.
- OMV aims to minimize environmental impacts by preventing water and soil pollution, reducing emissions, using natural resources efficiently, and avoiding biodiversity disruption.

Social:

- Health, safety, and security have the highest priority in all activities, and OMV is fully committed to proactive risk management to realize its HSSE Vision of "ZERO harm – NO losses."
- OMV is committed to building and retaining a talented expert team for international and integrated growth, and we embrace our difference(s) and use our diversity of thought and experience as a catalyst for growth and creativity.
- OMV is committed to ensuring fair treatment and equal opportunities for all employees, and has zero tolerance for discrimination and sexual and non-sexual harassment.
- 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 SDGs.
- 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.

Governance:

- OMV strives to uphold equally high ethical standards at all locations, and aims to earn stakeholders' confidence by implementing a high standard of corporate governance and by maintaining high standards of transparency and predictability.
- OMV is committed to implementing sustainable procurement, which means caring about the environmental, social, and economic impacts of the services and goods the Company intends to purchase.

Our Strategy 2030 is underpinned by this Sustainability Framework, with all business decisions informed by our ambition to become a net-zero business. Within our Sustainability Framework, we have established five strategic focus areas: Climate Change; Natural Resources Management; Health, Safety, and Security; People; and Ethical Business Practices. For each of these focus areas, we have formulated concrete targets and actions to be achieved by 2030. These serve as OMV's contribution to the UN 2030 Agenda for Sustainable Development.

Our sustainability ambitions, especially getting to net zero, can only be achieved with considerable effort and capital allocation. The Group has earmarked investments of more than EUR 13 bn for the purpose of achieving our emissions reduction targets.

Targets

Climate Change

Intensity Targets

Carbon intensity of operations

–18%	≥30%
Status 2021	**Target 2025**
Reduced carbon intensity of operations (Scope 1) vs. 2010	Reduce carbon intensity of operations (Scope 1) by ≥30% vs. 2010

Carbon intensity of energy supply

–2.8%	≥20%	≥50%
Status 2021	**Target 2030**	**Target 2040**
Reduced carbon intensity of energy supply vs. 2019	Reduce carbon intensity of energy supply by ≥20% vs. 2019	Reduce carbon intensity of energy supply by ≥50% vs. 2019

Carbon intensity of the product portfolio

–5%	>6%
Status 2021	**Target 2025**
Reduced carbon intensity of product portfolio (Scope 3) vs. 2010	Reduce carbon intensity of product portfolio (Scope 3) by >6% vs. 2010

Methane intensity

0.6%	0.2%	0.1%
Status 2021	**Target 2025**	**Target 2030**
E&P methane intensity	Achieve an E&P methane intensity of 0.2% or lower	Achieve an E&P methane intensity of 0.1% or lower

Absolute Targets

Scope 1

0.53 mn t

Status 2021

reduced through concrete emissions reductions initiatives and divestments since 2020

1 mn t

Target 2025

Achieve at least 1 mn t CO_2 reductions in 2020–2025 from operated assets

Scope 1 and 2

–11%

Status 2021

Reduced Scope 1 and Scope 2 emissions vs. 2019

≥30%

Target 2030

Reduce Scope 1 and Scope 2 emissions by ≥30% vs. 2019

≥60%

Target 2040

Reduce Scope 1 and Scope 2 emissions by ≥60% vs. 2019

Scope 3

+2%

Status 2021

Increased Scope 3 emission vs. 2019

≥20%

Target 2030

Reduce Scope 3 emissions by ≥20% vs. 2019

≥50%

Target 2040

Reduce Scope 3 emissions by ≥50% vs. 2019

Flaring and Venting

410 mn m^3

Status 2021

Volume of gas routinely flared in 2021 vs. 462 mn m^3 in 2020

0

Target 2030

Zero routine flaring and venting of associated gas as soon as possible, but no later than 2030

Key Actions:

- Phase out routine flaring and venting
- Conduct energy efficiency programs
- Run methane leakage and repair programs
- Purchase 100% renewable energy in C&M
- Decrease fossil fuels production and sales (reducing oil and gas production levels to below 400 kboe/d and reducing crude distillation throughput by 2.6 mn t)

- Grow production of renewable mobility fuels and sustainable chemical feedstocks to approximately 1.5 mn t annually, including producing and marketing at least 700 kt of sustainable aviation fuels annually
- Develop CCS storage capacity of around 5 mn t/year CO_2 net to OMV by 2030 (thereof 2 mn t/year at OMV Petrom)
- Build up around 10 TWh of renewable energy production (including geothermal, PV, wind)
- Pursue uptake of green gases, such as biogas and H_2, primarily from trading, in gas sales portfolio mix

Natural Resources Management

Circular materials

91 kt

Status 2021

of circular material (recyclates and biobased material) sold via Borealis; production capacity of 100 kt established at Borealis

350 kta

Target 2025

Produce 350 kta recycled polyolefins

2,000 kta

Target 2030

Produce ~2,000 kta sustainable (includes recycled and biobased) polyolefins

Fossil resources

486 kboe/d

Status 2021

Production: 486 kboe/d; crude throughput: 15.7 mn t

400 kboe/d

Target 2030

Reduce natural resources use by reducing oil and gas production levels to below 400 kboe/d and by reducing crude distillation throughput by 2.6 mn t

Waste

68%

Status 2021

Waste recovery or recycling rate

Target 2025

Increase waste reuse and recycling from operations

Target 2030

Increase waste reuse and recycling from operations

Water withdrawal

332,901		
Status 2021	**Target 2025**	**Target 2030**
megaliters of freshwater withdrawal	Reduce freshwater withdrawal	Reduce freshwater withdrawal

Key Actions:

- Build up capabilities for procurement of sustainable feedstocks (plastic waste and bio-feedstocks) for polyolefins
- Accelerate development of and scale advanced mechanical recycling business and chemical recycling business
- Develop and implement a sustainable product portfolio for biobased polyolefins
- Build up design for recycling and reuse businesses for polyolefins
- Optimize water management in operations
- Develop environmental targets

Health, Safety, and Security

TRIR

0.96	1.0	<1.0
Status 2021	**Target 2025**	**Target 2030**
Total Recordable Injury Rate (TRIR)	Achieve a Total Recordable Injury Rate (TRIR) of around 1.0 per 1 mn hours worked	Stabilize Total Recordable Injury Rate (TRIR) at below 1.0 per 1 mn hours worked

Fatalities

3	0	0
Status 2021	**Target 2025**	**Target 2030**
work-related fatalities	Achieve zero work-related fatalities	Achieve zero work-related fatalities

Process Safety

0.23	✓	✓
Status 2021	**Target 2025**	**Target 2030**
Process Safety Event Rate	Maintain leading position in Process Safety Event Rate	Maintain leading position in Process Safety Event Rate

Key Actions:

- Develop HSSE Strategy and annual HSSE plans
- Continue Borealis integration
- Safety Leadership Program and Safety Culture Program
- Continuously improve process safety management
- Learn from incidents

People

Women in management

20.9%	25%	30%
Status 2021	**Target 2025**	**Target 2030**
Share of women at management level	Increase share of women at management level to 25%	Increase share of women at management level to 30%

Women in executive management

26.7%	20%
Status 2021	**Target 2030**
of Executive Board members are female	Min. 20% of Executive Board members are female (stretch target: 30%)

International experience

71.8%

Status 2021

Share of executives with international experience

75%

Target 2025

Keep share of executives with international experience at min. 75%

75%

Target 2030

Keep share of executives with international experience at min. 75%

International management

60%

Status 2021

Share of international management

65%

Target 2030

Increase share of international management to 65%

Employee training

18

Status 2021

hours of annual learning

30

Target 2030

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

Disability support

Status 2021

Disability included in diversity, equity, and inclusion strategy

Target 2030

Increase support for employees with disabilities at our main locations

Human rights awareness

54%

Status 2021

OMV Group employees trained in human rights

100%

Target 2025

Train all OMV Group employees in human rights

Human rights due diligence

8

Status 2021

assessments conducted in the last 5 years

100%

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 years

Community relations

7

Status 2021

out of 9 sites in Scope assessed

100%

Target 2025

Community Grievance Mechanism of all sites assessed against UN Effectiveness Criteria

Community investments

1.46%[4]

Status 2021

of Group investment directed toward social goals

1%

Target 2030

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

Key Actions:

- Establish a global DEI Board/Council
- Conduct regular global people and culture surveys
- Regularly report on gender-related salary equality
- Regularly report on age distribution to identify gaps and foster inter-generational collaboration
- Introduce a non-discrimination policy
- Improve support for working parents
- Improve support for employees with disabilities
- Introduce yearly learnings awards
- Provide employees with the ability to self-monitor their learning hours
- Roll out new leadership training and assessment to reinforce inclusive and growth mindset behavior
- Introduce mandatory human rights e-learning

[4] The reported net income attributable to stockholders of the parent in 2020 experienced significantly negative effects following the COVID-19 pandemic, reaching only EUR 1,258 mn. In 2021, OMV's reported net income attributable to stockholders of the parent was EUR 2,093 mn. Strategic social investments totaled EUR 18.4 mn in 2021.

- Integrate climate change and Just Transition into the Human Rights Management System
- Pursue a social investment strategy addressing the UN SDGs and reflecting a continued increase in social spending

Ethical Business Practices

Supplier evaluation

Status 2021

OMV became a TfS member

>80%

Target 2025

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

90%

Target 2030

Extend sustainability evaluations to suppliers covering 90% of procurement spend

Carbon footprint of suppliers

137

Status 2021

suppliers engaged with

80%

Target 2025

Engage with suppliers covering 80% of procurement spend and assess their carbon footprint as a foundation to define and run joint low-carbon initiatives

Carbon footprint of suppliers

63%

Status 2021

of responding suppliers have a climate target in place

Target 2030

All suppliers covering >80% of procurement spend to have carbon reduction targets in place

Business ethics

16,020

Status 2021

employees in the OMV Group trained in business ethics

Target 2025

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

Key Actions:

- Screen all suppliers against mandatory ESG criteria during supplier prequalification
- Foster the digital availability of compliance services and information, in particular by broadening the functions of the OMV Compliance app
- Operate a state-of-the-art compliance management system (verified and approved under IDW PS 980 standard in 2022)

Further details and definitions for each target can be found in the respective Focus Areas sections of the report.

Sustainability Governance

Sustainability-related topics (including issues relating to climate change mitigation and adaptation) are fully integrated into the overall governance structure of the Company. These topics have the same weight as any other business consideration and, following the Company's responsible approach to business, are integrated into the daily operation and management processes of the Company.

The Executive Board is the highest managing body of the Company and is responsible for setting and implementing the Company strategy, including climate and other sustainability targets. The Executive Board reports to the Supervisory Board on a regular and ad-hoc basis. The Supervisory Board appoints members of the Executive Board, monitors and supervises its decisions, and advises the Executive Board on strategy development.

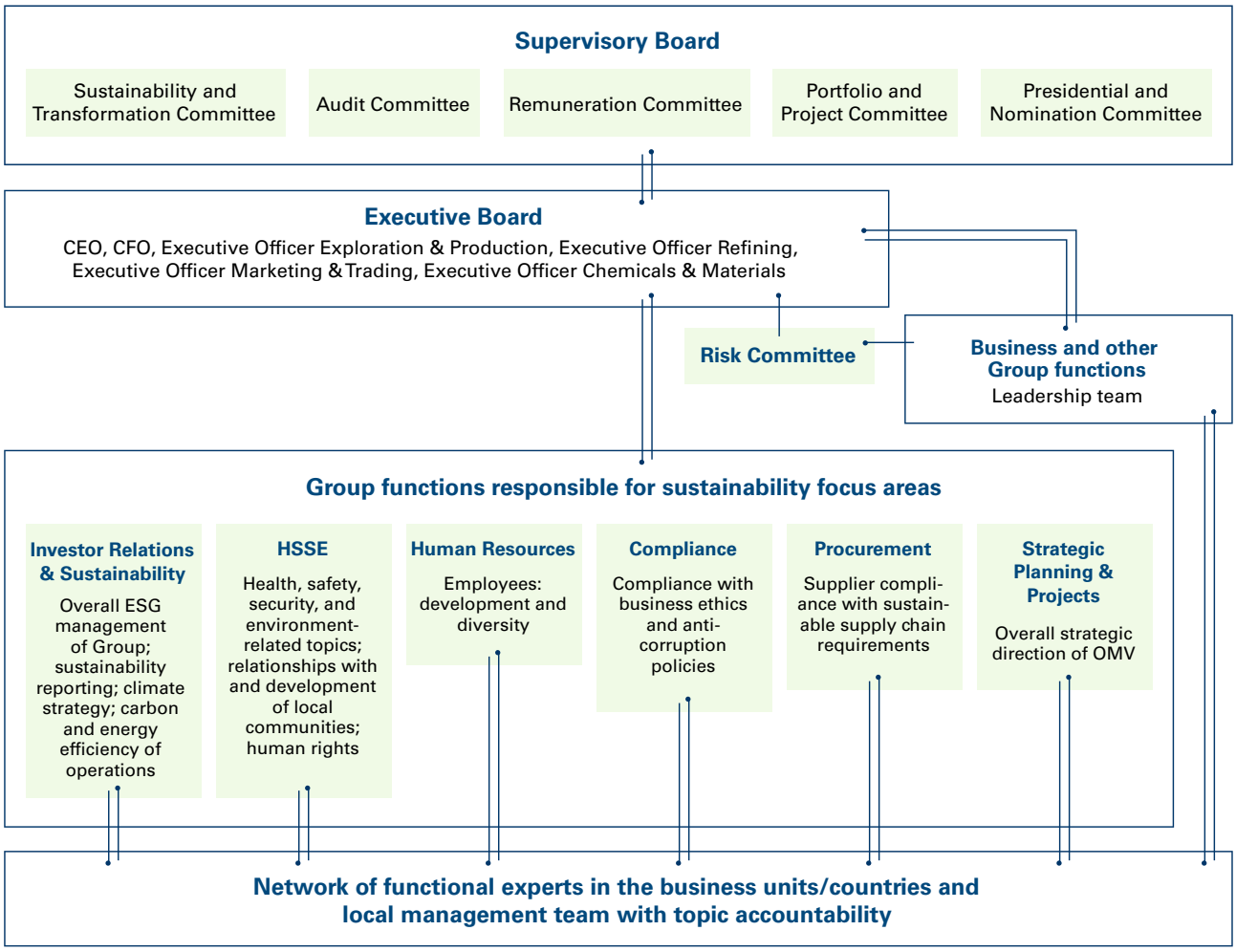
At Group level, responsibility for sustainability reporting and ESG governance lies with the Carbon, Energy & ESG Management team in Investor Relations & Sustainability, which is the responsibility of the CFO. The team works across the business to determine gaps in sustainability performance, define expectations, conduct benchmarking, and develop best practices.

This team works in close collaboration with the various Group functions that are responsible for implementing OMV's Sustainability Framework. In this diagram, we map the coverage of sustainability topics by key corresponding Group functions. Further details are disclosed in the Governance descriptions of each material topic found throughout this Report.

Group functions continuously develop and steer the processes relevant to the implementation of activities relating to social and environmental performance, and propose an action plan to functional experts in related business units on the ground. The functional experts remain in continuous communication regarding progress on the planned implementation. Each Group function reports directly to the Executive Board on the relevant social and environmental issues. They include reporting on progress in the implementation of the Sustainability Framework and related targets, presenting important events with regard to the material topics, and submitting for approval implementation plans for sustainability initiatives.

In 2021, we began a review of our sustainability governance structure. As a first result, a new committee was created at Supervisory Board level, the Sustainability and Transformation Committee. The purpose of the Sustainability and Transformation Committee is to support the Company's Supervisory Board in reviewing and monitoring OMV's

strategy with regard to sustainability; ESG-related standards, performance, and processes; as well as HSSE (Health, Safety, Security, Environment) performance and, in particular, climate change. Furthermore, the Committee serves to support and oversee the transformation process toward a more sustainable business model, including the cultural integration of strategically significant acquisitions. In 2022, we will continue to evaluate our existing sustainability governance processes and take action to implement new structures in 2022, if deemed necessary.



Executive Remuneration

The Supervisory Board appoints among its members qualified expert committees that support the decision-making of the Supervisory Board. The Remuneration Committee is authorized to determine the Executive Board's remuneration, including the structure of the remuneration system and the actual target achievement. The Executive Board remuneration consists of fixed and variable remuneration elements. The variable remuneration – the Long-Term Incentive Plan (LTIP) and the annual bonus – includes performance criteria related to the Company's sustainability and GHG performance.

Following shareholder engagement and feedback during corporate governance roadshows in autumn 2019, the Remuneration Committee decided to put an even stronger emphasis on sustainability and environmental topics. The Executive Remuneration Policy introduced in 2020 includes a greenhouse gas (GHG) emissions reduction target and a diversity target in the Long-Term Incentive Plan. In addition, the annual bonus calculation is subject to a Sustainability Multiplier. The Sustainability Multiplier as part of the annual bonus is determined at the discretion of the Supervisory Board based on a predefined set of criteria that are selected due to their importance for OMV's sustainability performance. The set of criteria for the Sustainability Multiplier 2021 includes workplace accidents involving fatalities, TRIR, number and volume of oil spills, as well as progress on concrete sustainability projects including, but not limited to, carbon reduction measures. Starting in 2022, the Sustainability Multiplier will be changed to a Safety Multiplier. GHG emissions reductions and diversity targets will also separately form a part of the annual bonus.

In addition to including a GHG emissions reduction target and diversity target in the LTIP, a Health, Safety, Security, and Environmental (HSSE) malus may also be applied to the overall target achievement. In situations where a severe health, safety, and security, or environmental breach has occurred, the Remuneration Committee can reexamine the level of the LTIP payout and, depending on the extent of the infraction, reduce it at its reasonable discretion, to zero if necessary.

Selected employees at senior management level are also eligible to participate in the LTIP.

An external audit of actual target achievement is performed by the Group's auditor, and the results are communicated to the Remuneration Committee and Supervisory Board.

Materiality

OMV identifies material content for the Sustainability Report in an extensive and structured process of consultation with the Company's external and internal stakeholders.

OMV comprehensively updated its materiality analysis of sustainability topics in compliance with the legal requirements related to the disclosure of non-financial information in Austria (Nachhaltigkeits- und Diversitätsverbesserungsgesetz; NaDiVeG) and the GRI Standards in 2020. Stakeholder interests, the significant external economic, environmental, and social impacts of OMV's business as well as the financial materiality and business relevance of these topics to OMV were essential to this process. Impacts (both by OMV and on OMV) and the relevance to stakeholders were considered across the entire OMV value chain. We conducted this process together with an external party in order to maintain an objective and independent view on the material topics. The extensive materiality analysis involving internal and external stakeholders will be repeated every three years, or if significant changes in the business or market environment occur.

In 2021, we reviewed the results of the materiality analysis again as part of our strategy update. During this review, some material topics were split into two individual material topics: "Climate Change and Energy Transition" was split into "Carbon Emissions Reduction" and "Energy Transition"; "Health, Safety, and Security" was split into "Health, Safety, and Well-Being" and "Security, Emergency, and Crisis Resilience"; and "Human Rights and Communities" was split into "Human Rights" and "Communities." This was due to the prominence of the individual topics and the differences in their management approaches. In addition, "Diversity, Equity, and Inclusion" was raised from being an aspect of the topic "Employees" to an individual material topic due to its central nature to the Company's sustainability strategy. As a result, OMV now has a total of twelve material topics.

The results of the 2020 materiality analysis and the changes in 2021 were acknowledged by the OMV Executive Board. In this Report, we disclose in detail the twelve material topics that are viewed as being most material to OMV and our stakeholders. In the following sections of the Report, we present the management approaches, governance processes, KPIs, key actions in 2021, outlook, and strategic targets for each of these material topics. The Sustainability Report is structured along the lines of the focus areas and material topics.

Environmental		Social		Governance
Climate Change	**Natural Resources Management**	**Health, Safety, and Security**	**People**	**Ethical Business Practices**
Carbon Emissions Reduction	Circular Economy	Health, Safety, and Well-Being	Human Rights	Economic Impacts and Business Principles
Energy Transition	Environment	Security, Emergency, and Crisis Resilience	Diversity, Equity, and Inclusion	Supply Chain
			Employees	
			Communities	

Risks and Opportunities

Like the oil, gas, and chemical industry as a whole, OMV is exposed to a variety of risks – including market and financial risks, operational risks, and strategic risks. The Group's risk management processes focus on identification, assessment, and evaluation of such risks and their impact on the Group's financial stability and profitability. The objective of these activities is to actively manage risks in the context of the Group's risk appetite and defined risk tolerance levels in order to achieve OMV's long-term strategic goals.

Pandemic risk

The global outbreak of the COVID-19 pandemic continues to have a major impact on global economic development. Increases in COVID-19 cases around the world following the emergence of new virus variants combined with disruptions in supply chains and high price inflation could lead to delays in the expected demand recovery. OMV is responding to the situation with targeted measures to safeguard the Company's economic stability and the secure supply of energy. The health and well-being of every employee is the top priority.

Enterprise-Wide Risk Management

Financial and non-financial risks are regularly identified, assessed, and reported through the Group-wide Enterprise-Wide Risk Management (EWRM) process. The main purpose of the OMV Group's EWRM process is to deliver value through risk-based management and decision-making, which is ensured by applying a "three lines of defense model" (1. Business management, 2. Risk management and oversight functions, 3. Internal audit). The OMV Group is continually enhancing the EWRM process based on internal and external requirements such as, for example, newly developing ESG reporting standards and frameworks. The process is facilitated by a Group-wide IT system supporting the established individual process steps, guided by the ISO 31000 risk management framework. The process also includes companies that are not fully consolidated.

Governance

The Executive Board is responsible for risk oversight, ensuring that management has put in place a rigorous process for identifying, prioritizing, managing, and monitoring the critical risks affecting the Company. The Executive Board sets, communicates, and implements our risk management culture throughout the OMV Group. OMV Executive Board members regularly (at least quarterly) discuss current and upcoming environmental, climate, and energy-related policies and regulations; related developments in the fuels and gas market; the financial implications of carbon emissions trading obligations; the status of innovation project implementation; and progress on achieving sustainability-related targets. OMV focuses on assessing the potential vulnerabilities of the Company to climate change (e.g., water scarcity, droughts, floods, and landslides), the impact of the Company on the environment, and the mitigation actions that will ensure a successful transition to a low-carbon environment (reduction of carbon emissions, compliance with new regulatory requirements, etc.). The mid-term physical vulnerabilities related to climate change are identified and reported in the EWRM process and do not exceed OMV's reporting threshold.

The Group Risk Committee, which is composed of the OMV Group CFO and members of senior management, meets at least four times a year, ensuring that risk awareness and prevention are deeply integrated into decision-making processes. The Committee validates the key non-financial and financial risks identified with respect to OMV's medium- and long-term objectives. (For more information, see the Annual Report.)

Risk Management Process

The risk management process combines an intensive bottom-up and top-down approach, with every single employee responsible for implementing the most appropriate mitigation strategies for the risks within their sphere of responsibilities. Identified and assessed risks are controlled and mitigated at all organizational levels thanks to clearly defined risk policies and responsibilities. Strategic risks and opportunities (e.g., related to climate change or water stress) are assessed in a top-down process, while a bottom-up process with a standardized methodology is used to assess, for example, environmental aspects, impacts, and risks in our operations, including legal and compliance risks.

Risks are identified using a selection of the appropriate risk identification techniques like interviews, workshops, surveys, and analyses of historical losses, but also information on risks documented in risk registers or loss databases. ESG risks are identified using a double materiality approach. For example, environmental risks are identified by using approaches such as a standardized environmental risk

assessment methodology applying a double materiality approach whenever possible. Environmental risks and opportunities include regulatory, operational, reputational, and financial drivers and specifically relate to issues such as climate change, availability and quality of water used for operations, and the impact of energy, climate, and water policies.

Such risks are then analyzed against a short-term horizon of three years, medium-term horizon of three to five years or the long-term perspective (more than ten years), including their possible quantitative impact as a deviation of cash flow from the plan and the likelihood of such an impact. Heat maps or risk matrices are used to support the assessment process and serve to identify probability ranges and the related consequences if risks were to materialize. Digital technologies are used in monitoring and managing environmental risks through a special risk management IT tool integrating environmental risk scenarios with operational and business risks.

In order to identify such risks, we continuously monitor OMV's internal and external environment and conduct interviews with senior management, subject-matter experts, and Executive Board members. This process complements the bottom-up approach and captures the risks inherent in the strategy. We collect information on root causes, consequences, corresponding risk mitigation actions and their effectiveness, and changes in internal and external factors influencing likelihood. These are assessed in working sessions with senior management and subject-matter experts.

All risks exceeding a certain threshold at Group level are included in the Group Risk Report and considered to be substantive irrespective of their probability. However, the threshold can vary depending on the management focus for that specific risk management measure. In addition, risks are considered to be substantive if they are seen as such by relevant stakeholders, including local communities, governmental authorities, employees, or suppliers, even when the financial impact is not significant.

Bottom-up and top-down perspectives are combined to provide a comprehensive risk profile of the organization, which is taken into consideration when the OMV strategy is developed or updated.

The results of an intensive reporting exercise are discussed at OMV Executive Board level through the Group Risk Report and presented further to the OMV Audit Committee.

Risk Taxonomy

Paying attention to every single risk makes risk management a holistic process. We use common risk terminology and language across OMV to facilitate effective risk communication. ESG risks are a key element in the OMV risk taxonomy.

The full spectrum of risks relating to OMV's business, including economic, environmental, and social issues, is analyzed using either a semi-qualitative or quantitative approach and documented in a centralized risk repository. The resulting corporate risk profile provides a holistic view of issues that could affect the Company's medium- and long-term performance. The profile is therefore integrated into OMV's decision-making process.

According to the OMV risk taxonomy, the following risk categories are considered based on key risk drivers:

- Financial risks, including market price risks, foreign exchange risks, and risks arising from (European) Emission Allowances: The market price risks are monitored and analyzed centrally in respect of their potential cash flow impact using a specific risk analysis model that considers portfolio effects. Such market price risks also cover impacts of volatile prices for European Emission Allowances, where typical mitigation activities like spot, forward, or futures transactions are applied to ensure a balanced position of emission allowances by selling the surplus or covering the gap.
- Operational risks, including all risks related to physical assets, production risks, project risks, personnel risks, IT risks, HSSE, climate change, and regulatory/compliance risks, are analyzed, monitored, and treated following the Group's defined risk management process.
- Strategic risks arising, for example, from changes in technology, climate change, risks to reputation, or political uncertainties, including sanctions

For reporting purposes, this taxonomy is mapped to various other risk classifications such as NaDiVeG[5] and TCFD. Additional information on major financial and non-financial risks is included in the Annual Report 2021.

Specific Sustainability Risks and Opportunities

We have summarized the potential risks (divided into threats and opportunities), mitigation measures, and net risks and opportunities of OMV activities, structured by our material topics and related NaDiVeG concerns in the table below. Materiality in this context is defined as issues having a potentially significant impact on the environment or society (for more information, see Materiality). Risks reported were selected based on their magnitude using impact and probability, and at least one relevant example for each material topic was selected.

[5] The Austrian Sustainability and Diversity Improvement Act (NaDiVeG) defines risk as a potential negative effect on sustainability originating from a company's operations, its supply chain, or its products/services. For OMV, a risk represents uncertainty regarding Company objectives measured by combining the likelihood or frequency of an event and its consequences, which can result in opportunities or threats to the success of the Company's sustainable business performance.

Focus Area: Climate Change

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Energy Transition (Environmental concerns)	**Threat (Transition Risks):** Risk arising from the organization's inability to implement and manage new technology and products to reduce carbon intensity impact	**Inside-Out:** OMV's total GHG carbon footprint (Scopes 1, 2, 3) in 2021 amounted to 171 mn t CO_2 equivalent. The global CO_2 emissions in 2021 were 36.4 Gt,[6] thus OMV contributed 0.5% to overall global emissions in 2021. **Outside-In:** Lower demand for OMV's fossil fuel generation, limited utilization of refining capacities, loss of licenses, significant revenue losses as well as reputational damage	▸ Decarbonization strategy, including carbon reduction targets for the product portfolio and an investment portfolio as well as an innovation portfolio ▸ Adjusting internal hurdle rates For more information, see Energy Transition
	Threat (Transition Risks): Emerging regulations aimed at the decarbonization of economic activities pose a substantial and wide-ranging threat to our carbon-intense value chain, thereby leading to both direct and indirect risks for OMV.	**Outside-In:** Implementing new mandatory changes in the value chain would have significant financial implications for OMV, for example, either limiting the ability to shift to a more sustainable business faster, or resulting in significant additional costs.	▸ Developing new business opportunities ▸ Carbon reduction targets for the product portfolio ▸ Carbon reduction targets integrated into the Executive Board's Long-Term Incentive Plan For more information, see Energy Transition
Carbon Emissions Reduction (Environmental concerns)	**Threat (Transition Risk):** Risk of imbalance between certificates allocated and emissions volumes required for Company activities Additional risk of inability to adapt to the rapid changes to emerging routine flaring requirements. With the upcoming stricter policies and regulations requiring zero routine flaring conditions, certain field development concepts based on routine flaring might not be feasible (e.g., early production facilities in remote areas) or may only be possible with higher investments and operating costs.	**Outside-In:** Risk of failing to improve energy efficiency could result in higher costs generated by the uncertainties concerning allowance demand and abatement costs as well as energy consumption and GHG emissions Reputational damage could be triggered by pressure from local communities for reductions beyond the applicable legislation on flaring and emissions intensity and/or certain field developments might not be feasible and/or only with higher investments and operating cost. **Inside-Out:** OMV's 2021 total Scope 1 GHG emissions amounting to 13.9 mn t CO_2 equivalent increased the CO_2 concentration in the atmosphere by 0.0008 ppm.	▸ Boosting energy efficiency and reducing internal fuel consumption by increasing renewable energy supplies, such as the Company's own photovoltaic plants ▸ ISO 50001 certifications for Refining and partly for E&P ▸ Implementing tools to run plants as optimally as possible, such as introducing an Energy Trend Board, which helps operators continuously focus on energy consumption ▸ Continually optimizing plant design and control, and implementation of improvement projects to remove potential barriers to optimization ▸ Phasing out routine flaring and venting as a major contribution to reducing GHG emissions ▸ Carbon reduction targets integrated into the Executive Board's Long-Term Incentive Plan For more information, see Energy Efficiency and Sourcing Renewable Energy, and Flaring, Venting, and Fugitive Methane Emissions

[6] Source: Global Carbon Project, Global Carbon Budget 2021

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Energy Transition and Carbon Emissions Reduction (Environmental concerns)	**Opportunity (Transition Opportunity):** Contribute to a sustainable energy system with innovative and successfully implemented projects. OMV develops viable businesses based on hydrogen, bioenergy, carbon, and geothermal models, e.g., as part of the clean energy transformation process to tackle the impact of climate change. In the context of the current strategy, there is potential for substantial new business, e.g., intensifying strategic energy cooperation with various partners to generate renewable energy for OMV's own energy consumption, or developing new technologies and products in order to reduce the carbon intensity of conventional oil and gas products in the Company's portfolio.	**Inside-Out and Outside-In:** This will generate new revenue streams to compensate for a reduction in conventional product demand with climate-friendly, innovative products and services; support growth of new sustainable solutions in the chemical business and energy supply; create long-term value for OMV and its shareholders; and reduce OMV's carbon footprint. Furthermore, this would also create new opportunities for local communities, creating upskilled jobs and protecting workers and their incomes (during the transition).	▸ Identifying and executing green and viable business opportunities, which offer significant upscale potential and match OMV's capabilities ▸ Increasing energy efficiency, generating REDII-compliant electricity for green H_2 production, and reducing internal fuel consumption by using renewable energy supplies such as OMV's own photovoltaic plants ▸ Carbon reduction targets integrated into the Executive Board's Long-Term Incentive Plan ▸ Scaling up engagement in renewable energy sources For more information, see Zero-Carbon Products and Energy Efficiency and Sourcing Renewable Energy

Focus Area: Natural Resources Management

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Circular Economy (Environmental concerns)	**Opportunity:** OMV identifies opportunities that would limit emissions beyond regulatory carbon emissions requirements in various countries where we operate. Utilize carbon as a valuable feedstock for energy solutions and industrial processes, and capture CO_2 processing it into synthetic fuels, plastics, or other chemicals. Utilizing carbon as a valuable feedstock is included in the opportunities identified.	**Inside-Out:** New climate-friendly, innovative products and services developed especially for industrial applications lead to opportunities related to employment and the supply chain. Additionally, significant positive environmental benefits from reducing CO_2 emissions and instead turning it into a feedstock for a circular economy.	▸ Creating cross-sectoral value chains and operating a full-scale plant For more information, see Circular Economy and Neutralization Measures
	Threat: Plastic waste is a growing concern globally and is receiving increased political and societal attention in Europe; if not collected, sorted, and disposed of properly, it poses a threat to the environment.	**Inside-Out:** Plastic waste, if not collected, sorted, and disposed of properly, could end up in the environment, causing environmental pollution (this includes plastic incineration), posing a major threat to biodiversity, and ultimately ending up as microplastics in drinking water and food. Additionally, plastics are too valuable a resource to end up in the environment and not be reused.	▸ Borealis actively supports Ellen McArthur Foundation ▸ Sustainability step in innovation portfolio ▸ New business development for sustainable material solutions ▸ Demonstrating chemicals safety ▸ Demonstrating sustainable sourcing ▸ CES strategic program For more information, see Circular Economy

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Environment (Environmental concerns)	**Threat (Physical Risk):** Risk of insufficient water availability to continue operations or water degradation due to failure to perform safety operations	**Outside-In:** The impact of periods of low or no precipitation on surface or subsurface water supplies could lead to the inability to access water for normal operations (internal consumption) and for local communities in areas of low water availability.	▸ Improving integrity through aging water pipeline/facility replacement programs, preventive maintenance, water management plans, reduced water consumption, and water efficiency improvements ▸ Water management is a key component of our social license to operate. We engage and cooperate with local communities, and act as a responsible partner. OMV's water management activities pursue socially equitable water use. For more information, see Water
	Threat: Risk of soil and water contamination due to improper waste management triggered either by the failure to comply with internal regulations by employees, suppliers, and contractors or by the failure of asset integrity	**Inside-Out:** Soil and water contamination could trigger a negative chain effect on the healthy ecosystem, like environmental pollution, with a negative impact on plants and animals as well as on people's well-being.	▸ Improving waste management ▸ Training of staff For more information, see Waste

Focus Area: Health, Safety, Security[7]

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Health, Safety, and Well-Being (Environmental concerns, employee and social concerns)	**Threat:** Property damage offshore or onshore (processing and treatment facilities) caused by perils outside of normal operations or normal maintenance, e.g., fires and explosions, and the subsequent disruption of production	**Inside-Out and Outside-In:** Risks such as integrity failure or unsafe process safety conditions could lead to business interruption, pollution, harm to employee safety, reputational damage, and third-party fatalities, and endanger biodiversity and ecosystems.	▸ Audits (internal and third party) ▸ Preventive maintenance ▸ Inspections ▸ Rejuvenation program (plant improvement projects) ▸ Planned turnaround ▸ Qualified and trained personnel For more information, see Process Safety
	Threat: Loss of integrity of a pipeline due to pressure control systems failing or annular gas migration as a result of poor cementing of surface casings, resulting in a major accident (explosion, major fire, major oil spill)	**Inside-Out and Outside-In:** A major accident event could lead to a major oil spill event, production stoppage, and reputational damage.	▸ Process safety measures and maintenance ▸ Emergency preparedness measures and maintenance ▸ Training of staff For more information, see Process Safety and Spills

[7] One material topic under the focus area Health, Safety, and Security is Security, Emergency, and Crisis Resilience. There are, however, no risks pertaining to this material topic detailed in the risk register. OMV analyzes risks to physical and IT security as a part of its risk management processes but cannot disclose details on these as that would in itself be a risk to the Company. Risks stemming from potential physical and information security breaches are considered in other material topics, e.g., within process safety.

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
	Threat: If customers do not get the correct hazard information on labels, there is a risk that they may use products without taking the necessary precautions and get exposed. This could be triggered due to regulatory changes resulting in more severe hazard classifications and product safety concerns and/or country/region-specific hazard labels deviating in language, but also in legally required content.	**Inside-Out:** Chemical substances, if not handled properly and according to their intended use, could lead to unintentional health impacts for people coming into contact with those substances.	▸ As a signatory of the chemical industry's Global Charter for Responsible Care®, Borealis is committed to ensuring the safety of its products along the entire value chain. ▸ Borealis Product Stewardship follows up closely on application-related product safety requirements, so that products going into separately regulated applications such as food contact, drinking water contact, or medical applications are also fully in line with applicable legislation and standards, and serve as a basis for customer product safety. ▸ The Borealis Product Stewardship Committee evaluates the potential health, safety, and regulatory risks of all substances the company uses and defines risk mitigation measures. ▸ Borealis assesses all new and changed raw materials and products in terms of classification and labelling, and prepares country-specific Safety Data Sheets and workplace safety cards for all classified materials. ▸ To apply the correct label in the correct language to our PO products, the global SAP label management tool has been installed in all EU and NAM locations. For more information, see Product Safety

Focus Area: People

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Diversity, Equity, and Inclusion (Employee and social concerns)	**Threat:** Risk of failing to reach the Group's diversity target and failing to foster and actively maintain an inclusive and diverse workforce	**Outside-In:** Failure to reach the Group's diversity target increases the risk of reducing employee engagement and attrition as well as the risk of losing female top talent. This could lead to reputational damage as the Company could be perceived to be a poor employer with discriminatory behavior, and promote a poor corporate culture. **Inside-Out:** Higher levels of psychological distress and health-related problems for employees facing discriminatory behavior; limited impact on social cohesion, validation, and acceptance for diverse members of our communities	▸ Increasing the percentage of women in senior management positions through a range of initiatives, e.g., mentoring, training on unconscious bias, and maintaining a work environment supporting work-life balance and parenthood ▸ Embedding our diversity targets in succession planning, with a preference for female candidates when identifying top talent ▸ Gender is one of the diversity criteria we apply when selecting members of the Supervisory Board and of the Executive Board. ▸ Ensuring compliance with the Code of Conduct

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Employees (Employee and social concerns)	**Threat:** The industry is bracing for a serious shortfall of experienced technical professionals over the next several years due to attrition and retirement. The risk is both about the number of workers retiring and about the number ready to replace them. Risk of not attracting and/or failing to retain competent staff in countries where acquiring and retaining skilled mid-career staff is a challenge. Notice periods and common practice in some countries lead to staff leaving the organization quickly. Lack of motivation, lack of engagement, and the risk of losing talented professionals following the increasing pressure to reduce costs on learning and development projects	**Outside-In:** OMV might face the risk of key roles not being filled, with short or negative handovers resulting in the risk that the plants may not be able to operate reliably. Department or Company performance may decline. Additionally, the industry might also face reduced attractiveness leading to limited headcount.	▸ Developing new projects to prepare young students for trade schools in various specialties in the oil, gas, and petrochemical industry ▸ Building robust talent pipelines by cooperating with universities and offering internships and other programs ▸ Striving for long-term employment relationships and offering competitive compensation and benefits packages ▸ Ensuring competitive compensation and benefits by continuously monitoring market trends and international best practices. A new Group-wide recruiting standard has been implemented to ensure a high-quality recruitment process to attract top professionals. ▸ Strengthening the culture of feedback and increasing training for leaders For more information, see Diversity, Equity, and Inclusion
Communities (Respect for human rights, employee and social concerns)	**Threat:** Risk of failing to fulfill the expectations of local communities and local administrations regarding economic benefits and contributions to the development of local areas by implementing community development projects as per local needs	**Outside-In:** Deterioration in OMV's relationships with local stakeholders, including local administration, leading to non-cooperation in business activities Further consequences to OMV include: production delays, security issues, blockages of OMV's activities, loss of social license to operate, damage to OMV's reputation **Inside-Out:** Consequences for rights holders and communities: deterioration in health conditions of impacted communities leading to social unrest, protest, and blockages	▸ Carrying out social and human rights impact assessments, including baseline and community needs assessments at the planning stage to identify potential impact areas to be addressed in the design phase ▸ Developing and applying local content strategy and education and skill development programs for locals, including local contractors ▸ Education and awareness sessions about local norms and customs for site staff, including contractors and subcontractors ▸ Regular stakeholder engagement, including communities on site ▸ Establishing and effectively applying community grievance mechanisms ▸ Defining social indicators and integrating them into regular HSSE audits For more information, see Community Impacts and Grievances and Community Investments

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Human Rights (Respect for human rights, employee and social concerns)	**Threat:** Risk of poor labor practices in supply management such as the failure to pay decent wages in the supply chain (human rights). The supplier pays wages below standards established by international human rights bodies (e.g., 60% of the national net average earnings of a full-time worker).	**Inside-Out:** Poor labor practices will have an impact on workers' mental and physical health, even a low life expectancy.	▸ Human Rights Country Entry Check before launching operations in a country as well as regular human rights assessments in our countries of operations, including labor rights aspects ▸ Training for employees (focus on high-risk countries) ▸ HSSE contractor management considers human rights aspects (including labor rights) in the prequalification and auditing phase ▸ ESG supplier assessments ▸ Code of Conduct, including labor rights For more information, see Human Rights

Focus Area: Ethical Business Practices

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Economic Impacts and Business Principles (Corruption prevention, environmental concerns)	**Threat:** Abuse of entrusted power for individual unlawful gain/ advantage, personal interest prevailing over Company interest, or other forms of unethical business conduct	**Outside-In:** The risk of unethical business conduct could lead to reputational damage and pecuniary losses as well as criminal consequences in isolated cases.	▸ Implementing a Compliance Management System For more information, see Business Ethics and Anti-Corruption
	Threat: Non-compliance with environmental, emissions, and water laws or internal rules and regulations caused by unexpected changes or different interpretations of the legislation	**Outside-In:** This would lead to additional OPEX or CAPEX needed to upgrade facilities or extra taxes having to be paid.	▸ Engagement with regulators to ensure laws are correctly interpreted and upheld ▸ Process safety measures and maintenance ▸ Training of staff ▸ Implementation of best available technologies For more information, see Environment
	Threat: The risk of the OMV Group or one or more of its affiliates not being compliant with EU Regulation 2016/679 regarding Data Protection caused, e.g., by IT security breaches, enforcement actions driven by political motivation, unintended breach by the employees responsible for data handling procedure, and/or interpretation of the laws by regulators, leading to inability to demonstrate compliance with GDPR requirements	**Inside-Out and Outside-In:** The risk of failing to protect general personal data could lead to exposure of personal information of customers, employees and/or other stakeholders. Additionally, the risk of non-compliance with GDPR could lead to reputational damage and pecuniary losses.	▸ To ensure the responsible handling of data in the interest of OMV's customers, employees, and other stakeholders, various measures need to be taken to achieve these objectives. This requires an ongoing process where OMV implements different measures to handle and process personal data according to definitions in the EU Regulation. For more information, see Information and Cybersecurity, and Human Rights

Material Topic (NaDiVeG)	Risk Description	Effect Description (Inside-Out or Outside-In)	Mitigation Measures
Supply Chain (Environmental concerns, employee and social concerns)	**Threat:** Risk of not meeting OMV's carbon management and climate change targets by purchasing more carbon-intensive products and services than planned	**Outside-In and Inside-Out:** This could lead to OMV not being acknowledged as a sustainable business partner, which would have a negative impact on the business with financial consequences and higher GHG emissions.	▸ New concept for Sustainable Procurement defined ▸ Increasing transparency through carbon management reporting (Scope 3 of purchased goods and services) ▸ Engaging with suppliers on carbon management topics through CDP Supply Chain ▸ Performing supplier audits and evaluations as part of Together for Sustainability ▸ Including sustainability performance as part of awarding criteria For more information, see Supply Chain and Carbon Footprint of the Supply Chain
	Opportunity: OMV enhances local safety regulations by requiring the integration of best practice HSSE aspects in all phases of the life cycle of contracts and contractor management.	**Inside-Out:** Shared knowledge stays within the local community and increases safety and environmental awareness in these communities, which leads to a positive impact on the environment and society.	▸ Improving the HSSE performance of OMV contractors through, e.g., HSSE requirements in the scope of work, HSSE prequalification of contractors, HSSE requirements in annexes to contracts, audits, HSSE induction, joint HSSE trainings, joint HSSE walks, inspections, etc. For more information, see Supply Chain and Occupational Safety

Scenario Analysis

Scenarios consistent with the goal of limiting the global temperature increase to no more than 2°C by reducing greenhouse gas emissions are critically important to our strategic considerations as they entail fundamental changes to the current energy market. We are aware of the potential risk of stranded assets if we cannot fully exploit our reserves due to surpassing the global carbon budget. During the strategy development and planning processes, OMV has considered scenarios reflecting various aspects (short- and long-term) of potential economic, technological, and social developments and their implications for the energy market and, consequently, for our business.

OMV operates on a global market with global traded products being affected by the energy transition at different paces. The assumptions in OMV's mid-term plan (MTP) are therefore based on a scenario in which the energy transition in the EU, United States, China, Japan, and South Korea follows the goals of the Paris Agreement and the Sustainable Development Scenario (SDS) published by the International Energy Agency (IEA). For the rest of the world, OMV assumes that current and announced (not yet fully implemented) policies, targets, and plans have been carried out, which correlates with the Stated Policy Scenario (STEPS) of the IEA.

Reflecting the uncertainties of the energy transition, OMV performed a stress test analysis using a decarbonization scenario in line with an implementation of the Paris climate goals by applying the SDS on a global basis in order to understand the impact of this scenario on the recoverability of assets and valuation of liabilities. The stress test analysis impacts oil and gas price assumptions, CO_2 price assumptions, refining and petrochemical margins and cracks, power prices and spreads, as well as volume growth expectations. Commodity price assumptions may have a significant impact on the recoverable amounts of E&A assets, property, plant, and equipment (PPE), and goodwill. Oil and gas price assumptions had already been revised in 2020 to reflect the potential impact of energy transition and led to a pre-tax impairment of E&P oil and gas assets of EUR 1.2 bn. In 2021, the oil and gas price assumptions in the MTP scenario did not materially change compared to 2020. Consequently, no impairment losses were recognized due to changes in price assumptions.

According to the stress-case scenario, the carrying amounts of the proved oil and gas assets (including goodwill) would decrease by EUR 4.5 bn (thereof EUR 0.3 bn on goodwill). In addition, some unproved oil and gas assets would be abandoned (pre-tax impact of EUR 0.3 bn). The remaining carrying amount of oil assets would be EUR 2.3 bn.

In the Refining & Marketing segment, the stress case would lead to a further EUR 1.0 bn decrease in the carrying amounts of the Romanian refinery and the investment in ADNOC Refining. Due to the strong integration of the Schwechat and Burghausen refineries with the chemical business and the Chemical & Materials segment, the impact stemming from the energy transition is considered immaterial. (For more details, see also Effect of climate-related matters and energy transition in the Annual Report.)

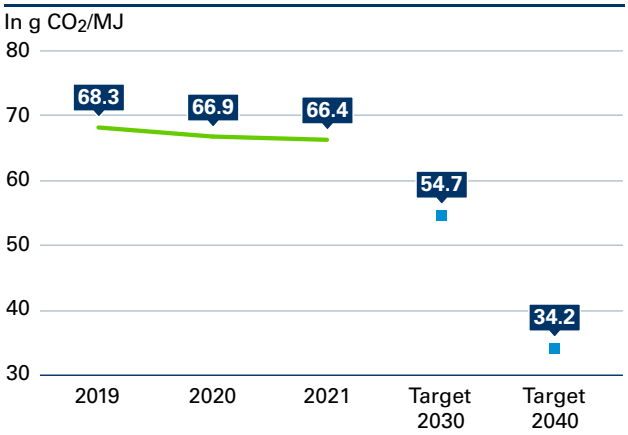
Focus Areas

IN THIS CHAPTER

Climate Change

OMV clearly recognizes that climate change is one of the most important global challenges today and fully supports the goals set forth by the Paris Climate Change Agreement. By 2050, OMV aims to transform into a net-zero business. This commitment includes not just our operations (Scope 1 and 2), but also our product portfolio and other material Scope 3 emissions.[8]

Carbon Intensity of Energy Supply [10]



This year, OMV has set out a roadmap with concrete interim short-, mid-, and long-term targets for the first time. OMV targets are set at an absolute and intensity level with the ultimate goal of achieving net-zero emissions in Scopes 1, 2, and 3 by 2050. For Scopes 1 and 2, OMV aims for an absolute reduction of 30% by 2030 and of 60% by 2040. For Scope 3, OMV strives for a reduction of at least 20% by 2030 and of 50% by 2040[9]. These absolute targets are the key to reducing the carbon intensity of our energy supply[10], targeting a decline of 20% by 2030 and of 50% by 2040. These targets are approximated to IEA's Sustainable Development Scenario (SDS). However, our ambition is to achieve net-zero emissions already by 2050, thus being aligned with the IEA's Net Zero Emissions (NZE) Scenario.

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

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

- A significant decrease in fossil fuels and natural gas sales: By 2030, we intend to reduce oil and gas production levels to below 400 kboe/d and cut crude distillation throughput by 2.6 mn t.

[8] The following Scope 3 categories are included: Category 11: Use of Sold Products for OMV's energy segment, Category 1: Purchased Goods (feedstocks) from OMV's non-energy business segment, and Category 12: End-of-Life of Sold Products for OMV's non-energy segment.

[9] For the absolute targets for Scope 1, 2, and 3 emissions set for 2030 and 2040, the base year emissions in 2019 have been recalculated to include emissions from Borealis, in which OMV acquired a majority stake in 2020. Target achievement here is not directly comparable to the 2019 data in Performance in Detail – Environmental Data, where figures do not include Borealis.

[10] The carbon intensity of the energy supply is measured by assessing the intensity of the Scope 1 and 2 emissions plus Scope 3 emissions (in g CO_2) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ) (excluding purely traded volumes).

- An increase in zero-carbon energy sales: There will be a significant increase in sustainable and biobased fuels, green gas sales, and a build-up of photovoltaic electricity capacity for captive use, as well as geothermal heat.
- An increase in polyolefins recycling and sustainable feedstocks: We will deliver approximately 2 mn t/year of circular products, that is, polyolefins manufactured from recyclate or biogenic feedstock rather than fossil sources.
- Improved energy efficiency
- All energy purchases in the Chemicals & Materials segment will be 100% renewable. In 2021, electricity purchased by Chemicals & Materials accounted for 12.8 PJ – approximately 77% of OMV's total electricity purchased.

Besides these efforts, neutralization measures will be necessary. OMV anticipates that it will develop around 5 mn t per year of CCS capacity across all business units. OMV aims to support and accelerate the energy transition with this new strategy.

Carbon Emissions Reduction

Material Topic: Carbon Emissions Reduction

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

Key GRI

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

NaDiVeG

- Environmental concerns

Most relevant SDGs

The Carbon Emissions Reduction material topic focuses on reducing the GHG emissions of our operations (Scopes 1 and 2) by way of targeted efforts such as improving energy efficiency, using renewable electricity, modernizing our equipment and processes, and reducing the venting and flaring of gas. These efforts are central to meeting our goal of being carbon neutral in our operations by 2050, which is also enshrined in our HSSE Policy. As part of our new Company strategy, we have set specific interim targets for our short- (2025), medium- (2030), and long-term (2040) targets on the way to meeting our 2050 goals.

Targets 2025

- Reduce carbon intensity of operations[11] (Scope 1) by ≥30% vs. 2010
- Achieve at least 1 mn t of CO_2 reductions in 2020–2025 from operated assets

[11] CO_2 equivalent emissions produced to generate a certain business output using the following business-specific metric – E&P: t CO_2 equivalent/toe produced; refineries: t CO_2 equivalent/t throughput (crude and semi-finished products without blended volumes); power: t CO_2 equivalent/MWh produced – consolidated into an OMV Group Carbon Intensity Operations Index, based on weighted average of the business segments' carbon intensity

Target 2030	Reduce absolute Scope 1 and 2 emissions by ≥30% vs. 2019
Target 2040	Reduce absolute Scope 1 and 2 emissions by ≥60% vs. 2019
Status 2021	Carbon intensity of operations reduced by 18% vs. 2010 0.53 mn t CO_2e reduced through concrete emissions reduction initiatives and divestments Scope 1 and 2 emissions reduced by 11% vs. 2019
Relevant SDGs	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION

SDG targets:
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
7.3 By 2030, double the global rate of improvement in energy efficiency
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Effective carbon and energy management helps reduce costs and liabilities. OMV's comprehensive approach to managing GHG emissions encompasses GHG and energy accounting and reporting, inventory management, audits, assessment plans, and training for employees. For instance, in 2020, the OMV internal auditing team performed an audit on GHG accounting to evaluate reporting aspects such as completeness, correctness, reporting processes and methodologies, and quality assurance processes. The result of the audit confirmed that OMV reports emissions in a complete and correct manner, the accounting methodology is in general compliance with international standards, and the reporting process is adequate. A few initiatives for 2021 resulted from the audit, which helped improve the quality of the data even more. In 2021, Borealis set up its first corporate carbon footprint following the Greenhouse Gas Protocol, using 2020 data on Scope 1, 2, and 3 GHG emissions. (For more details, see the Borealis Annual Report.) This allows us to fully integrate Borealis' GHG emissions in our Group carbon footprint and in our reduction targets.

Governance

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

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

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

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

This team coordinates activities throughout the business, providing guidance to stakeholder groups such as subsidiaries, business units, and assets on GHG and energy-related topics. There are also dedicated teams at OMV Petrom and Borealis. We provide voluntary trainings to interested employees on GHG monitoring and management, as well as the overall topic of climate change, on OMV's training and learning platform, MyLearning.

Flaring, Venting, and Fugitive Methane Emissions

During oil production, methane gas is produced together with the oil. Much of this gas is utilized. Nevertheless, some of it is routinely flared due to technical or economic constraints, for example. This flaring of gas releases CO_2. In 2017, to reinforce our clear commitment to responsible resource management and sustainable business, we endorsed the World Bank's "Zero routine flaring by 2030" initiative to end routine flaring of associated gas during oil production by 2030. Phasing out routine flaring is one of the essential steps toward combining resource efficiency with long-term economic success and a way to strongly support our efforts to reduce the carbon footprint of our operations. We see financial opportunities in the monetization of hydrocarbon resources by utilizing the previously flared gas and, e.g., selling it. Phasing out routine flaring also enables us to keep our license to operate by improving the environmental and safety situation at the respective production assets and helping us avoid penalties.

Reducing methane emissions from routine/non-routine venting of gas during oil and gas production and processing as well as from gas leaks also contributes to slowing down climate change and provides a valuable mitigation option for climate risk management. Methane is a powerful greenhouse gas. It is the most abundant anthropogenic GHG after CO_2 and second in its overall contribution to climate change. Its greenhouse effect is significantly stronger in the short term, making it more potent than CO_2. In our new climate strategy, we therefore also introduced a target for reducing methane emissions for the first time.

Management and Due Diligence Processes

Routine Flaring and Venting Phase-Out

Around 8% of OMV's total direct GHG emissions and around 34% of OMV's E&P GHG emissions resulted from routine flaring. With expected stricter policies requiring zero routine flaring conditions, OMV has taken initial steps by voluntarily endorsing the World Bank's "Zero routine flaring by 2030" initiative. We report annually to the World Bank on our progress on this initiative. All OMV operations are required to minimize methane emissions from point sources as well as fugitive emissions and technically avoidable emissions (such as well testing and well workover, among others). New production sites are developed with associated gas utilization solutions and without routine flaring. Existing sites, where routine flaring of associated and free gas still takes place, are required to develop a phase-out plan to eliminate legacy routine flaring as soon as possible, but no later than 2030.

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

Monitoring and Leak Detection and Repair

Fugitive methane emissions and other non-methane volatile organic compounds (NMVOCs) are monitored or estimated and controlled systematically with leak detection and repair programs. Knowing the main potential sources of methane emissions also allows us to implement precautionary measures for preventing such emissions in new production assets. The minimum requirement for identifying leaks is conducting routine audio, visual, and olfactory inspections as part of daily operator rounds at all relevant OMV operating facilities. Leak detection also entails soap-bubble testing and optical gas imaging with defined scopes and intervals (annually or more frequently, as required in accordance with a related risk assessment). At some facilities, infrared cameras are also used for leak detection. Leaks are repaired immediately or within defined time frames, depending on prioritization according to the site's maintenance processes, and based on the risk assessment outcome and other factors like feasibility of repair during operation. In order to prevent as well as to mitigate fugitive emissions, we have taken important steps, including implementing a pipeline integrity program and modernizing facilities such as compressor stations.

2021 Actions

In 2021, we continued to implement leak detection and repair (LDAR) programs to reduce our fugitive emissions.

- At E&P Austria, we set up a LDAR program with optical gas imaging (FLIR camera), ongoing inspection of oil and gas wells and facilities, documentation in an inspection database, and measurement of leakage amounts. This has been implemented at all facilities.
- In Tunisia, a methane emission inventory was defined for the Waha central processing facility to identify all sources and types of methane emissions and unintentional leaks.
- E&P OMV Petrom implemented a LDAR program in all assets as part of Green Kaizen events in 2020. These are intended to minimize and even eliminate the fugitive emissions in selected facilities, while enabling a low-carbon operational behavior among field personnel and local contractors. The Green Kaizen events typically last for five days and get participants actively involved throughout this period. As such, it is a very concentrated form of LDAR, which additionally incorporates before-and-after measurements by an external contractor. These activities aim to raise awareness of the problem among employees and help them understand the scope of the problem, implement a solution, and sustain the result. Building on the experience gained in 2020, OMV Petrom continued the program in 2021 by organizing Green Kaizen events at the Oltenia and Moesia assets.
- In Refining & Marketing (R&M), the Petrobrazi refinery implemented an LDAR Program according to BAT-BREF (Best Available Techniques – Reference Documents). The program's objective is to reduce fugitive emissions from the plant's technological equipment (e.g., vents, flanges). In 2021, the program targeted accessible fugitive emissions sources from tank farm and aromatic units. The program also covered the screening of inaccessible sources, where no leaks were detected. The measurements were performed by using the Optical Gas Imaging (OGI) method, which involved an advanced hand-held infrared camera specifically developed for this purpose. Of the leakages identified, 84% were fixed. Unit shutdown is required to fix the rest.

We also continued working toward phasing out routine flaring by 2030. A total of 82% of our routine flaring in OMV E&P operations occurs in Yemen. Thus, in order to reduce flaring in Yemen, two gas engines for power generation were commissioned at the central processing facilities in December 2021. The gas engines will support the reduction of flaring, as they will consume gas which was previously flared. They will also replace diesel generators for additional GHG savings.

Outlook

We will continue to phase out routine flaring and venting, and instead look for ways to capture and utilize associated gas. In Tunisia, for instance, we already capture and sell the majority of the associated gas from the Waha field. However, some components of the gas could not be sold previously due to low quality and were routinely flared instead. At the end of 2021, we made the final investment decision on a project that will enable us to capture and sell all parts of the associated gas and thus completely phase out routine flaring. The project consists of recovering excess gas, which is currently routed to the flare, through the installation of three vapor recovering units. In Yemen, two gas engines were commissioned in December 2021. In addition, we will focus on reducing fugitive methane emissions through process optimization, field modernization, and integrity improvement measures in E&P. We continue to define and implement methane leakage, detection, and repair programs in all operated E&P assets.

Target 2025	Achieve an E&P methane intensity[12] of 0.2% or lower
Targets 2030	Achieve an E&P methane intensity of 0.1% or lower Zero routine flaring and venting of associated gas as soon as possible, no later than 2030

[12] Methane intensity refers to the volume of methane emissions from OMV's E&P-operated oil and gas assets as a percentage of the volume of the total gas that goes to market from those operations. This is calculated as methane intensity [%] = methane emission [Sm] / marketed gas (sales) [Sm^3].

Status 2021	▸ 0.6% methane intensity ▸ Volume of gas routinely flared decreased from 462 mn m^3 in 2020 to 410 mn m^3 in 2021
Relevant SDGs	13 CLIMATE ACTION

SDG target:

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

Energy Efficiency and Sourcing Renewable Energy

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

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

- Governmental authorities: compliance with EU Emissions Trading System (EU ETS) regulations relating to the submission of emissions allowances within EU ETS; compliance with the EU Energy Efficiency Directive requiring greater energy efficiency in all stages of the energy value chain
- Shareholders and other stakeholders with a direct financial interest in OMV: financial savings resulting from reduced energy consumption, lower production costs, and lower GHG emissions
- NGOs/NPOs: reduced impact of our operations on the environment

Management and Due Diligence Processes

59% of sites are ISO 50001 certified

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

Identification of Measures

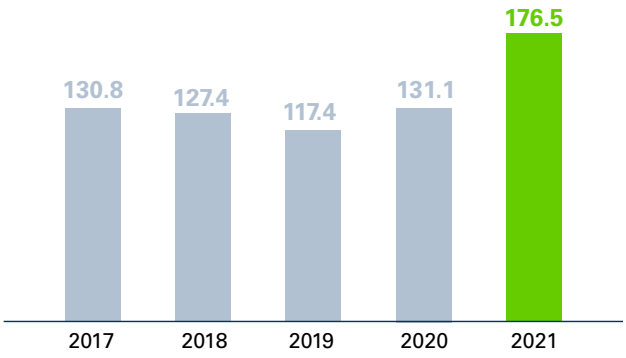
The potential for reducing energy use is identified in annual campaigns encouraging improved environmental performance, including energy consumption. For example, we have set targets for refineries to reach certain energy index ratings through annual monitoring campaigns. Based on their energy index rating, we identify and assess areas for improvement in energy efficiency. Subsequently, we decide which measures to implement to improve energy consumption as part of our environmental governance process. Borealis makes up 33% of energy consumption in the OMV Group. Borealis has set a target to improve energy efficiency by 20% of the absolute primary energy consumption from a 2015 baseline by 2030. After the acquisition of a majority stake in Borealis, a new initiative to identify and raise joint synergies at the jointly operated Burghausen and Schwechat sites has been established.

Technical Improvements

Energy efficiency measures in OMV operations are closely linked with technical improvements directed at reducing energy use while achieving the same operational output. Process optimization and increasing energy efficiency to save costs and reduce CO_2 emissions are a strong focus of our refineries.

Energy Consumption

in PJ



One of the internal KPIs which has always been our focus in recent years is the energy efficiency of our refineries. In 2020, the lower throughputs due to COVID-19 also prevented us from running all refineries with the planned energy efficiency. The situation improved in 2021 with recovered throughputs, higher utilization, and therefore a return to better energy efficiency.

In Chemicals & Materials, Borealis' initiatives include energy teams at each production location that drive the location's energy planning process, increase awareness, act as a forum for energy issues, and ensure ISO 50001 compliance. To progress beyond this baseline, all Borealis locations run energy screening programs every four years, often with third-party support, to evaluate their energy performance and identify improvement opportunities. In 2021, to identify ways to improve energy efficiency, Borealis finalized energy screenings in Stenungsund (Sweden) and Porvoo (Finland).

Sourcing Renewable Energy

We are increasingly turning to renewable sources of electricity to power our operations. For instance, in our refineries in Schwechat and Burghausen, electricity contracts stipulate that 50% of purchased electricity must be from renewable sources. Electricity purchased in OMV's Austrian filling stations and head office is already 100% renewable. In Austria, OMV and VERBUND built a ground-mounted photovoltaic plant, which produced 11.9 GWh of renewable electricity in 2021. The electricity produced in 2021 covered 9% of the electricity demand of E&P Austria. In Norway, the Gullfaks and Snorre assets, operated by Equinor, are building a floating offshore wind farm called Hywind Tampen, which will supply power to both Gullfaks and Snorre, and reduce their emissions by 200 kt per year. Hywind Tampen will be the world's first floating wind farm to power offshore oil and gas platforms. Eleven floating wind turbines with a total capacity of 88 MW will partly electrify the Gullfaks and Snorre assets in the Norwegian North Sea, offsetting 200 kt of CO_2 emissions and 1,000 t of NO_x emissions per year.

2021 Actions

Energy efficiency measures implemented at our three refineries in 2021 make it possible to achieve an annual decrease of more than 22.2 kt CO_2 equivalent and energy savings of 310 TJ. For example, the Petrobrazi refinery continued its digitalization journey to improve energy efficiency by applying operational measures and designing new projects in order to reduce energy consumption. In 2021, Petrobrazi finalized the Energy Monitoring System pilot project at the Atmospheric Distillation Unit. It is designed to monitor energy consumption and energy losses from an operational and design perspective. This project was applied to the pump for the crude oil feed, the crude oil preheat train, and the heat exchangers as well as the atmospheric distillation furnace. The results will be analyzed in 2022.

In Chemicals & Materials, examples of energy efficiency actions taken at Borealis during 2021 included: a furnace revamp in Stenungsund, which delivered an energy performance improvement of 18 GWh primary energy; a reliability improvement program in Geleen (Netherlands), which delivered an energy improvement of 30 GWh primary energy; bypassing a distillation tower in Porvoo, which delivered energy savings of 17 GWh; the start-up of a chemical heat pump in Kallo (Belgium), which delivered primary energy savings of 8 GWh; and implementing advanced process control in ammonia production at Linz (Austria) and Grandpuits (France) to optimize energy consumption, delivering savings of 20 GWh/year for Linz and 20 GWh/year for Grandpuits. At Grandpuits, optimizing the steam network delivered energy savings of 14 GWh/year.

In E&P, key energy efficiency projects included:

- In Tunisia, additional electric and gas meters were installed at the Waha plant to improve energy monitoring in Tunisia, and energy savings tips were implemented for the Waha camp (e.g., in areas of significant energy use such as cabins, laundry, the kitchen, and restaurant).
- In Norway, a low-emission hybrid jackup rig was used for drilling in the Ommadawn exploration well. A battery package was installed on the rig to reduce diesel consumption and a catalyst to reduce NO_x emissions. As a result, CO_2 emissions were reduced by 57% (from 3,232 to 1,382 t per 30 days) and NO_x emissions were reduced by 78% (from 48 to 2 t per 30 days) as compared to 2020 operations.
- In E&P OMV Petrom, we automated the oil piston pumps at Suplac Park at the Crișana asset. The energy savings resulted from changing the continuous operating regime to operating only when necessary, according to level radars in the oil decanter. Another initiative was the optimization of gas delivery from

Bărbunceşti station, Moldova asset, by adjusting the compressor regime to the needs of the consumers, which in 2021 mainly comprised the nearby local community. With this adjustment, the gas from the stage 2 compressors now has the required delivery pressure and only needs to go through the new drying station to ensure the gas is of the required quality before being delivered. The four stage 3 compressors were therefore used to a lesser extent, resulting in energy savings.

We also undertook energy saving measures at our offices. At Petrom City, conventional lighting was replaced with LED technology, for instance. This project will continue through 2022.

In addition, we continued to scale up our sourcing of renewable electricity. In 2021, Borealis installed its first solar photovoltaic rooftop array generating electricity for production purposes at the Borealis plant in Monza (Italy). The company has also signed long-term renewable energy supply deals for its assets in Sweden and Belgium.

Outlook

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

- OMV Tunisia will conduct a regulatory energy audit for the Waha central processing facility and the Nawara central processing facility to assess current consumption and identify potential areas for improvement and energy reduction.
- In Norway, we will continue with the same focus on reducing diesel use with hybrid jackup rigs in 2022. These rigs are provided with battery packages which reduce the use of diesel by approximately 15 to 20 t per day, which also translates to reduced emissions. In addition, a NO_x catalyst has been installed, reducing NO_x emissions by approximately 80%.
- In E&P OMV Petrom, we will improve energy efficiency in 2022 by optimizing the natural gas production system at the Moldova asset. Three engines from the Comănești combined heat power (CHP) plant will be relocated to the Alboteşti warehouse and Park 2 Văsieşti to produce electricity and heat. Consequently, the old hot water and steam boilers will be shut down. In 2022, we also plan to modernize the Bărbunceşti compressor station at the Moldova asset. The twelve old XOB compressors will be replaced with three new screw compressors and frequency converters.
- At the Schwechat refinery, further optimization will be achieved with a dynamic matrix control for a waste heat recovery system to allow additional utilization of approximately 2.5 MW of waste heat. This will help increase the amount of the refinery's waste heat channeled into Vienna's district heating system and Vienna International Airport, where an additional significant increase of GHG-free energy support is planned for 2022.

We will continue to increase our sourcing of renewable energy to power our operations. In Chemicals & Materials, the business purchasing the greatest amount of energy, our aim is to have all energy purchased be renewable by 2030.

Energy Transition

Material Topic: Energy Transition

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

Key GRI

- GRI 305: Emissions 2016

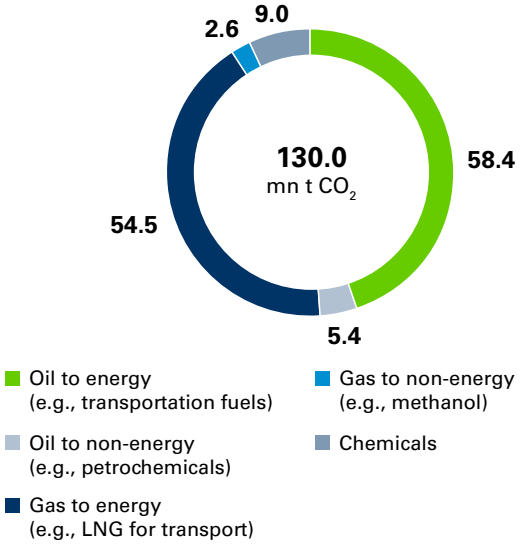
NaDiVeG

- Environmental concerns

Most relevant SDGs

GHG Scope 3 Emissions from Products[13]

In mn t CO_2 equivalent



We are aware that the vast majority of our emissions comes from the use of our products. As an oil, gas, and chemicals company, we have a unique responsibility in this regard. About 79% of OMV's products are currently directly used for combustion, significantly contributing to global climate change. The Energy Transition material topic focuses on reducing the carbon footprint of our energy supply, specifically through increasing sales of zero-carbon energy products such as renewable mobility fuels and renewable power. This is the centerpiece of OMV's commitment to support and accelerate the energy transition and become a net-zero business by 2050 or sooner.

To concretize our 2050 goals, we have set mid- and long-term targets to reduce our absolute Scope 3 emissions by at least 20% by 2030 and by at least 50% by 2040, both against the baseline year 2019. In addition, we intend to reduce the carbon intensity of the energy supply by at least 20% by 2030 and by at least 50% by 2040, both against the baseline year 2019.

The scale-up of zero-carbon energy product sales while decreasing fossil fuel sales is central to OMV's climate strategy.

In Exploration & Production, we are working to expand our photovoltaic asset base, including exploring battery and storage options. Based on our subsurface knowledge, capabilities, and asset base, we are also exploring carbon capture and storage (CCS) solutions. We collaborate on these activities in line with applicable regulatory and legal requirements in conjunction with industry and research partners. We are also investigating solutions for subsurface energy storage, e.g., with hydrogen or compressed air. Furthermore, we are looking at options to explore and commercially develop the geothermal energy potential in the countries where we operate. These projects are in the R&D or initial investment phase. By 2030, we plan to build our renewable energy production to around 10 TWh (including geothermal, photovoltaic, wind), and develop CCS storage capacity of around 5 mn t per year CO_2 net to OMV by 2030.

In Refining, we primarily focus on finding solutions for hard-to-electrify market segments, such as heavy road transportation and air travel, as well as providing feedstock for greener chemical production. Overall, we plan to grow production of renewable mobility fuels and sustainable chemical feedstocks to approximately 1.5 mn t, and produce and market at least 700 kt of sustainable aviation fuels per year by 2030.

Target 2025	Reduce carbon intensity of product portfolio (Scope 3) by >6% vs. 2010
Targets 2030	Reduce absolute Scope 3 emissions[14] by ≥20% vs. 2019 Reduce carbon intensity of energy supply by ≥20% vs. 2019
Targets 2040	Reduce absolute Scope 3 emissions by ≥50% vs. 2019 Reduce carbon intensity of energy supply by ≥50% vs. 2019

[13] Includes Scope 3, Category 10: Processing of sold products, and Scope 3, Category 11: Use of sold products

[14] The following Scope 3 categories are included: Category 11: Use of Sold Products for OMV's energy segment, Category 1: Purchased Goods (feedstocks) from OMV's non-energy business segment, and Category 12: End-of-Life of Sold Products for OMV's non-energy segment.

Status 2021

- Carbon intensity of product portfolio reduced by 5% vs. 2010
- Absolute Scope 3 emissions increased by 2% vs. 2019
- Carbon intensity of energy supply reduced by 2.8% vs. 2019

Relevant SDGs

SDG targets:
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
7.3 By 2030, double the global rate of improvement in energy efficiency
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

In this material topic, we focus on reducing the carbon footprint of our energy supply. However, our circular economy solutions also play a central role in our climate and carbon footprint reduction strategy. (Read more about our efforts on this topic in Circular Economy.)

Governance

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

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

The responsibility for our role in the energy transition is also entrenched at Supervisory Board level. In 2021, we instituted a new committee, the Sustainability and Transformation Committee. The purpose of this committee is to support the Company's Supervisory Board in reviewing and monitoring OMV's sustainability strategy; ESG-related standards, performance, and processes; and specifically our performance in HSSE and climate change. Furthermore, the committee serves to support and oversee the transformation process toward a more sustainable business model, including the cultural integration of strategically significant acquisitions.

Low- and zero-carbon products enabling the energy transition are developed in the business units. Support for carbon impact assessments for new products is provided at Group level by the Corporate Carbon, Energy & ESG Management department.

Zero-Carbon Products

The scale-up of zero-carbon product sales while reducing fossil fuel sales is central to reducing the carbon footprint of our energy supply. Zero-carbon products include biofuels, power, mature renewable energy technologies such as e-mobility offerings, as well as new energy products. For instance, we contribute to the creation of a sustainable energy system with a dedicated team of interdisciplinary experts in Refining & Marketing who identify and mature solutions with a strong focus on hard-to-battery-electrify markets and customer segments, such as heavy road transport or air travel. What these markets have in common is that they need an energy-dense yet climate-friendly fuel with the lowest possible downtime. The successful implementation of these projects will reduce emissions and create green, innovative products and services for society as well as provide a key differentiator for OMV.

Management and Due Diligence Processes

Responsible Biofuels Sourcing

All biofuels purchased by OMV in 2021 and used for blending meet the requirements of the EU's Renewable Energy Directive (2009/28/EC). Since 2013, the ISCC-EU certificate issued for OMV Downstream GmbH has been

renewed on an annual basis. OMV Petrom, OMV Hungary, OMV Czech Republic, and OMV Slovenia are also certified according to the ISCC-EU standard.

OMV purchases biodiesel (FAME) mainly from European producers that use very little palm oil. In 2021, of all biofuels placed on the market by OMV only around 2% were based on palm oil. Certain biofuels are almost exclusively available with palm oil as the feedstock. However, ISCC standards require that no deforestation takes place from January 2008 onward for any feedstock that is used for biodiesel generation. As of July 2021, OMV has also complied with the Austrian legal requirement to eliminate palm-oil-based biofuels completely.

We plan to increase the use of regional rapeseed oil and used cooking oil as well as other potential waste and advanced feedstock, which is made possible using our Co-Processing technology. Co-Processing involves introducing biogenic feedstock during the fuel refining process instead of the conventional method of blending biogenic components into fuel after production. This concept allows OMV's existing refineries to produce transportation fuels from various types of biogenic feedstock, such as domestic rapeseed oil, sunflower oil, used cooking oil, or future advanced oils. Utilizing this process leads to an annual reduction in OMV's carbon footprint of up to 360 kt of CO_2.

In 2016 and 2017, OMV successfully conducted the first field trials of Co-Processing at the Schwechat refinery using rapeseed oil and obtained certification in accordance with the REDcert standard, an EU-recognized system for the certification of sustainable biomass. In 2020, another field trial was successfully completed at the Petrobrazi refinery. OMV continues to implement the Co-Processing technology, and by 2023, the Company aims to co-process approximately 200 kt of sustainable feedstock per year, depending on future legislation. It is important to note that there will not be any palm oil being co-processed. The project will start with a mix of vegetable oils (rapeseed oil and sunflower oil). It may include some other waste and residue streams, like used cooking oil, later on (2024–2025), if not from the very beginning. In December 2020, OMV committed to investing EUR 200 mn in the construction of a Co-Processing unit at the Schwechat refinery.

Selection of Projects

In Refining & Marketing, the New Business Implementation team identifies and matures solutions with a strong focus on hard-to-battery-electrify markets and customer segments. The portfolio focuses on advanced biofuels, hydrogen, and e-fuels, as these offer the potential to utilize synergies with existing refinery assets and competences for a feasible scale-up of green technologies. The minimum GHG reduction for a "green" project is defined by the regulatory requirements, such as the Renewable Energy Directive. All project ideas selected for maturing within these focus areas need to demonstrate a feasible trajectory from pilot and demo stage to full industrial scale in the medium term.

2021 Actions

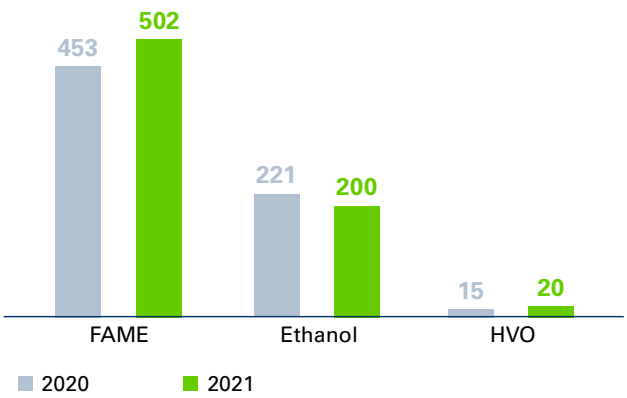
Biofuels and Co-Processing

The following key activities were carried out across the Group in 2021:

- OMV and Austrian Airlines agreed on the production and fueling of 1,500 t of sustainable aviation fuel (SAF) in 2022. The sustainable fuel is produced at the Schwechat refinery by co-processing used Austrian cooking oil. The use of 1,500 t of SAF by Austrian Airlines will prevent emissions of around 3,750 t of CO_2. This compares to the CO_2 emissions of 333 Vienna-to-London flights with a typical short- to medium-haul AUA aircraft (Airbus A320).
- OMV launched OMV EcoMotion Diesel. This product contains up to 33% renewable components consisting of no more than 6.9% of FAME (fatty acid methyl ester) and about 26.1% of HVO (hydrotreated vegetable oil). With this large share of bio-components and through CO_2 offsetting of the remaining share, this 100% carbon-neutral diesel is the first of its kind in Austria. The conventional CO_2 share of OMV EcoMotion Diesel is offset in conjunction with ClimatePartner to support internationally recognized projects. (Read more in Neutralization Measures.) With 33% renewable content, OMV EcoMotion Diesel reduces greenhouse gas emissions by at least 20% to 25% compared to purely fossil-based diesel.

Biofuel Volumes[15]

In megaliters



Glycerin2Propanol

Using a patented process developed in-house, OMV made the final investment decision in 2021 to build a pilot plant at the Schwechat refinery that will produce second-generation biofuels from 2023. The plant involves advanced bio-

[15] 2020 figure restated and 2021 figure estimated as both Austria and Germany data are based on year-to-date actuals plus a forecast for the remaining months each year, given that the annual deadline for closing all biofuel balances of a given year is not before the publication of the Sustainability Report.

fuels that are not in competition with foodstuffs. A typical refining process will see the waste-based substance glycerin turned into bio-alcohol, which when added to gasoline reduces its CO_2 footprint. The plant will use a catalyst, or reaction accelerator, developed in-house by OMV, to produce propanol (an alcohol) from glycerin. Glycerin is a byproduct or waste product from the production of biodiesel, as well as the manufacture of detergents and soaps, but it is also considered an advanced feedstock under the European Union's RED II (Renewable Energy Directive). The propanol produced in this way will then be used as a bio-additive for gasoline. It can also be used as a sustainable feedstock for the chemical market as a replacement for fossil-based propanol. OMV is set to invest around EUR 30 mn in this project. Of this, around EUR 6.9 mn will come from the Austrian Research Promotion Agency (FFG). Another source of funding is the COVID-19 premium.

The Glycerin2Propanol pilot plant will be built at the Schwechat refinery alongside the ReOil® plant so that both units can utilize a single measuring station, exploiting synergy effects through a shared-operator concept. The Glycerin2Propanol pilot plant is expected to be operational in 2023. The capacity of the pilot plant will be 1.25 mn l of propanol per year. This will lead to a CO_2 reduction of around 1,800 t annually. A total of 1.2 l of crude glycerin is needed to produce 1 l of propanol. Under moderate temperature and pressure, 1 barrel (= 159 liters) of propanol will be produced per hour in an energy-efficient process. The long-term plan is to commercialize the technology in order to produce around 125 mn l of propanol per year and reduce CO_2 emissions by around 180 kt.

Besides this unique in-house development, we also partner with technology providers to develop viable business projects for transforming biomass from agriculture, municipalities, the paper industry, or wood processing into bioliquids to be used for greener fuels and chemicals.

Hydrogen

The following key activities were carried out across the Group in 2021:

- Together with our partner Kommunalkredit Austria AG, in February 2021, we announced a joint investment in the construction of Austria's largest electrolysis plant at our Schwechat refinery. Total investment will be around EUR 25 mn, with OMV and Kommunalkredit each bearing half the cost. The plant is expected to go live in the second half of 2023. The 10 MW PEM (polymer electrolyte membrane) electrolysis system will produce up to 1,500 t of green hydrogen per year. The green hydrogen will be used to hydrogenate biobased and fossil fuels, substituting grey hydrogen in the refinery. This would reduce OMV's carbon footprint by up to 15 kt of fossil CO_2 annually. The second step of the UpHy project will be to use the green hydrogen for decarbonizing "hard-to-electrify" transportation segments like buses and trucks. OMV aims to build a new H_2 filling station for buses and heavy-duty vehicles close to Vienna. This is the first project of its kind in Europe and aims to not only lower production costs but also to demonstrate the lowest downtimes and highest plant availability for commercial use in industry and mobility. In addition to the electrolysis system, OMV will build the entire value chain, including H_2 trailer loading, trailer logistics (using 300 bar trailers in Austria for the first time), and a high-availability, energy-optimized bus fueling station. One of the goals is to supply the first commercial H_2 bus line in Europe.
- To help create the conditions for the mass-market roll-out of hydrogen trucks in Europe, the H2Accelerate initiative, a consortium consisting of OMV, Shell, Daimler Truck AG, IVECO, and the Volvo Group was formed in 2020. In 2021, TotalEnergies and Linde joined the consortium. A large-scale roll-out of hydrogen-fueled trucks is expected to create new industries: zero-carbon hydrogen production facilities, large-scale hydrogen distribution systems, a network of high-capacity refueling stations for liquid and gaseous hydrogen, and production of the hydrogen-fueled trucks themselves. The decade-long scale-up is expected to begin with groups of customers willing to make an early commitment to hydrogen-based trucking. These fleets are expected to operate in regional clusters and along European high-capacity corridors with good refueling station coverage. During the next decade, these clusters can then be interconnected to build a truly pan-European network.

Sustainable Aviation Fuels

The third focus topic in the hard-to-electrify area – e-fuels – is the core building block of OMV's Sustainable Aviation Fuel (SAF) portfolio and shows great potential for enabling climate-friendly air travel. Although the basic concept is simple – hydrogen produced with renewable electricity is combined with CO_2 – the production technology is still in the demonstration phase and requires further research and development for the required industrial scaling.

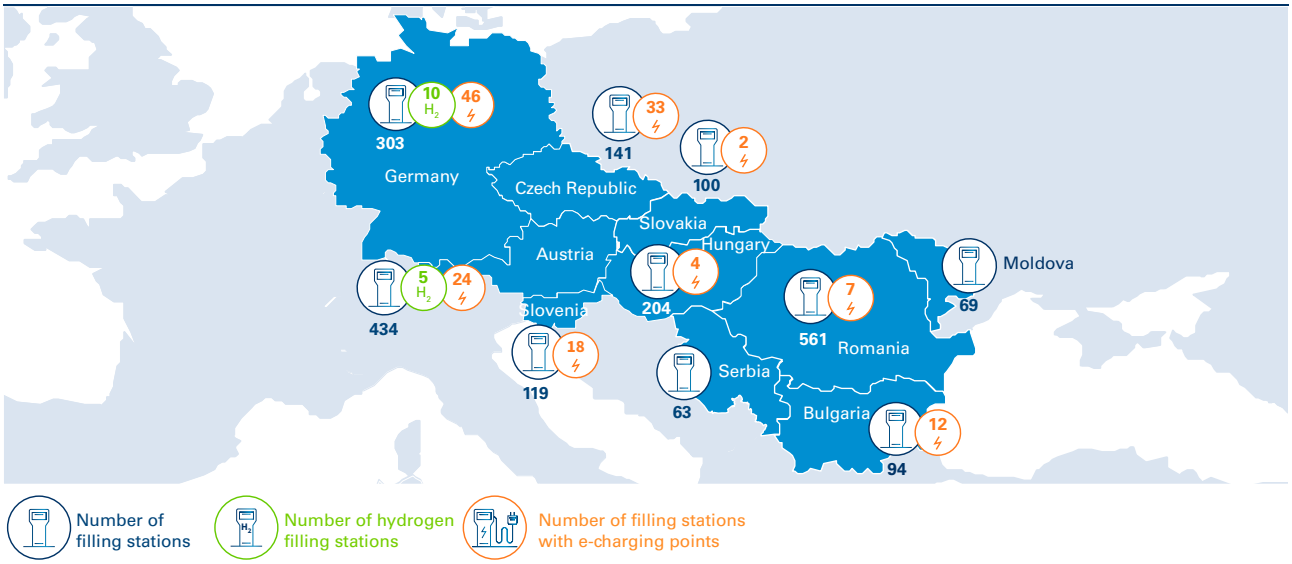
OMV works to mature this technology by engaging in various initiatives to demonstrate the large-scale industrial production of syngas ($CO+H_2$) via co-electrolysis of CO_2 and water. Syngas is the precursor for producing green fuels or other chemicals in a Power-to-X process. For instance, as leader of the Clean Tech Aviation consortium, we are assessing the feasibility of building an industrial plant for synthetic kerosene in Bavaria (Germany). A letter of intent was signed at the Bavarian Ministry of Economic Affairs and Energy (StMWi) in October 2021. This power-to-

liquid plant is intended to be scalable and will start with a capacity of around 50 kt of renewable jet fuel per year. In addition to the StMWi and OMV Germany, the letter of intent was signed by a broad range of companies and institutions: Siemens Energy, MTU Aero Engines, MAN Energy Solutions, Lufthansa, Munich Airport, CAPHENIA, Bauhaus Luftfahrt, Reallabor Burghausen as well as the Technical University of Munich (Straubing Campus), and the German Aerospace Center (DLR).

Outlook

In the coming years, we will focus on implementing announced investment projects (e.g., UpHy and Glycerin2Propanol), and maturing project ideas in the areas of advanced biofuels and e-fuels. By 2030, we aim to produce and market at least 700 kt of sustainable aviation fuels yearly. OMV will also expand its capabilities to take advantage of the growth in e-vehicle charging. By investing more than EUR 400 mn by 2030, OMV will offer more than 2,000 e-charging points by 2030 at highway and transit route filling stations, plus around 17,000 office wallbox charging points by 2030.

Retail 2021[16]



Neutralization Measures

We aim to reduce our carbon footprint to net zero by 2050 at the latest. While the biggest drivers on this journey will be decreasing our fossil fuel sales and increasing our zero-carbon product sales, we also recognize that neutralization measures, such as CCS/U or voluntary offsetting, will be necessary. By 2030, we aim to establish CCS capacities of around 5 mn t per year as our main neutralization measure toward achieving our targets. We will minimize the use of carbon credits for voluntary offsets as a contributor toward achieving our GHG reduction target. This is to ensure that we are not simply buying our way out of our responsibility to act on climate change and the energy transition.

Management and Due Diligence Processes

Offsetting Emissions

OMV's customers can offset the carbon footprint resulting from using all products they purchase from us – diesel, gasoline, bitumen, heating oil, natural gas. OMV Gas offers this service in the Netherlands, Belgium, Germany, Austria, and Hungary. We recognize high and ever-increasing customer demand for this option. OMV Fuels Sales customers can offset their carbon footprint based on the use of gasoline or diesel, as well as extra-light heating oil and bitumen, in all countries where we operate. Customers of OMV Retail Mobility & Convenience (our filling stations) are able to offset their carbon footprint from gasoline and diesel by using loyalty points in Slovenia or the jö Bonus Club card in Austria. Our OMV Card customers can use their OMV Card with the Routex function to offset the carbon footprint of the diesel and gasoline they purchase.

OMV works closely with ClimatePartner, an internationally trusted service partner based in Munich. ClimatePartner selects certified carbon-offset projects and ensures that OMV customers who use this option are able to contribute a dedicated amount to these projects. We have defined a

[16] On December 14, 2020, OMV and EG Group reached an agreement for the acquisition of 285 filling stations in Germany by EG Group. The transaction is subject to required regulatory approvals and the closing is expected in 2022. On February 4, 2021, OMV announced its intention to sell its business in Slovenia, including around 120 filling stations. The closing of this transaction is also expected in 2022. As both transactions were not completed by the end of 2021, these filling stations are still displayed in the graphic.

rigorous set of criteria and standards for the selection of climate protection projects to ensure optimal verification of emissions offsetting. For instance, the technologies we selected for climate protection in our projects are wind power and forest protection. Climate protection projects are verified according to the internationally recognized standards for voluntary emissions reduction: the Verified Carbon Standard (VCS) and the Gold Standard (GS). In 2021, verified emissions offset by customers totaled 115.7 kt CO_2e.

Carbon Capture and Storage (CCS) and Utilization (CCU)
OMV aims to capture CO_2 and ideally use it as a resource. Carbon capture and utilization technologies, such as capturing CO_2 emissions from our refineries, hydrating the CO_2, and then reusing it as fuel, are crucial to reducing overall atmospheric emissions and fostering circularity. However, achieving the goals of the Paris Agreement does not just require reducing our own emissions but also helping reduce atmospheric emissions from other sources. Thus, our CCS and CCU projects include, but are not limited to, capturing our own emissions. A key example of developing such projects with industry partners to reduce overall atmospheric emissions is the C2PAT project.

C2PAT, a joint project between Lafarge, VERBUND, OMV, and Borealis, aims to demonstrate a novel cross-sectoral carbon value chain at industrial scale. Industrial CO_2 released during cement production is captured (10 kt per year for demo plant) and transformed with green hydrogen into feedstock for a variety of renewable-based chemicals and value-added plastic products. The overall system is based on the integration and joint operation of various technologies that will be combined into one unique, holistic value chain. A facility cluster will comprise a carbon capture unit, a water electrolysis unit for the production of green hydrogen, and a new synthesis route via reverse water-gas shift reaction and Fischer-Tropsch synthesis located at the site of Lafarge's cement plant in Mannersdorf. Intermediates will be processed into olefins and ultimately renewable-based value-added plastics at OMV and Borealis sites.

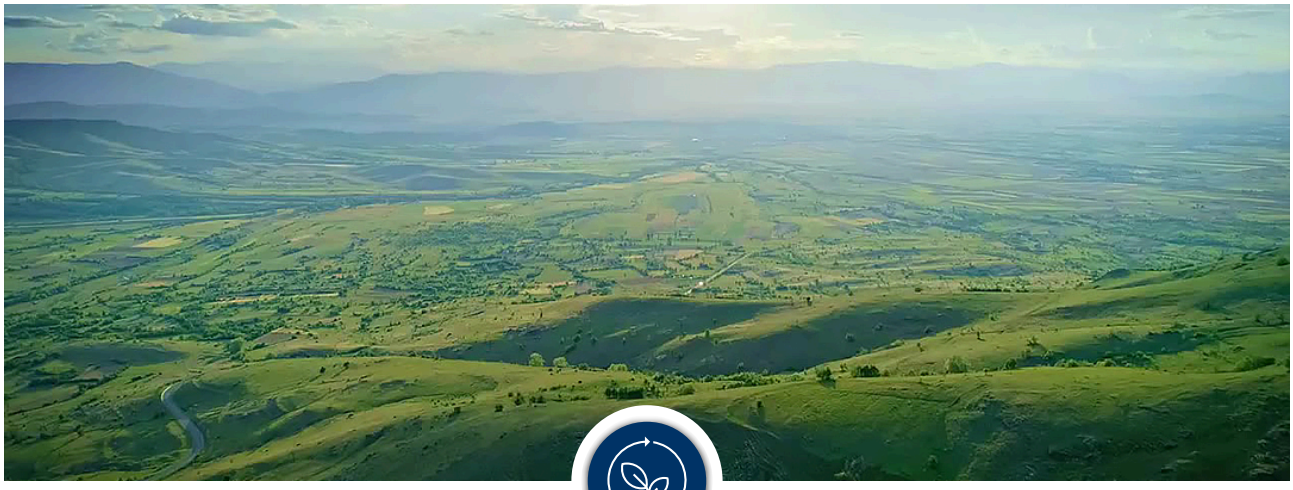
By demonstrating the feasibility of this technology, C2PAT will refine innovative operational and business models to develop a scale-up concept for the carbon value chain. The key innovation is using CO_2 emissions from cement production as a feedstock for petrochemicals – an integrated and cross-sectoral approach that has never been demonstrated before. C2PAT also demonstrates a circular economy approach in the cement and chemical sector given that renewable-based plastics can be reused and recycled in various recycling streams. C2PAT will explore the market potential for renewable-based products, and develop models for control as well as for holistically optimizing the overall value chain. Experience from the demo plant will be used to scale up the process. The next step would be a full-scale plant capable of converting more than 700 kt of CO_2 per year into renewable-based products. In the current initial phase, based on a co-signed MoU, the partners are evaluating and developing a joint strategy for project development and funding opportunities, business modeling and process engineering.

2021 Actions

In 2021, we worked on innovative solutions to utilize captured CO_2. For instance, shoe company On has partnered with Borealis and LanzaTech to create CleanCloud™, a sustainability initiative using carbon emissions to create foam for running shoes. On is the first company in the footwear industry to explore carbon emissions as a primary raw material for a shoe bottom unit, as part of its move away from petroleum-based resources. Technology from LanzaTech captures carbon monoxide emitted from industrial sources such as steel mills or from landfill sites. Once captured, these emissions enter a patented fermentation process, which converts the carbon-rich gas to liquid ethanol using specially selected bacteria. The ethanol is then dehydrated to create ethylene, which Borealis polymerizes to become EVA (a copolymer of ethylene vinyl acetate), the versatile and lightweight material that On starts working with to create a performance foam for shoes.

Outlook

As part of our strategy, we foresee developing CCS storage capacity of around 5 mn t per year CO_2 net to OMV by 2030; 2 mn t per year will be in OMV Petrom. We will continue to explore CCU possibilities.



Natural Resources Management

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

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

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

Environment

Material Topic: Environment

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

Key GRI

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

NaDiVeG

- Environmental concerns

Most relevant SDGs

OMV aims to minimize environmental impacts by, for instance, preventing water and soil pollution. OMV is liable for the impact that our activities have on the environment. Breaching environmental regulations on a local, national, and international level would result in both monetary losses and harm to our reputation. Our license to operate depends on compliance with regulations relating to environmental protection, which is also of particular importance to governmental authorities, shareholders, and stakeholders, such as the public and environmental NGOs and NPOs. OMV's Code of Conduct and HSSE Policy formalize our public commitments to safeguarding the environment.

Targets 2025 and 2030

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

Target 2030

- Reduce natural resources use by reducing oil and gas production levels to below 400 kboe/d and by reducing crude distillation throughput by 2.6 mn t

Status 2021

- Waste recovery or recycling rate: 68%
- Freshwater withdrawal: 332,901 megaliters
- Production: 486 kboe/d
- Crude throughput: 15.7 mn t

Relevant SDGs

SDG targets:
3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes
12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species[17]

Our internal Environmental Management (EM) Standard stipulates an assessment of environmental impacts and risks, and adherence to environmental performance requirements in terms of energy use, emissions into the atmosphere, water use and discharge, the use of raw materials, waste management, hazardous substance handling, and biodiversity and ecosystem protection. In 2020, the Environmental Management Standard was revised and minimum requirements on odor emissions were established. In 2021, we revised the Environmental Management Standard again. This time we added minimum requirements on H_2S in vented gas and the design of the environmental processes to complement the implementation of the EM Standard.

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

The framework and methodology for our coordinated Group-wide Environmental Risk Assessment are based on best practice standards, meet ISO 14001 requirements, and ensure the consistent qualitative assessment of operational risks and impacts related to the environment. The resulting environmental risk database includes information on existing controls for environmental risks and future actions required.

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

63% of sites certified to ISO 14001

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

Governance

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

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

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

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

Our commitment to environmental protection is anchored at the highest level. The Executive Board's bonus is subject to a Sustainability Multiplier. This Sustainability Multiplier considers the number and volume of oil spills, among other factors. The multiplier, and thus the Executive Board's bonus, is reduced in case of high frequency and volume of spills.

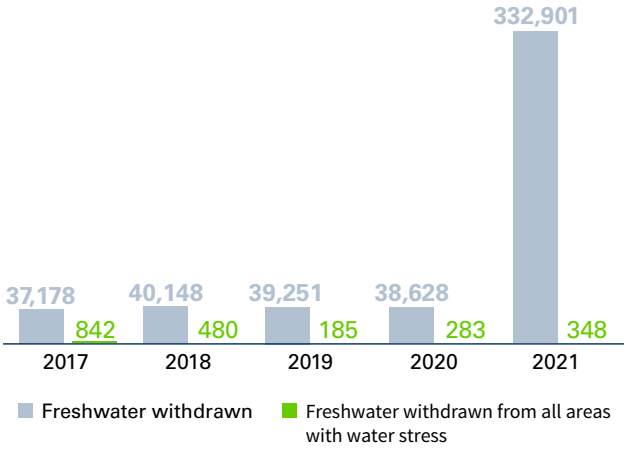
Environmental awareness is promoted throughout the Group through various activities. For instance, Quarterly Exchange on Environmental Management meetings are held where environmental experts and interested colleagues from all countries can learn about best practices being implemented at other sites and gain inspiration. At OMV Petrom, a contest to highlight key initiatives in the company was launched, with winners receiving awards from the Petrom Executive Board. Due to COVID-19 restrictions, this event was organized online, reaching over 1,300 employees.

Water

OMV uses significant amounts of water for its operations in its upstream and downstream activities. Freshwater is used, for example, for drilling, steam generation, and cooling, among other processes. Smaller amounts of water are also used for non-industrial purposes. Produced water is treated for reinjection to pressurize hydrocarbon reservoirs in order to optimize the extraction rate. Desalinated water is used in some offshore operations. Refineries and various other operating facilities also use brackish and/or recycled water for various operational purposes. Some of OMV's operating facilities are located in water-stressed areas.[18]

Freshwater Withdrawn[19]

In megaliters



Specific Policies and Commitments

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

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

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

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

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

Management and Due Diligence Processes

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

Risk Assessments

High-level water stress assessments are conducted on an annual basis. OMV uses international tools and indexes, such as Verisk Maplecroft's Water Stress Index complemented by the World Resources Institute's (WRI) Aqueduct Baseline Water Stress Index, as well as own assessments as required, to identify operations in areas affected by water scarcity and water stress. A bottom-up approach in the assessment of water-related risks is taken in accordance with OMV's Group-wide Environmental Risk Assessment (ERA) guideline to ensure consistent qualitative assessments of operational risks and impacts related to the environment, including water. Significant risks are integrated into OMV's Enterprise-Wide Risk Management (EWRM) system. When entering a new country or considering new operational activities, OMV primarily uses the World Resources Institute's (WRI) Aqueduct and Verisk Maplecroft indexes to identify future potential water-related constraints, such as baseline water stress, groundwater stress, and seasonal variability.

Given that some regions where OMV Petrom operates have already experienced water stress in dry years and that a further decline in water availability is expected, mainly due to climate change, we continuously conduct risk assessments. The water risk assessments are performed by using an international methodology developed by WWF. Both river basin data and industrial activity data are analyzed. The evaluation takes into account physical criteria, including water scarcity as well as compliance and reputational aspects. In any case, we deem it necessary to continue implementing measures for efficient water use. Results from these water risk assessments are used as input for assessing climate change-related water stress risk.

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

Management Plans and Technologies

Operating facilities located in places that are affected or are likely to be affected by water scarcity issues and operations utilizing significant water resources (e.g., Tunisia) are prioritized when developing and implementing water management plans. These plans aim to allow sustainable long-term production with minimal effects on the environment. One measure to reduce freshwater withdrawal to a minimum is the installation of recirculating cooling systems.

In addition to implementing measures to reduce freshwater withdrawal, we implement the best available technologies to sustainably treat water. For instance, after a technology optimization campaign in Schönkirchen, we can now operate our produced water treatment plant without the use of water clarification chemicals. By achieving even better treatment efficiency, we are able to additionally reduce 75% of the residual volumes for thermal disposal. Furthermore, we have developed a highly effective innovative filtration technology that uses crushed recycled glass.

Stakeholder Engagement

Our impact on water resources is important to various stakeholders. We engage with government authorities, such as river basin management authorities, on compliance with water use rules and environmental parameters relating to wastewater generated. We also engage with local water utilities about the supply of freshwater for OMV operations and the treatment of wastewater. We additionally work with NGOs on environmental preservation and water resource conservation, as well as with local communities on the sharing of local water resources and the quality of discharged wastewater. For instance, in Austria, there are local fishermen who fish the Danube River in Schwechat close to both the refinery and the Lobau tank farm, and in the harbor there, with whom an active and open dialogue has been maintained for years. In areas where OMV operations require large amounts of water, or areas that suffer from water stress, it is particularly important to include local stakeholders in water management activities in order to secure a "social license to operate." OMV water management activities pursue socially equitable water use, and OMV regularly carries out supplier audits to ensure compliance with our human rights requirements.

To ensure that the interests of local communities are known and taken into account during the project life cycle, OMV conducts social baseline studies and community

needs assessments as part of Social Impact Assessments (SIAs). If these assessments identify the need, OMV launches community projects aimed at increasing access to clean water for local communities. Our Community Grievance Mechanisms also enable communities to raise concerns about water-related issues. (For more information, see Community Impacts and Grievances.)

2021 Actions

The following key activities were carried out across the Group in 2021:

- In 2021, our operations in Yemen applied new water management plans and wastewater management procedures. The wastewater treatment plants, installed a few years ago, were upgraded, now allowing the treated water to be used for irrigation in this very arid environment. Furthermore, improvements were made in produced water management. Before, a simple plastic liner was used in the produced water evaporation ponds. In 2021, an HPDE liner was installed. Oil skimming barriers were also installed. These surround the floating oil to prevent it from spreading over the water's surface, and increase its thickness to facilitate recovery. The oil can thus be diverted to a suitable collection point for removal, and the increase of clear surface water increases the water evaporation rate.
- At the Schwechat refinery, more than 800,000 m^3/year of water is being conserved by implementing targeted measures. This corresponds to more than 5% of the average annual water consumption there. The majority of the reduction was achieved by implementing a control concept for the cooling water in a heat exchanger group in the ethylene plant. Additional measures included the optimization of a cooling tower and the introduction of special operation modes for summer and winter periods, a systematic screening for possible leakages with immediate repairs, and the identification and adjustment of temporary water withdrawals.
- In 2021, our subsidiary Borealis became a member of the UN Global Compact and signed the UN Sustainable Ocean Principles. These commit companies to restoring and maintaining a healthy and productive ocean. Stopping the leakage of plastics into the environment and the oceans is a global challenge. Borealis is actively engaging in addressing this issue by advancing the circular economy of plastics, keeping the material in the loop, and thus preventing it from becoming waste in the first place. Moreover, Borealis has initiated Project STOP, a pioneering program to support cities in developing and emerging countries to establish cost-efficient, effective, and more circular waste collection systems. Read more on actions Borealis is taking to prevent plastic leakage on the Project STOP website.

Water management plans have been completed for **33%** of priority sites, with the development of plans in progress at the remaining sites.

0.10% of freshwater withdrawal is in water scarce areas.

Dispersed oil concentration in discharged water: **0.26 mg/l**

Outlook

As part of our Sustainability Strategy 2030, we aim to reduce freshwater use. As a next step, we plan to establish quantitative targets to improve water management. In 2022, we plan to evaluate joining international initiatives, such as the CEO Water Mandate, to formalize our commitment to equitable water use. We will also continue our efforts to recycle water wherever possible.

Spills

Oil spills[20] are a critical environmental issue for our industry. Spills management is defined as the prevention of spills in operations and other spills (e.g., caused by sabotage or natural hazards), and the management and remediation of spills resulting from an incident. Our key commitment is to prevent spills in the first place. If they do occur, we aim to reduce their impact by appropriate and fast oil spill response and clean-up.

Multiple stakeholder groups are affected by our spills management activities. Government authorities are involved through potential breaches of environmental regulations; employees and contractors through potential health and safety issues arising from accidents and damage to the environment and society; NGOs/NPOs through potential damage to the environment and society; society through damage to the surrounding environment; and shareholders through direct financial losses due to the costs of remediation measures and reputational risks.

Furthermore, as OMV is diversifying, oil spills are no longer the only relevant spills. For our subsidiary Borealis, preventing pellet spills is also a key issue. Borealis is committed to achieving zero pellet loss in and around its operations, during transportation, and across the entire value chain. The company was therefore an early signatory to Operation Clean Sweep® (OCS), an international program initiated by the Society of the Plastics Industry and the American Chemistry Council and rolled out in Europe by PlasticsEurope. Borealis is also a signatory of the "Zero

[20] Oil spills are defined as hydrocarbon liquid spills that reach the environment.

Pellet Loss" pact in Austria, which is the Austrian equivalent to OCS. Achieving zero pellet loss is a continuous journey and requires leadership, effort, investment, and targeted and effective work practices. The following section will discuss our management of oil spills. Read more about our efforts on pellet spills in the Borealis Annual Report.

Management and Due Diligence Processes

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

Hazard Identification and Risk Assessments

We have a well integrity management system in place, and detailed Hazard and Operability (HAZOP) and Hazard Identification (HAZID) studies have been conducted for all of our wells.

OMV has also developed a Corrosion Management Framework (CMF) to provide a proactive and consistent approach to corrosion monitoring and management across the entire OMV Group. Covering the full life cycle of the equipment exposed to the risk of corrosion in both oil and gas facilities from the well to the sales point, this framework encompasses the entire value chain of our business. A team of 30 in-house experts with multidisciplinary and multicultural backgrounds are working to embed CMF principles into everyday operations.

Emergency Response and Contingency Plans

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

Clean-up and Remediation

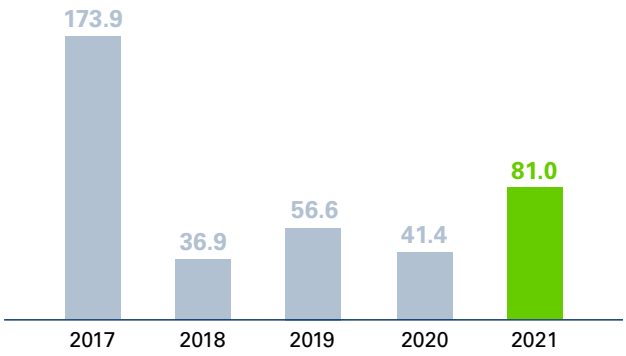
Hydrocarbon spills are assessed and cleaned up immediately after their occurrence in accordance with internal procedures governing spill remediation. In particularly difficult cases, we rely on third-party support for capping and containment, surface clean-up, and emergency management. Leaks are repaired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

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

2021 Actions

Total volume of spills

In m^3



OMV recorded three major spills in 2021; the most significant spill was caused by a truck rollover incident in Romania, when the tank lid was damaged and around 18,000 l of fuel (diesel and gasoline) were released to the environment.

The majority of our spills occur at OMV Petrom. In 2021, OMV Petrom continued to improve the Pipeline Integrity Management Program, even during challenging times. New and existing risks were prioritized using the Pipeline Integrity Management System software. The highest-ranked pipelines were targeted for complete or sectional replacement, again ensuring that our pipeline integrity efforts focus on the locations where the greatest risks exist. We also continued developing corrosion management plans for our high-risk pipelines along with projects to install "pig launchers and receivers" to enable cleaning and internal

inspection of these pipelines. External coatings and cathodic protection are now mandatory for all new metallic pipelines in accordance with OMV Group and OMV Petrom standards and procedures. A pipeline inspection program is in place and functional for all pipelines with capability for internal inspection. The program is managed and planned in SAP CMMS (Computerized Maintenance Management System).

Outlook

We aim to reduce the number of process safety events at all our sites across the globe resulting in reduction of spills as well. (Read more in Process Safety.)

Waste

Our production activities generate solid and liquid waste, including hazardous waste, such as oily sludge, waste chemicals, catalysts, and construction debris. Examples of non-hazardous waste include concrete not containing dangerous substances, welding waste, drilling wastes, mud without oil content, as well as mixed municipal waste, paper, and metal.

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

Specific Policies and Commitments

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

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

Management and Due Diligence Processes

Application of Best Practices

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

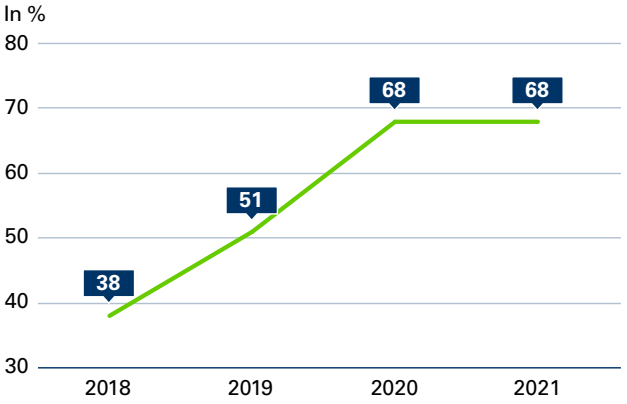
We also apply best practices in the management of drilling waste. For example, in our E&P OMV Petrom Crișana asset, inert drill cuttings stemming from water-based drilling waste are picked up by a waste management contractor and used as a stabilization agent for other waste (mostly sludge) along with other stabilization materials such as cement. The stabilized waste is subjected to a leaching test and, depending on the test results, can be used as a cover layer in non-hazardous waste landfills.

Recycling

Waste is recovered and recycled where possible, including during site closure and decommissioning. If recycling is not possible, all waste is processed and/or disposed of only in licensed facilities or via reputable licensed contractors. Waste contractors are regularly audited.

2021 Actions

Waste Recovery or Recycling Rate



The following key activities were carried out across the Group in 2021:

- In 2021 we completed a challenging pilot project: the subsurface abandonment of the 805 Bustuchin well in Romania. The well was affected by a landslide, so we did consolidation work through a mining construction to reach the depth of 27 m. Land consolidation was necessary to cut and reconnect broken casings. In addition to the land slide and large area to be excavated, another challenge was working in a confined space and dangerous environment. We successfully restored the verticality of the casings with environ-

mental benefits including the elimination of the blowout risk (the well is located in a forest area and closed to the community); the avoidance of gas emissions from the well area; and the aquifer being isolated in the excavation area.

- In 2021, OMV Petrom continued cleaning, remediation, and ecological reconstruction work on nine former fuel terminals, which started in 2019. This showcases the company's commitment to responsible management of the end life of operations. Besides the around 145,000 m^3 in petroleum-contaminated soil/subsoil, which was removed and treated in 2020, around 77,000 m^3 of contaminated soil/subsoil was removed and treated in 2021 using site-specific methods in line with best practice (e.g., bioremediation technologies off-site, on-site, in-situ, in-situ with injection). The bioremediation infrastructure includes 11 bioremediation plants, 4 final deposit and 8 temporary storage platforms, strategically distributed throughout Romania. Our state-of-the-art bioremediation plants receive contaminated soil from, e.g., abandonment works, accidental spill, and operation works, which is saved and then placed in batches. The addition of minerals, nutrients, structural materials, and water follows, after which it is aerated. Thus, the microbiological activity that leads to the degradation of petroleum products is stimulated. After several aeration cycles, soil samples are taken from each batch and the total oil hydrocarbon content is determined. Depending on the results of the analyses, the bioremediated soil is classified as backfill soil, used to fill excavations, stabilizations, leveling and final storage soil, which is stored in final deposits, which belong either to our Company or to third parties. We achieved a recovery rate of 99% for the contaminated soil treated, which we further used for on-site backfills or directed to other authorized locations. In 2022, we will continue with the site restoration of the old Constanța and Oradea fuel terminals.

Outlook

As part of our Strategy 2030, we plan to increase waste reuse and recycling from operations. In 2022, we plan to review the Waste Management Plans across OMV.

Biodiversity

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

Specific Policies and Commitments

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

Management and Due Diligence Processes

Risk Assessments

Observed or predicted direct and indirect impacts on biodiversity and ecosystem services (BES) are described and analyzed in the environmental impact assessment. BES screenings are carried out at all relevant sites to identify, as far as reasonably possible, the potential for the presence of nationally or globally threatened species, legally protected threatened or fragile ecosystems, and internationally recognized areas with sensitive biodiversity. In 2021, OMV announced that it was selling its stake in the Wisting oil field in the Barents Sea of Norway, thereby exiting Arctic oil discovery.

Biodiversity Management Plans

OMV joined the Biodiversity Task Force of the International Petroleum Industry Environmental Conservation Association, which is working on an update of the guide to developing biodiversity action plans. Based on that guide, OMV aims to develop Biodiversity Management Plans for all major operations.

Mitigation and Rehabilitation

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

For instance, in 2021, OMV Petrom continued the cleaning, remediation, and ecological reconstruction works for nine former fuel terminals, which started in 2019 (for more information, see Waste). During this project, we performed periodic monitoring during and after site rehabilitation, as requested for each site by the environmental authorities. For example, during site rehabilitation, we took samples of soil/subsoil and monitored the groundwater in each phase of the project (e.g., excavation, bioremediation). We monitored the quality of soil/subsoil and/or underground water after site rehabilitation when requested by the environ-

mental authority. We also monitor the site status (e.g., land covering by grass, soil compaction) on a quarterly basis for one year after our works are finalized.

Working with NGOs

OMV works locally with NGOs and other third parties on restoration and rehabilitation projects. For example, in 2021, we supported the following biodiversity-related projects in New Zealand as part of our wider Corporate Social Responsibility portfolio. New Zealand has the highest number of threatened indigenous species in the world.[21]

- Partnership with Ngāti Koata and the Department of Conservation for the Moawhitu lake and wetland regeneration project
- Partnership with the Rotokare Scenic Reserve Trust protecting the endemic hihi bird (stitchbird) in this reserve located just outside of New Plymouth
- Partnership with Tiaki Te Mauri o Parininihi Trust in North Taranaki for monitoring the endangered kōkako bird

2021 Actions

In 2021, we began mapping all of our sites in a formal and harmonized way to determine if any are located in internationally protected areas. We will aim to disclose the results of this mapping in the coming years. We also continued to implement biodiversity initiatives, such as our green areas project in Tunisia. Our locations in Tunisia are in a dry and arid climate with hostile living conditions and a lack of recreation areas. The project's objective is to plant indigenous trees and shrubs in the desert. In 2020, a project was started in Waha, where 512 trees have been planted. In 2021, this was expanded to Nawara. There, 1,200 trees were planted in the first year. An irrigation system has been installed to support the budding plants. The goal is to provide recreation areas to improve the well-being of personnel and visitors, and to promote forest creation.

Outlook

We aim to develop a formal biodiversity and protected areas policy in the coming years.

Non-GHG Air Emissions

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

Specific Policies and Commitments

The OMV Group Environmental Management Standard stipulates that all OMV Group businesses and activities must understand the impacts of their air emissions on local and regional ambient air quality. Air emissions are required to be monitored, controlled, and minimized in order to mitigate the potential for human health effects and harm to the environment. There are strong legal requirements surrounding air emissions in the EU, where all of our refineries are located. For instance, the EU does not permit the use of fuels containing sulfur to prevent transport-related SO_x emissions.

Management and Due Diligence Processes

Monitoring

In all our refineries, we monitor emissions of pollutants such as SO_x, NO_x, CO, particulate matter/dust, and (NM)VOCs as required by European and national legislation and the respective permits. If emissions are found to be in excess of nationally prescribed limits and/or limits defined in a permit, additional monitoring stations are installed, and measures are implemented.

Prevention and Treatment

OMV has long implemented technologies to reduce emissions, such as internal floating roofs to reduce emissions of VOCs. We have been focusing on upgrading such technologies to ensure that they are still doing their job and reducing emissions. For instance, in 2007, we commissioned a SNO_x flue gas cleaning plant at the Schwechat refinery. With the SNO_x Refurbishment of Wet Sulfuric Acid (WSA) program, in which a solution patented by OMV (two-layer PFA film structure with monitoring system) was implemented, both the reliability and the availability of the flue gas cleaning system could be increased. The flue gas cleaning plant at the Schwechat refinery is used for the removal of dust, and for denitrification and desulfurization of flue gases from the two power plants before they are emitted via the stack. In a first process step, dust is separated via electrostatic precipitators. In the course of selective catalytic reduction, nitrogen oxides (NO_x) are converted into free nitrogen (N_2) and water (H_2O) by injecting ammonia (NH_3). In the third step, sulfur dioxide (SO_2) is oxidized with the aid of a catalyst and reacts with residual moisture to form gaseous sulfuric acid. Finally, the sulfuric acid is condensed in the WSA by means of air cooling and heat recovery. The sulfuric acid thus obtained is then either sold or used for pH adjustment within the refinery. Through these process steps, 98% of dust can be separated, more than 96% of sulfur can be recovered, and around 90% of NO_x emissions can be prevented. With a catalyst update in autumn 2022, a NO_x reduction rate of around 95% will be achievable again.

[21] Source: Environment Aotearoa 2019, Ministry for the Environment, https://environment.govt.nz/publications/environment-aotearoa-2019/

2021 Actions

The following key activities were carried out across the Group in 2021:

- At the Petrobrazi refinery, the tank modernization program continued in 2021 and included installation of internal floating membranes or double sealing for six volatile product tanks and commissioning of one new tank, according to BAT. These measures amounted to EUR 12.5 mn and contribute to the reduction of the environmental impact due to VOCs.
- In addition, OMV Petrom continued to restore sites that were formerly fuel terminals. This work can generate dust (from excavation, loading, soil treatment on the bioremediation platform, and earth fillings) and odors (from hydrocarbon vapors accumulated in the soil). The challenge was to minimize the dust and smell nuisance from a project site located in a sensitive area (with residential neighborhoods). Among the best practices applied were a water spray curtain, dust protection nets, forced ventilation, and off-site bioremediation of the most contaminated soil. In addition, we minimized dust-producing activities in periods of strong wind along with more intense wetting of the surfaces as well as covering the surfaces on the on-site biopiles. We optimized the transportation routes to minimize nuisance to the community, covered the load, washed the wheels at the site exit to avoid contamination of public roads, and sprinkled the access roads on-site. There was periodical communication with the community and the authorities, and the relevant local authorities performed weekly site visits.

Outlook

In 2021, we launched a pilot project to develop an Odor Management Plan for one representative facility at an E&P OMV Petrom asset. We estimate that we will finalize this pilot project in 2022.

Circular Economy

Material Topic: Circular Economy

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

Key GRI

- GRI 306: Waste 2020

NaDiVeG

- Environmental concerns

Most relevant SDGs

OMV Group believes that transitioning to a circular economy will significantly reduce our impact on the environment and our CO_2 emissions. A circular economy decouples economic growth from resource constraints, while preventing the leakage of waste into the environment as much as possible and, in particular, into oceans as well as landfills. The circular economy will also curb global warming. Through the efficient use of our precious resources, we can recover and reuse byproducts or waste to make new materials and products. This approach has the potential to greatly decrease associated emissions across product value chains. In addition to recycling plastic waste and reusing it to make new materials and products, OMV Group also sees plastics based on renewable feedstock as playing a key role in the circular economy. The use of renewable feedstock lowers the demand for fossil feedstock and considerably decreases the carbon footprint. OMV Group focuses on utilizing waste biomass such as forestry residues that are not in competition with the food and feed chain, and thus do not require the use of additional natural resources such as land or water. If then recycled, such second-generation bioplastics can play a vital role in a sustainable circular economy and reduce greenhouse gas emissions on two fronts, cutting emissions in the input and in the end-of-life phase.

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

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

Following the acquisition of a majority stake in polyolefins producer Borealis in 2020 and the consolidation of Borealis into the Chemicals & Materials segment, circular economy is now a cornerstone of the OMV Group's Strategy 2030. OMV plans to produce 350 kta of recycled polyolefins by 2025. By 2030, that number will grow to 2,000 kta of sustainable polymers or other chemicals, in other words, polyolefin products or other chemicals derived from plastic waste (either through a mechanical or chemical recycling process) or from biobased feedstock. At the same time, the use of fossil resources will decrease, as we aim to reduce oil and gas production levels to below 400 kboe/d and reduce crude distillation throughput by 2.6 mn t by 2030. These fossil resources would ordinarily also be used to make polymers; instead, more polymers will be based on recycled waste or renewable resources such as bio-feedstock.

Target 2025	Achieve 350 kta recycled polyolefins production
Target 2030	Achieve approximately 2,000 kta sustainable (includes recycled and biobased) polyolefins production
Status 2021	91 kt of circular material (recyclates and biobased material) sold via Borealis Production capacity of 100 kt established at Borealis
Relevant SDGs	8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 14 LIFE BELOW WATER

SDG targets:
8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead
9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

Through Borealis, the OMV Group is promoting the circular economy across the industry, by launching initiatives and participating in activities and platforms that drive recycling options and solutions. Borealis is a core partner in the New Plastics Economy (NPEC) and a signatory to the "A line in the sand" initiative of the Ellen McArthur Foundation. Borealis has also endorsed the Ellen MacArthur Foundation's position paper on Extended Producer Responsibility (EPR). In addition, Borealis is a member of the EU's Circular Plastics Alliance and has signed a manifesto calling on UN member states to commit to the development of a global treaty on plastic pollution.

The OMV Group's goal is to develop a leading position in the circularity of plastics and to offer its customers innovative solutions that advance the circular economy. To transition to a truly circular and carbon-neutral economy, a variety of solutions will be required to keep products circulating at their highest value, quality, and utility over many lifetimes. We aim to achieve circularity through the following hierarchy:

Design for Eco-Efficiency

This means adopting a design mindset from the start that sets the agenda for minimizing the use of resources and maximizing their lifetime value. The Borealis foam busi-

ness is a prime example of eco-efficient polyolefin solutions. This business line is used in industries such as packaging, sports, transportation, and construction, and helps facilitate the transition to a circular economy as it is especially suited for ultra-lightweight foam applications while being fully recyclable.

Reuse

The Chemicals & Materials business helps maximize the lifetime of products already in circulation by leveraging knowledge of plastic use and processing, and by establishing systems and business models for reuse. We have been engaging with start-ups and participating in collaborative projects to develop and advance our position on the topic of reuse. For example, Borealis has been working with a Finnish start-up, Kamupak, to accelerate the use of reusable takeaway packaging in Helsinki (Finland). In December 2021, Borealis announced that it has acquired a minority stake in Bockatech, further deepening the existing partnership between the two companies. Bockatech Eco-Core® is a patented manufacturing technology that improves sustainability by creating lightweight, insulated, durable, and recyclable packaging for single-use and reusable applications. The combination of Borealis' polypropylene material and Bockatech technology is empowering the creation of low-cost reusable food and non-food packaging.

Design for Recyclability

One of the biggest issues preventing greater recycling of plastics is that many products are not designed for recycling in the first place. For example, flexible packaging often uses layers of different materials, which makes separating and recycling the plastic content extremely difficult. The challenge is to create packaging using only one (mono) material, while maintaining or improving performance.

The recycling of plastic packaging therefore begins with design. Design for Recyclability (DfR) means designing a product so it can be collected, sorted, and recycled. DfR is an important aspect of eco-efficient design, which takes a lifecycle approach by carefully and intelligently balancing the production, use, and after-use phases of a product.

Inspired by the EU Commission's vision for increased levels of recycling and the targets of the Ellen MacArthur Foundation's New Plastics Economy Global Commitment, brand owners worldwide are committing to developing 100% recyclable, reusable, or compostable packaging solutions by 2025. Borealis works with partners to develop solutions that are fully recyclable. For instance, Borealis has worked with W&H, AMAT, and GEA Food Solutions to develop a monomaterial, cast polypropylene laminate, that is 100% recyclable. This is an ideal solution for the most demanding food packaging applications, because it ensures a long shelf life and high temperature resistance. Borealis has also developed 10 Codes of Conduct for polyolefin packaging designers. These Codes help designers develop packaging materials that can be successfully recycled and used again, either in the same application or in other products. The Codes are being incorporated into assessment methodologies for recyclability, for example, in future modulated Extended Producer Responsibility (EPR) guidelines for packaging.

Closing the Loop

This will first be achieved with mechanical recycling, to make products with the highest possible value and quality. Through Borealis, OMV continues to work with partners to develop newer technologies for mechanical recycling, with the objective of delivering products with near-virgin quality where possible, and with the lowest carbon footprint. (Read more in Mechanical Recycling.)

OMV also believes there is an essential role for chemical recycling to complement mechanical recycling. Chemical recycling can valorize residual waste streams from mechanical recycling, as well as mixed plastic waste streams which would otherwise go to a landfill or be incinerated. (Read more in Chemical Recycling.)

OMV remains fully committed to advancing the development of a broader and more circular offering. In the coming years, we will step up our design-for-recycling and reuse businesses for polyolefins, and develop and implement a sustainable product portfolio based on biobased polyolefins.

During 2021, the OMV Group, through Borealis, sold 91 kt of recyclates while succeeding in establishing a production capacity of 100 kt. The OMV Group's circular economy targets, including ramping up production of recycled plastics, will help transition from a model based on the extraction of fossil resources toward one based on closed materials loops. To support this transition, Chemicals & Materials is building up its Borcycle™ portfolio (including both Borcycle™ M based on mechanical recycling processes and Borcycle™ C using chemical recycling technology) to meet growing demand for high-quality recyclates that help producers and brand owners meet environmental and regulatory challenges.

OMV also works to reduce plastic leakage. In 2017, Borealis initiated Project STOP (Stop Ocean Plastics) in Indonesia. Co-founded with SYSTEMIQ, this program aims to achieve zero leakage of waste into the environment and increase plastics recycling. Project STOP focuses on the regions with the highest leakage rates and, with the support of industry and government partners, works hand in hand with cities to create leak-free, low-cost, and more circular

waste management systems. (Read more in Community Investments and on the Project STOP website.)

Governance

Circular economy has been on the OMV Group agenda since 2015, having become even more important since the acquisition of a majority stake in Borealis in late 2020. Several circular economy areas, such as mechanical and chemical recycling, are now jointly being further developed. We are in the process of building up our Group governance of this material topic. The Group's circular economy strategy is closely intertwined with the decarbonization strategy and is overseen by Strategic Planning & Projects. We have also begun establishing dedicated departments, such as the Plastic-to-Plastic department within Chemicals & Materials.

Most of the OMV Group's circular economy initiatives, especially regarding mechanical recycling and circular products, are run by our subsidiary Borealis. To accelerate its transformation to a circular model, Borealis has a dedicated department called Circular Economy Solutions and New Business Development. This department leads the execution of Borealis' circular economy strategy around several thematic project focus areas, such as feedstocks for recycling or design for recyclability, as well as assisting all other Borealis business areas with industry-specific transformation. Another dedicated business team is fully focused on short- to mid-term business growth opportunities in mechanical recycling, including Borealis' mtm plastics and Ecoplast businesses. The Circular Economy Innovation Studio at Borealis' Innovation Headquarters in Linz remains Borealis' spearhead for technology and innovation. In 2018, Borealis launched a dedicated communication platform, EverMinds™. This platform serves to streamline all Borealis' circular-economy-related activities in order to boost their impact and promote familiarity with the topic. The platform facilitates deeper collaboration between Borealis and its partners in the interest of developing innovative and sustainable polyolefin solutions based on the circular model of design for circularity, reuse, and recycling. Further details on Borealis' specific initiatives, management and governance, and development of circular products can be found in the Borealis Annual Report.

We undertake a variety of initiatives to raise awareness among employees on recycling. For instance, we published several internal blogs and held expert talks for employees on how to identify recycling codes and how to recycle the different types of plastics.

Mechanical Recycling

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

As a plastics producer, we are responsible for the end of the value chain as well. We aim to develop technologies to recycle the many different types of plastics as efficiently as possible, thereby promoting a circular economy. One key technology is mechanical recycling. With mechanical recycling, the plastic is cleaned, mechanically flaked, melted down, and processed into plastic granulate. In the ideal case, this material can be used to make the same products again, i.e., a detergent bottle becomes a new detergent bottle. No change is made to the chemical structure of the plastic, which is why the feedstock must be sorted properly and even split into different colors. Through Borealis, OMV operates three mechanical recycling plants: Ecoplast, mtm plastics, and a demo plant operated by a joint enterprise in Lahnstein (Germany).

Management and Due Diligence Processes

Certification

The Borealis recycling businesses are all EuCertPlast certified. The EuCertPlast certification is a European-wide certification program for companies that recycle post-consumer plastic waste.

Business Transformation

A business transformation project was launched at the established Borealis recycling businesses, mtm plastics and Ecoplast, to tackle profitability improvement areas in mechanical recycling. The product offering of mtm plastics and Ecoplast was significantly changed to target recycling solutions in the value-added packaging film applications segment and Borcycle™ compounds, for example.

2021 Actions

A key part of OMV's circular economy strategy is the development of an advanced mechanical recycling business through Borealis. At the start of 2021, Borealis and its partners, TOMRA and Zimmermann, opened their state-of-the-art mechanical recycling demonstration plant in Lahnstein (Germany). The plant processes both rigid and flexible plastic waste from households. Unlike many current recycling plants, it will produce advanced solutions featuring a

high level of purity, low odor, high product consistency, and light color fractions necessary for use in highly demanding plastic applications in industries such as automotive and consumer products. The purpose of the demonstration plant is to generate material for brand owners and converters to validate for use in their highly demanding applications. Technical success will set the groundwork for a commercial-scale advanced recycling plant.

Outlook

In the coming years, OMV will focus on the commercial ramping up of its existing circular portfolio to continuously progress toward its targets. This includes further investments in the advanced mechanical recycling facility in Lahnstein (Germany) to increase recycled material capacity.

Chemical Recycling

Another form of recycling is chemical recycling. Chemical recycling comes into play when mechanical recycling reaches its limits, for example, if multiple types of plastics are used together in several layers in a product. While most rigid plastic waste can be processed quite well through mechanical recycling, flexible materials (e.g., plastic film) are still predominantly incinerated or sent to landfill. OMV's chemical recycling technology is an answer to this challenge. Chemical recycling involves changing the mechanical composition of the plastic to produce synthetic crude from plastic waste. This synthetic crude can then be used to make any type of plastic or product. Because it is effectively comparable to virgin plastics, it can also be used in tightly regulated areas such as the food and medical industries. Plastic waste thereby becomes a valuable raw material.

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

The synthetic crude produced is processed further into monomers in the steam cracker at our Schwechat refinery to produce high-quality base materials for the plastics industry. At Borealis, these monomers are then converted into high-grade polymers. Borcycle™ C represents the portfolio of chemically recycled polyolefins that Borealis is offering to the market. It provides an important alternative to energy recovery and is suitable for very demanding applications such as food-contact materials.

Management and Due Diligence Processes

The innovative ReOil® process converts used plastics into what is known as synthetic crude oil under moderate pressure and normal refinery operating temperatures. This synthetic crude oil ("Syncrude") is then being used to produce base materials for the plastics industry.

Selection of Feedstock

The ReOil® facility is able to process different forms of plastic wastes, ranging from household waste to waste from commercial and industrial sources. The main feedstocks are polyethylene (e.g., films), polypropylene (e.g., food packaging, car parts), and polystyrene (e.g., packaging and insulation materials). Currently, the recycled feedstock is sourced almost exclusively from Austrian waste sorting facilities. In the future, OMV is planning to emphasize the inclusion of flexible plastic waste that is currently not recycled but rather incinerated and which cannot be mechanically recycled.

Technology

Plastic is an excellent heat isolator with poor heat transfer, compared with glass or metal. These properties that make plastic desirable in everyday life make it difficult to break down. OMV's proprietary ReOil® technology is based on pyrolysis, a well-known refinery process during which thermoplastics are first melted and then cracked at a temperature of about 400°C. This means that long-chain hydrocarbons are cracked into shorter-chain light hydrocarbons. One of the inherent challenges in pyrolysis stems from the fact that (compared with glass or metal), plastics are notoriously difficult to melt and once melted, are highly viscous, which impairs the heat transfer necessary for pyrolysis. The ReOil® technology is unique compared to those of competitors because of the use of an innovative heat transfer technology which allows us to reduce the molten plastic's viscosity and thus improve heat transfer. As a result, the ReOil® process is scalable to industrial scale (up to 200 kta). Due to the integration into OMV's refinery in Schwechat, ReOil® further achieves higher yields than other non-integrated chemical recycling technologies.

Certification

The ReOil® pilot plant is ISCC PLUS certified. The ISCC PLUS certification ensures circular content and standards across the value chain from source to end product. This means that for each ton of circular feedstock fed into the

ReOil® plant and substituting fossil materials, a certain proportion of the output can be classified as circular. This is called the mass balance approach.

Emissions Reduction

In its initial study, Austria's ministry of the environment found that substituting crude oil with post-consumer plastics is estimated to reduce CO_2 emissions by 45% and lower energy demand by 20% compared with using fossil resources. In 2021, OMV commissioned a lifecycle assessment to determine the CO_2 reduction potential of its ReOil® chemical recycling technology versus incineration. At the time of publication of this Report, the LCA was undergoing peer review.

2021 Actions

The following key activities were carried out across the Group in 2021:

- The final investment decision (FID) was made to build a prototype of a ReOil® demonstration plant at an intermediary refinery scale with a processing capacity of up to 2,000 kg per hour. This plant called ReOil® 2000 will be fully operational in 2023. Like the pilot plant, the ReOil® demo plant will be ISCC PLUS certified. To finance this project, OMV entered into its first-ever green loan agreement. This is aligned with the green loan principles and is based on a green and project-specific external due diligence appraisal, called a second party opinion, and a project-specific green financing framework.
- Borealis has entered into a partnership with Renasci N.V., a provider of innovative recycling solutions and creator of the novel Smart Chain Processing (SCP) concept, to increase its chemical recycling offerings. The SCP concept is a proprietary method of maximizing material recovery to achieve zero waste. It is unique, because it enables the processing of multiple waste streams using different recycling technologies, all under one roof. At the newly built Renasci SCP facility in Oostende (Belgium), mixed waste is automatically selected and sorted multiple times. After sorting, plastic waste is first mechanically recycled. Any remaining material is chemically recycled into circular pyrolysis oil and lighter product fractions, which are used to fuel the process. Sorted non-plastic waste is further processed using other technologies. At the end of the process, only 5% of the original waste remains, which is then used as filler in construction materials. The extremely efficient processing reduces the carbon footprint of these waste streams by more than 30%. As part of the agreement, Borealis will source a projected 20 kt of circular pyrolysis oil annually from Renasci's Oostende facility. Borealis also plans to purchase mechanically recycled material. Having acquired a 10% stake in the company, Borealis will collaborate closely with Renasci to evolve and scale up the SCP technology. This includes developing facilities that would source their feedstock entirely from household waste.
- In April 2021, Borealis began a feasibility study for establishing a chemical recycling unit at its location in Stenungsund (Sweden). The aim is to secure an increased supply of chemically recycled feedstock for increased production of circular base chemicals and polyolefin-based products. The study is partially funded by a grant from the Swedish Energy Agency and is being carried out with Stena Recycling. It will evaluate the optimal technology for the chemical recycling unit and its integration with the cracker at Stenungsund. Stena Recycling will recover plastic waste and, after sorting to remove materials suitable for mechanical recycling, will deliver it to the new chemical recycling unit. Subject to a successful feasibility study and final investment decision, operations are expected to begin in 2024.
- Borealis has partnered with Swiss dairy company Emmi and Greiner Packaging to produce Emmi CAFFÈ LATTE drinking cups using chemically recycled polypropylene. Emmi is Switzerland's largest milk processor and has set a goal to make all of its packaging 100% recyclable. It is also committed to promoting circularity, such as packaging that contains at least 30% recyclate by 2027. From September 2021, Emmi CAFFÈ LATTE will use at least 100 t of plastic based on the recycled material each year. The chemically recycled material used for the cup consists entirely of ISCC PLUS certified material on a mass balance basis.

Outlook

Since the first ReOil® trials in OMV's own laboratory, there has been a lot of development work happening. The ReOil® 2000 plant will go into full operation in 2023 with a capacity of 16 kt per year. In a next step, the OMV ReOil® process is being developed into a commercially viable technology on a large industrial scale by 2026. At that time, up to 200 kt of plastic waste will be processed per year.

Renewable Feedstock

Together with partners, OMV is actively pursuing the development of industry-scale projects to produce biofuels, biochemicals, and bioplastics from waste biomass. Waste biomass such as agricultural, forestry, and wood processing residues, or mixed municipal waste is not in competition with the food and feed chain. While the conversion of such waste biomass to high-value products is often technically challenging, the related benefits are a significant reduction in CO_2 compared with fossil-based fuels and local resource utilization that creates value.

In this section, we focus on plastics based on renewable feedstock. For more information on energy products based on renewable feedstock, please refer to Energy Transition.

Management and Due Diligence Processes

Certification

In 2020, Borealis introduced the Bornewables™ product range. Unlike renewable feedstocks produced with agricultural crops grown for food and livestock feed, Bornewables™ are made of renewably sourced feedstocks derived solely from waste and residue streams from vegetable oil production as well as oil waste and residues from the timber industry and from the food industry, for instance, used cooking oil. The entire Bornewables™ portfolio has been ISCC PLUS certified.

Life Cycle Assessment

With the new life cycle assessment published in 2021, Borealis demonstrated that Bornewables™ is especially suited to reducing carbon emissions. The assessment showed that the greenhouse gas emissions of Bornewables™ polypropylene produced at Kallo and Beringen (Belgium) go beyond carbon neutrality and can be reduced by at least 120% from cradle to gate (meaning all the steps from the sourcing of raw materials to products leaving Borealis' production site) compared to fossil-based polypropylene. According to the LCA's findings, using Bornewables™ substantially reduces a product's carbon footprint by at least 2.7 kg CO_2e for every kilogram of polymer. This is possible while offering the same high performance levels as virgin polyolefins and the ability to be recycled in the same way.

2021 Actions

The following key activities were carried out across the Group in 2021:

- In July 2021, Borealis conducted a physical-content test run of the Bornewables™ produced with measurable renewable content of bio-propane (via controlled blending) in the propane dehydrogenation unit in Kallo. Since the successful test run, Borealis has been able to supply its customers with Bornewables™ polypropylene. Its physical renewable content is fully measurable according to the carbon-14 method for biogenic carbon content in addition to offering mass balance for the manufacture of sustainable polyolefins.
- In 2021, Greiner Packaging produced its first cup prototypes made of Bornewables™. By using Borealis' Bornewables™ portfolio, Greiner Packaging has for the first time incorporated renewable resources into the production of food cups made of polypropylene (PP) with in-mould labeling (IML) as the decoration technology. The new prototype IML cups for dairy products are made of Bornewables™ monomaterial and were developed to be recycled as normal in conventional facilities in line with the principle of design for recycling.

Outlook

By 2030, we aim to produce approximately 2,000 kta of sustainable polymers and other chemicals, including biobased polyolefins. To achieve this, we will build up capabilities for the procurement of sustainable feedstocks and develop and implement a sustainable product portfolio for biobased polyolefins.

Health, Safety, and Security

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

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

Health, Safety, and Well-Being

Material Topic: Health, Safety, and Well-Being

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

Key GRI

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

NaDiVeG

- Employee and social concerns

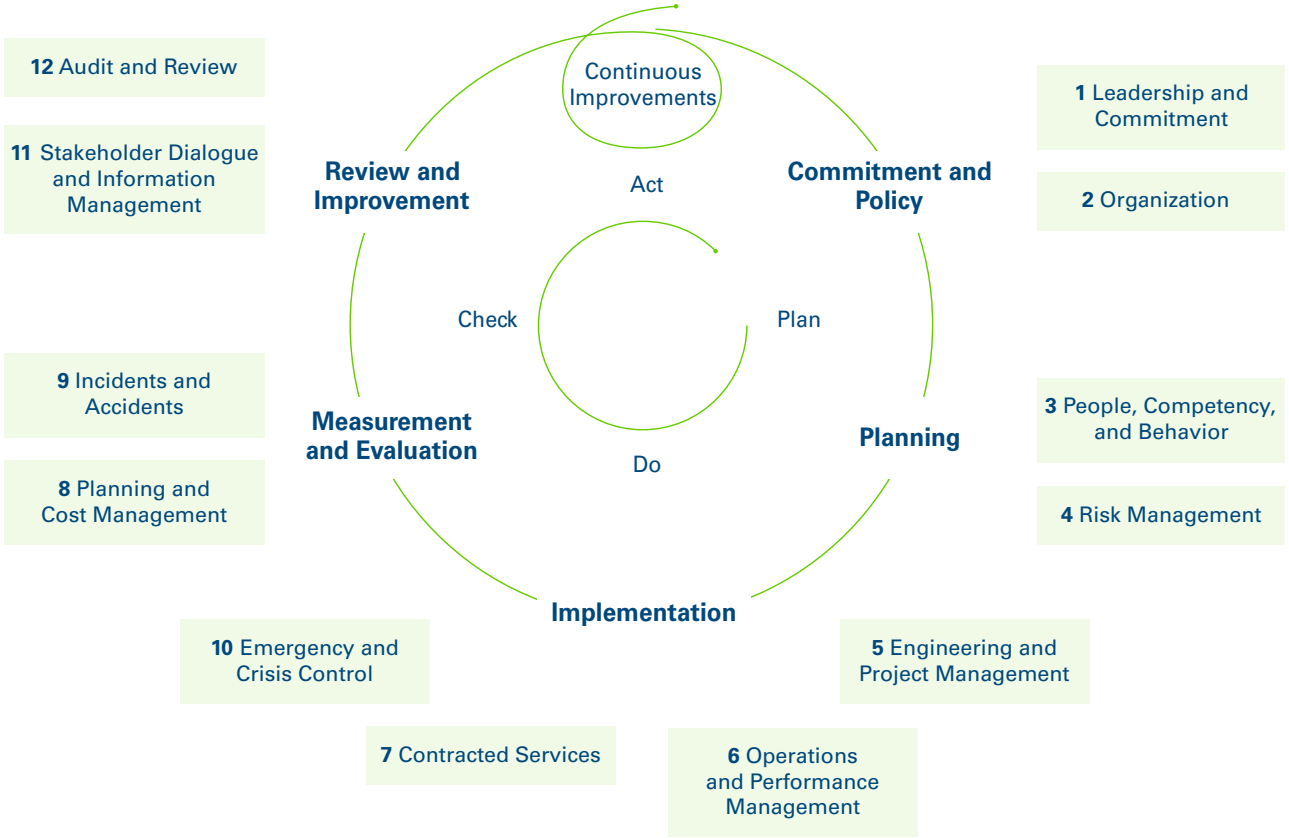
Most relevant SDGs

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

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

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

Core Aspects of HSSE Management



Other corporate regulations governing the topic are HSSE Risk Management, Process Safety Management, Occupational Safety Management, Contractor HSSE Management, Management of Hazardous Substances, and Personnel Transportation, as well as Reporting, Investigation, and Classification of Incidents, which together provide the framework for safety management. Our Major Accident Prevention Policy sets out the overall aims and guidelines for controlling the risk of a major accident as part of OMV Group's operations. Acknowledging that the risk of major accidents in onshore or offshore operations related to oil and gas extraction, transportation, refining, and distribution activities is significant, and recognizing that such major accidents can have severe consequences for the environment and affected persons, OMV firmly believes that a strong safety culture is the foundation for all of its operations and relationships with contractors. Our Contractor HSSE Management Standard defines the minimum requirements for integrating HSSE issues into all phases of the contract life cycle and into the contractor management

process. The standard aims to define a standardized process for the HSSE management of contractors, from selection through contract close-out.

In 2021, all OMV Group HSSE regulations were subjected to an intensive review process, with the aim of facilitating alignment between OMV Group and Borealis regulations. As a result, we identified and agreed on important updates, stemming not only from this alignment process but also from practical experience with implementation at OMV and OMV Petrom. A full set of 15 of OMV Group's HSSE regulations were updated.

Governance

The health and safety of the people who work for us are key priorities at OMV. The HSSE Strategy and its implementation are aligned with and fully embedded in the Corporate Strategy and the corporate governance structure. Leadership responsibility is assigned to the members of the Executive Board.

The Executive Board's remuneration is subject to a "Sustainability Multiplier." Key safety KPIs, such as fatalities and the TRIR, are part of the Sustainability Multiplier. In addition, a Health, Safety, Security, and Environmental (HSSE) malus may also be applied to overall target achievement. In situations where a severe health, safety, and security, or environmental breach has occurred, the Remuneration Committee can reexamine the level of the Long-Term Incentive Plan (LTIP) payout and, depending on the extent of the infraction, reduce it at its reasonable discretion, to zero if necessary.

In 2021, we defined focus areas related to safety, with an Executive Board member assigned as the owner of each. For instance, one OMV Executive Board Member serves as the focus topic owner for process safety performance in the OMV Group. In regular update meetings, the owners discuss updates on process safety challenges and achievements.

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

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

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

In addition, there are HSSE departments at OMV Petrom and Borealis, which oversee their specific issues and coordinate their local HSSE officers and experts. The OMV Petrom and the Borealis HSSE departments report functionally to the SVP HSSE at Group level.

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

Health

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

Specific Policies and Commitments

We have established a Group-wide health care standard to ensure a high level of care for employee health across the Company. OMV's internal Group Health Standard describes the main principles, roles and responsibilities, and lines of communication within the OMV Group. The standard

provides a framework for managing preventive health measures and curative health care as well as collaboration among HSSE specialists. It supplements local legal requirements, allowing us to establish a harmonized level of health care services and access to medical facilities at all OMV sites.

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

- Planning of human resources, medical facilities and services, and local health plans
- Operational health risk assessment and management, emergency preparedness, preventative initiatives such as targeted health promotion campaigns, health programs and trainings, and curative care
- Minimum equipment and materials for our clinics – both on land and offshore – such as electrocardiograms (ECG), defibrillators, suction units, rescue devices, and emergency medication
- Checks and audits of medical suppliers (laboratories, partner clinics, pharmacies), hygiene in food facilities, customer satisfaction
- Reporting
- Collaboration with contractors and subcontractors on health and safety

Management and Due Diligence Processes

Risk Assessments

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

Preventative Care

OMV maintains or works with a total of 43[22] medical units at all locations where we have operating facilities. To mitigate occupational health risks, our medical staff carries out specific preventive examinations in accordance with the legal regulations of the countries in which we operate. These examinations include blood tests for employees working with specific hazardous substances and hearing tests for employees exposed to noise. We offer general health screenings to our workforce. In addition, we run seasonal campaigns to provide free vaccinations against flu and tick-borne encephalitis in affected areas.

Audits

A special health audit program developed by the Corporate Health Management department serves as an evaluation tool to ensure that our common corporate health care standard is implemented and followed throughout the Group. The program stipulates that all clinics and medical partners be audited every three years, and clinics also report on a self-conducted audit every year. Due to the COVID-19 pandemic and the travel restrictions imposed, only very few audits could be completed on-site in 2020 and 2021 – all other clinics carried out self-audits. Audit findings serve as the basis for identifying areas for further improvement and analyzing the effectiveness of our health management approach.

2021 Actions

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

7 clinics audited

40,968 voluntary health screenings

6,085 vaccinations

104,700 medical consultations

15,242 occupational health examinations

10,294 physiotherapy treatments

1,532 psychological consultations

- In 2021, we conducted the "Passport for Health" campaign at OMV Petrom for the sixth time. This campaign aims to raise awareness of health care to encourage employees to participate in voluntary health programs and to start living a healthy lifestyle. Like other activities, this year's program was held online.
- At the Health Circle in Gänserndorf (Austria), employees gather regularly to address work-related health issues and create customized solutions in collaboration with the local health team. In 2021, the main issues discussed were how to deal with the impact of COVID-19, skin protection, and flu vaccinations.
- The Corporate Health Department and the Learning Department also developed a new collaborative initiative for raising awareness on health issues. In 2020, webinars were launched that focus on issues such as ideas for achieving a better work-life balance and correct lifting and work ergonomics, inspired by the European Agency on Safety and Health at Work. In 2021, this was expanded to regular hour-long HealthConnects sessions, where employees share knowledge and personal health promotion experiences – like exercise activities or ideas for mechanisms for coping with daily stress – and provide mutual motivation and inspiration.

In 2021, as in 2020, our health promotion activities focused on the impact of COVID-19.

[22] All health data excluding Borealis

COVID-19

Based on the experiences of 2020, the medical staff and HSSE colleagues in collaboration with the Corporate Emergency Team started to integrate the necessary protective measures and procedures into a business continuity approach. The teams around the world observed the trends and development of the pandemic and implemented tailor-made programs based on national law and regulations.

The medical staff in the countries in which we operate regularly informed employees, supported infected employees, and conducted testing. In those countries where vaccines were available, they assisted with local COVID-19 vaccination campaigns or provided vaccinations in Company offices. In other countries, they focused on raising awareness about wearing masks, hygiene, and physical distancing. Collaboration with other oil and gas companies participating in the IOGP/IPIECA Health Committee helped us learn from best practice on specific issues like the most effective testing regimes or vaccinations.

COVID-19 forced OMV and OMV Petrom to develop new ways of working. The lockdown also brought challenges for employees. For many, our medical staff was the first point of contact for mental health needs. The Health Management department held special online trainings on coping with stress for working groups in Russia, the UK, Austria, and other regions. We also organized helplines for our employees, which those feeling overwhelmed by the current situation could use to talk to specially trained occupational psychologists.

The presence of OMV first aid facilities benefits the local population, as it often provides necessary medical help in remote areas where medical services might not be easily accessible quickly (e.g., in Yemen). In 2021, OMV first aid facilities supported around 1,461 individuals in the local population in need of urgent care. From this perspective, our assistance to the local population provides a positive impact outside OMV's operational boundaries, thereby contributing to building a good relationship with our neighbors. (Read more about our engagement on SDG 3 – Good Health and Well-Being in the Community Investments section.)

Outlook

Due to COVID-19, we were forced to cancel many first aid courses and emergency drills. We plan to focus on carrying out this training in 2022, especially as the International Federation of Red Cross and Red Crescent Societies has issued new guidelines on first aid.

Unfortunately, the year 2022 will still be influenced by COVID-19, so we have to continue to focus on new pandemic developments, vaccines, health protection, and treatment. Mental health needs have come to the forefront due to COVID-19 in particular. We will continue to step up our efforts toward providing mental health support with training and other measures.

Health promotion also has to serve local needs. Therefore, we will ask our medical workforce to think about the health risks specific to their locations and develop promotion activities – like a health hour or vaccination campaigns.

Occupational Safety

OMV aims to adhere to the highest standards to provide its employees and contractors a safe workplace. This is a moral obligation and also necessary for seamless operations without costly shutdowns or delays in operations.

Management and Due Diligence Procedures

Risk Assessments and Audits

Major risks and the respective mitigation measures are evaluated and monitored within the Enterprise-Wide Risk Management (EWRM) process, documented in a Group-wide database (Active Risk Management System; ARMS), and reported to top management twice a year or on an ad-hoc basis whenever issues arise. Senior management is directly involved in the review of risks identified as a top priority. Sites are audited regularly based on a Group-wide HSSE audit program. In 2021, we visited Borealis sites and conducted a safety culture review at Borealis.

Incident Reporting and Investigation

All employees and contractors are encouraged to bring to the attention of line management unsafe conditions and behaviors in order to identify and resolve potential issues that might otherwise lead to future incidents or accidents. We acknowledge these suggestions for improvement submitted by employees and contractors locally in the Report of the Month and at corporate level in the Report of the Quarter. These are one-pagers that we distribute widely to facilitate the sharing of lessons learned.

This year we focused on quality review and analysis of data entered in our central HSSE reporting tool (OMV Synergi). All incidents, hazards, HSSE walks, audits, findings, and defined actions are reported and tracked in this tool.

Regular online training is being organized via the My Success Factors learning platform to ensure effective use of the new tool by highlighting the importance of data input quality. Dashboards for the significant HSSE data and relevant KPIs (e.g., LTIs, TRIs, HiPos, process safety events, action status, etc.) were set up and made available to various management levels throughout the Group. Our aim here was to increase awareness regarding OMV Synergi entries to boost their quality and transparency, and to improve data owner accountability.

We continued to investigate incidents and accidents using the knowledge of our incident investigator pool members and other technical experts. Our aim was to find the root causes of incidents and carry out suitable and necessary measures to prevent the occurrence of more severe incidents. At the same time, we remained focused on verifying the effectiveness of actions implemented in the past years after severe and high-potential incidents (HiPos), including process safety incidents. We also further developed the incident investigation process and established a subprocess to share HSSE information and promote our lessons learned as an organization. Our Incident Investigation Panel met on a quarterly basis to obtain a clear overview regarding the whole process and to implement practical actions for its improvement.

Training, Awareness Raising, and Safety Promotion Activities

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

Education and training are important for informing workers and managers about workplace hazards and controls so they can work more safely and be more productive. In 2021, we produced two training videos to address the risk of dropped objects and working next to high-voltage power lines. These training videos will be rolled out in the organization in 2022.

We believe that promoting open dialogue and establishing a culture in which health and safety are integrated into every employee's role are effective ways to empower people to work safely. Workers are engaged in launching, implementing, evaluating, and improving health and safety programs. They work closely with their managers to find joint solutions to common problems, which helps managers pinpoint issues, while workers are motivated and encouraged to improve their own safety. We continued to concentrate on quality over quantity in terms of reporting, HSSE walks, safety walks, and action close-outs. In addition, we continued our efforts to make safety a top priority in the minds of employees. We are focusing more attention on improving our HSSE walks and safety walks by encouraging open dialogue during these. This promotes understanding of the challenges in the operating fields and increases trust between the workforce and management.

Focus on Contractor Safety

The safety of our contractors is just as important as the safety of our own employees. For this reason, we have established processes that require contractors to work according to our standards. Our Contractor HSSE Management Process begins when we issue the scope of work with information about HSSE requirements and the HSSE key performance indicators (KPIs). The process continues through the tender stage with the HSSE evaluation and capability audit, if needed. Once the contract terms are agreed and the contract is awarded, but before work begins at the site, we reinforce our expectations and requirements during kick-off meetings, HSSE induction, site specific trainings, and other joint meetings. The presence of contractors at our sites is monitored permanently using an electronic registration system (refineries) or paper sign system (e.g., presence sheet, permit to work, induction sheet, etc.). During the contract period, we monitor our contractors by way of audits, inspections, joint HSSE or safety walks, service quality meetings, forums, and workshops, using the outcomes to share information and encourage improvement of our HSSE performance as a team. In order to increase the awareness and knowledge of contract owners, contract holders, procurement staff, and HSSE experts about our Contractor HSSE Management Process, we continued to deliver specific training explaining how HSSE requirements and tools are embedded in the source-to-contract process. We revised our Contractor HSSE Management Standard in 2021, and these training sessions will be promoted even more in 2022.

2021 Actions

In our operations, we recognized safe behavior and good safety practices to improve the relationship between the workforce and management, and to encourage safe behavior in a positive manner.

42% of sites are certified to ISO 45001 (covering 33% of OMV employees)

52 formal joint health and safety committees comprising management and worker representatives were organized at OMV Group sites.[23]

42,838 unsafe condition and behavior reports were collected in our reporting tool.[23]

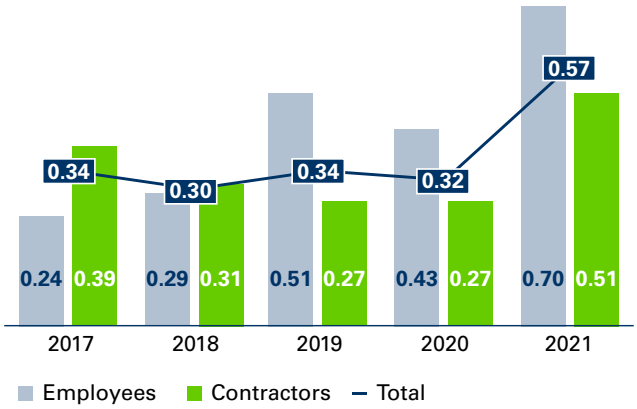
- We acknowledged the safe behavior of individuals and teams on the spot during various site visits and the "stop work" actions in online forums, or at periodical management meetings.
- On April 28, 2021, we again held an open online session with more than 300 participants from throughout the Group to celebrate the UN's World Day for Safety and Health at Work. We informed the participants about recent incidents and lessons learned, the Integrated Risk Register, and our progress on Life Saving Rules training. We also had a session on the prevention and management of work-related musculoskeletal disorders based on the "Healthy Workplaces Lighten the Load" campaign 2020–2022.
- We organized two safety culture owners meetings, where initiatives from sites were presented. These included a safety culture initiative during work-over operations in Yemen, the Logistics East road safety program at OMV Petrom, a hazard hunt initiative in Tunisia, the Safety Leaders program from the development group in the refineries, and the Social Psychology of Risk (SPoR) program and Safety Centers at Borealis.
- In 2021, we again organized two meetings of focus area owners to discuss key initiatives related to HSSE aspects in contractor management with senior management. The subjects covered were supplier management (source-to-contract and sustainable procurement at OMV, an offshore rig intake audit done side by side with suppliers in Norway), the contractor preparation process for an upcoming turnaround in the Schwechat refinery, and the contractor management (COMA) process and Go4Zero initiative at Borealis.

Despite these initiatives, our occupational safety performance declined in 2021. In 2020, we had no fatalities and a significant reduction of lost work day incidents (LWDIs). Unfortunately, this very positive trend did not continue in 2021. Three contractor employees died in road transportation activities. As a reaction to these tragic events, we harmonized the contractual safety obligations for transportation contractors in our operations, so that the requirements for contractors working in all business divisions are the same. We also increased our auditing and inspection efforts to verify implementation of our road transportation management requirements.

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

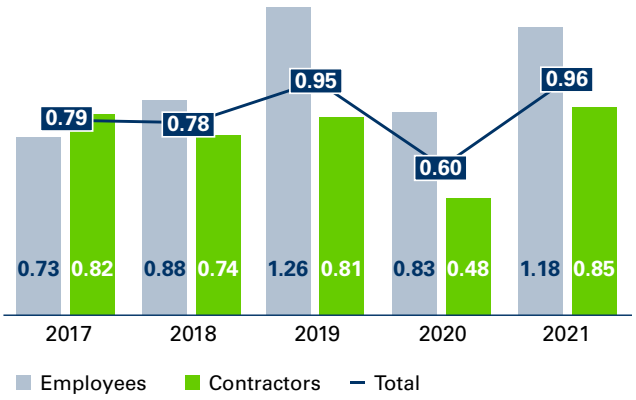
Lost-Time Injury Rate[24]

Per 1 mn hours worked



Total Recordable Injury Rate[25]

Per 1 mn hours worked



[23] Data excluding Borealis

[24] Lost-time injuries are any occupational injuries resulting in fatalities, permanent total disabilities, and lost workday cases, but excluding restricted work cases and medical treatment cases.

[25] Total recordable injuries are any injuries resulting in fatalities, permanent total disabilities, lost workday cases, restricted work cases, and medical treatment cases.

Outlook

In 2022, we will focus on the alignment of contractual obligations related to road transportation safety and more specific audits of road transportation safety at contractors to prevent tragic accidents from occurring as they did in 2021.

Targets 2025	▸ Achieve a Total Recordable Injury Rate (TRIR) of around 1.0 per 1 mn hours worked ▸ Achieve zero work-related fatalities
Targets 2030	▸ Stabilize Total Recordable Injury Rate (TRIR) at 1.0 per 1 mn hours worked ▸ Achieve zero work-related fatalities
Status 2021	▸ TRIR: 0.96 per 1 mn hours worked ▸ 3 fatalities
Relevant SDGs	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH

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

Process Safety

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

Management and Due Diligence Processes

OMV has implemented comprehensive measures to ensure process safety.

Risk Assessments

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

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

Emergency Management Plans

Process safety events could at times affect communities in the vicinity of our operations. For this reason, we have

robust emergency management plans in place which are coordinated with the surrounding communities.

Different levels of emergency management plans outline roles and responsibilities, structures, communications, and the interfaces required for emergency and incident management teams. Emergency response plans include specific emergency procedures and alerting and notification requirements to ensure that emergency response is managed in a coordinated manner.

Inspection and Maintenance

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

Investigations and Audits

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

Training

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

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

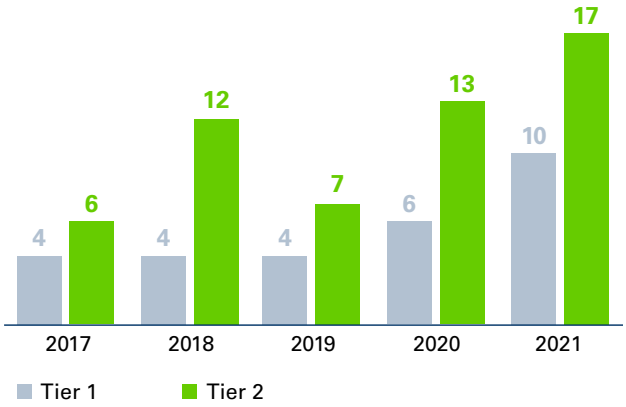
2021 Actions

In 2021, we saw an increasing trend in the number of Tier 1 and Tier 2 PSEs[26] compared to previous years. This reflects the increased number of reporting sites, in particular chemical sites, due to the integration of Borealis.

The following key activities were carried out across the Group in 2021:

Process Safety Events, Tier 1 and Tier 2

Number of events



- A Group-wide process safety knowledge- and experience-sharing platform was established, with quarterly half-day events where up to 200 individuals participate in virtual meetings and presentations, including senior management contributions.
- A register containing risk reduction measures identified in various process hazard analyses (PHAs), assessments, and safety studies was established in each operated production unit. This will be populated and will provide a consolidated overview to support prioritization and the development of risk reduction plans.
- Process safety management assessments were conducted in two refineries as well as in Group Process Safety by an external process safety consultant. In addition, two internal major accident event audits were performed remotely due to COVID-19 travel restrictions. Borealis Blue Audits are an internal audit of a location's HSE systems and requirements. In 2021, these were conducted in Taylorsville (North Carolina), Rockport (New Jersey), Beringen (Belgium), Grand-Quevilly (France), and the Linz catalyst plant and INNOTECH in Austria. Four audits were also performed at internal and external hydrocarbons logistics installations.

[26] Tier 1 and Tier 2 process safety events classified according to API RP 754

- Based on lessons from the fire at the Stenungsund cracker in 2020, Borealis rolled out a risk reduction program, including elements such as improving process safety competence, enhancing the project hazard review process, and initiating actions to reduce the risk landscape of sites, as well as rolling out a Group-wide assessment of the protection layers for large machines.
- Borealis defined standardized scenarios and/or safeguarding concepts for the installation of main equipment.
- Borealis published and began the roll-out of a new instruction for irreversible line breaking. Irreversible line breaking means breaking of the primary enclosure using invasive methods that cannot be reversed, for example through drilling, or cold or hot cuts in pipelines or other equipment.
- Borealis promoted process safety skills, despite the limitations caused by COVID-19, by conducting process safety in design training and hazard study leader training, as well as rolling out the OMV Group's process safety basics e-learning.

Outlook

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

- We will continue to thoroughly analyze and learn from process safety events and promote the sharing of knowledge across all our divisions.
- We will extend our set of process safety KPIs by Tier 4 indicators and put additional focus on leading indicators like operational discipline and the performance of our management systems.
- We aim to reduce the number of process safety events at all our sites across the globe. Our continued efforts will focus on process hazard analyses (PHAs), the implementation of technical risk reduction measures identified in those PHAs, audits and other process safety assessments, while maintaining and monitoring the performance of existing safety barriers.
- We will continue to develop and execute process safety roadmaps at facility level.
- We are currently working to enhance our processes and tools to identify and assess hazards more effectively and address these risks in a systematic way.
- We continually improve our training offerings and will emphasize process safety content to build process safety competence and culture in the workforce and increase risk awareness.
- Borealis will focus on developing an integrated process safety road map for polyolefins (POs) and hydrocarbons (HCs) to define current and upcoming process safety initiatives for Borealis Group Process Safety, Operations Polyolefins, and Operations Hydrocarbons.
- Borealis will also conduct internal health checks on process-safety-related elements and include a process safety review in the Borealis Blue Audit.

Target 2025 & 2030	Maintain leading position in Process Safety Event Rate
Status 2021	0.23[27]
Relevant SDGs	3 GOOD HEALTH AND WELL-BEING

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

[27] Process Safety Event Rate: number of Tier 1 and Tier 2 PSEs per 1 mn hours worked. Work hours from the corporate functions General Management (OMV)/Executive Office (OMV Petrom) and Corporate Finance (OMV)/Finance Office (OMV Petrom) are excluded.

Product Safety

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

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

Specific Policies and Commitments

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

REACH Compliance

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

Banned Substances

Borealis has a Banned Substances List, which contains more than 220 substances and substance groups that we have banned for use in our production processes and products. The Banned Substances List can be found on the Borealis website.

Responsible Care®

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

Management and Due Diligence Processes

Risk Assessments

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

Quality Control

All incoming chemicals used in Borealis' products are assessed, rated, and documented to ensure legal compliance before they are approved for use. Local teams then perform additional assessments at each plant to ensure the chemical meets plant-specific requirements and complies with national or community-related legislation. This process ensures that the procurement organization does not purchase any substance before the Product Stewardship team has reviewed and approved it. Once materials are approved for purchase, they are subject to Borealis' quality control to ensure they continue to comply with the agreed material properties. Detailed information is documented for all materials regarding their composition and their hazardous constituents. Proper documentation of the raw materials used is a key element of high-quality Borealis product compliance statements, such as safety data sheets (SDSs) and application-related statements, such as those on medical use, food contact, drinking water, and the origin of raw materials.

Safety Data Sheets

Safety data sheets (SDSs) are available on the OMV and Borealis websites. These documents are regulated under REACH and include comprehensive information on potential health, safety, and environmental issues. In addition, they inform customers and employees about how to handle and use our products safely. A recent topic added to our safety data sheets is microplastics. Microplastics are found in the environment, our nutrition, and the human body. Once in the environment, microplastics do not biodegrade and tend to accumulate,

unless they are specifically designed to biodegrade in the open environment or salt water. They are often mistaken for food by birds and turtles, and swallowed particles can lead to injuries or starvation. As it is not possible to completely remove microplastics once they are in the environment, the priority is to prevent plastics leaking into the environment in the first place. Borealis has added instructions on how to avoid accidental release to the environment to all product safety documentation, such as SDSs and Product Safety Information Sheets (PSISs) issued from October 2020 onwards.

2021 Actions

The OMV Group aims to market its products in a responsible manner. Borealis offers training and education to customers. Sharing Borealis' expert product safety knowledge with value chain partners makes an important contribution to helping customers continuously meet the highest product safety and quality standards. Collaboration in the value chain is also instrumental in mechanical recycling. Together with customers, Borealis is defining the boundaries to guarantee the safety of PCR plastics in different applications, as no established standards are available yet.

Outlook

Our Group objective is to drive sustainability by minimizing potential hazards and risks associated with our portfolio. In 2022, Borealis will focus on implementing the long-awaited amendments to the food contact regulation for plastics.

Security, Emergency, and Crisis Resilience

Material Topic: Security, Emergency, and Crisis Resilience

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

Key GRI

- GRI 410: Security Practices 2016

NaDiVeG

- Employee and social concerns

Most relevant SDGs

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

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

Governance

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

Corporate Security

An unstable geopolitical environment in 2021 combined with complex and enduring regional conflicts resulted in Corporate Security's emphasis remaining on OMV's assets located in the Middle East and North Africa. In addition to the challenges of operating securely in Yemen, Tunisia, and Libya, the enduring threat of terrorist attacks in Europe and elsewhere has not diminished. Political extremism, organized crime, and the increasing convergence of cyber risks with physical threats ensured the Corporate Security department's continued focus on a robust yet flexible security strategy to

enable OMV to continue operating in dynamic environments with converging asymmetric threats.

Specific Policies and Commitments

Our internal Security Management Standard lays out a comprehensive range of security regulations, plans, procedures, measures, and systems. The document utilizes IOGP best practice guidelines along with other industry best practice (ASIS and UK Security Institute) to enable OMV to more effectively detect, deter, protect, prevent, record, and investigate threats.

Management and Due Diligence Processes

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

Risk Assessments

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

OMV's unique security risk assessment platform continues to provide real-time oversight of OMV's asset risk exposure levels and can be quickly readjusted in response to geopolitical or security events.

Human Rights and Community Engagement

OMV's human rights policies and actions remain crucial in terms of enhancing a secure and consensual operating environment. We provide human rights training to local security employees and third-party contractors. Effective community engagement at a local level remains a powerful security mitigation measure in regions experiencing conflict or instability. In high-risk countries, OMV's local security and community engagement strategies are tightly integrated, promoting effective policies, mutual respect, and transparency with all local stakeholders. In turn, they contributed directly to OMV's stable and secure operating environment in 2021. This cooperation encourages a precautionary approach in early detection and resolution of local grievances.

2021 Activities

Despite some dynamic COVID-19 challenges and travel restrictions in 2021, the Corporate Security department continued to deliver operational support to OMV ventures. In high-risk countries, OMV also utilized dedicated Country Security Managers and Asset Protection Experts on site to enhance security via additional, and where appropriate, local expertise.

Outlook

The Voluntary Principles on Security and Human Rights (VPSHR) provide guidance on risk assessment, public safety and security, human rights abuses, and the interaction between companies and private and public security. OMV is committed to upholding human rights in all of its activities. To this end, OMV aims to join the Voluntary Principles Initiative. OMV Corporate Security will undertake a VPSHR prequalification review to determine the feasibility of attaining full VPSHR accreditation in the coming years.

Information and Cybersecurity

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

Specific Policies and Commitments

Our internal IT[28]/OT[29] Security Directive lays out the details of the IT/OT Security Framework, through which topic- or security-domain-related security standards and policies are continually aligned and managed. The security framework in total consists of approximately 50 regulatory documents and is harmonized with the ISO 27000-series (ISO 27K) recommendations for IT controls and domains.

Management and Due Diligence Processes

We run an Information Security Management System (ISMS) which is based on ISO 27K standards and certified accordingly, with external surveillance and recertification processes applied annually. One of the basic principles of an ISMS is covering the continuous improvement cycle in order to identify, prevent, mitigate, and remediate potential information security leakages or gaps.

Preventive, Technical, Detective, and Reactive Measures

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

Technical housekeeping measures ensure a solid foundation with up-to-date hardware and software as well as adequate information security processes. We implement security

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

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

patches and offer guidelines in order to provide consistent hardware and software life cycles.

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

- Permanent vulnerability scans on cyber assets
- Implementing a holistic multifactor authentication (MFA) functionality
- Running continuous internal and external penetration tests on critical applications/systems
- External audits as quality insurance (ISO 27K, PCI-DSS, NIS, etc.)

Training

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

- Mandatory e-learnings including knowledge check
- Topic-based videos
- Classroom trainings
- Anti-phishing email campaigns
- My News platform to share news via the intranet and blog postings

Incident Reporting and Escalation Processes

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

Business Continuity/Contingency Plans and Incident Response Procedures

OMV runs cyber emergency exercises on a yearly cycle with external expertise. The cyber emergency exercises focus on dedicated realistic threat scenarios in order to test related mitigation procedures and processes. The tabletop exercise consists of a series of "injects." Each inject represents an event or a piece of information which is discovered as the scenario unfolds and is related to the security incident at hand. The audience of this scenario usually consist of up to 30 participants, including representatives from the IT Security, IT Management, and OT Security teams, and others. After each inject, a corresponding review and evaluation of the process is conducted, including an appraisal determining lessons learned and mitigations.

2021 Activities

The following key activities were carried out across the Group in 2021:

- In 2021, we introduced the KnowBe4 platform, a state-of-the-art tool to provide information security awareness and training content in appealing formats in order to further increase employee awareness.
- OMV also ran several initiatives to further increase and develop its cyber-attack resilience and reduce cyber risk exposure, such as:
  - A holistic information security program consisting of a series of targeted projects to implement or enhance technical or procedural measures with focus on information security capabilities
  - A continuous program to constantly evaluate the IT maturity level and its progress using external assessments
  - An intensive set of activities to keep information security awareness at an adequate level

OMV did not face any noteworthy incident that it would be obligated to report according to the Austrian Network and Information Security (NIS) legislation, the transposition of the EU Directive 2016/1148.

Outlook

OMV is dedicated to continuous improvement processes and implementing related measures. Other strategic aims and core endeavors are to further increase the basic IT maturity level, to further extend cyber-defense capabilities and threat resilience beyond the already established high level, and having recertification of the comprehensive information security governance structures in place.

People

Our operations impact our employees and the communities where we operate. These impacts can be positive – employment, fostering local businesses, infrastructure – as well as negative – land use, dust, privacy, community dependence on the Company. 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 expert team for international and integrated growth. 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.

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

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 material topic Human Rights. The Diversity, Equity, and Inclusion; Employees; and Communities material topics then further outline how we ensure those rights, whether economic, social, or cultural, are realized.

Human Rights

Material Topic: Human Rights

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

Key GRI

- 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. OMV strives to be a fair and responsible employer and recognizes its responsibility to respect, fulfill, and support human rights in all business activities. Our approach entails ensuring that OMV does not become complicit in any human rights abuses as defined under current international law.

OMV holds itself responsible for protecting the human rights of our employees as well as of the outside world, for example our suppliers, communities, indigenous peoples, and society as a whole. Our responsibilities in the area of human rights include, but 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 consultation. 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 Human Rights Policy Statement, which are both approved by the Executive Board, set out our understanding and responsibility for respecting and realizing human rights in our business environment. OMV 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 has signed the UN Global Compact and is 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, including 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 against Modern Slavery and 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 our human rights responsibilities in a comprehensive Human Rights Matrix designed to serve as the foundation for our activities in this area. The OMV Human Rights Matrix covers responsibilities in the areas 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 in 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 trainings. Read more about our approach to this topic in Corporate Security.

Health and Safety

This includes OMV 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 ensure compliance with locally applicable minimum wage standards, for example, as laid down in collective bargaining agreements. We also ensure compliance with applicable local working time and overtime payment provisions, which are essential for a professional working environment.

Part-time work is offered, and some jurisdictions where we operate also stipulate a legal entitlement to part-time work. In general, our part-time employees are entitled to the same benefits as full-time employees, except where benefits are tied to working time (e.g., a certain 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 laws, we offer other flexible work options like special part-time work for certain age groups and have recently introduced new work-from-home alternatives offering greater time flexibility for our staff. A broader group of staff can now choose to work from home, and the number of work-from-home days per month was significantly increased. We offer various forms of long- and short-term breaks from work like sabbaticals and parental leave.

Where local labor rights standards fall short of OMV standards, based on international human rights law, OMV is guided by its higher standards unless this is forbidden by law.

The Right to Education

This includes training for employees as well as support for basic education in surrounding communities. Read more on our approach 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 involuntary resettlement to be avoided or at least minimized. Where resettlement is unavoidable, all people affected should be compensated fully and fairly. In 2021, the countries in which we do business did not report any community relocation/resettlement because of our business activities. We ensure 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 ahead of time with all relevant stakeholders 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 in accordance with IFC Performance Standard 7 and ILO Convention 169.

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.

OMV 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. We therefore apply the principles of necessity and proportionality with regard to the living and working conditions of our employees.

Governance

Overall accountability for our compliance with human rights lies with the respective country business heads. Locally based human rights officers conduct due diligence at the operating facilities with the support of five 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 Human Resources 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 security-related human rights issues, and the Community Relations and Development function within HSSE implements OMV policy related to human rights impact on communities and indigenous peoples.

Management and Due Diligence Processes

The Human Rights Due Diligence Process includes assessing the human rights risk associated with our current and future business activities, and taking risk management actions. This ongoing process makes use of external

resources and expertise, and includes external stakeholders, in particular impacted groups.

Human Rights Matrix

Since 2008, we have mapped 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 Human Rights Matrix as a common standard, mapping reality on the ground against the concrete responsibilities as defined in the matrix and identifying any gaps we need to focus on. This approach ensures that any potential human rights impact of our business activities is identified – whether this relates to non-discrimination and diversity, labor-related issues (e.g., minimum wage, adequate rest times), indigenous peoples' rights, or human rights in the supply chain.

Risk Assessments

OMV has developed due diligence tools and techniques to assess the risk of human rights violations[30] 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 OMV 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 on consultation with internal and external experts. The countries are ranked by low, medium, and high risk, countries with the greatest manageable risk, and "no-go" countries with unmanageable risk. Based on this ranking, we develop our yearly work plan, defining further due diligence actions and human rights training. In terms of labor rights, we work closely with employee representatives depending on the type of risk and potential impacts. Internationally recognized third-party experts support OMV in conducting the due diligence on the Company's exposure to human rights risks. In 2020, for example, an external human rights expert assessed the human rights risks related to OMV's business activities in UAE. The rights of workers – especially migrant workers – in the supply chain were identified as a critical issue and due diligence measures recommended.

Self-Assessments

The Human Rights Self-Assessment is one of the tools we use to assess 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 definition of gaps and further actions.

Training and Awareness Raising

We pay special attention to training and raising awareness in order to bring our human rights commitment to life. We conduct trainings on human rights, which equip our employees with an understanding of our human rights management process and give them a space to work on concrete operational issues and local challenges. Even though the key concepts of OMV Human Rights Management are the same across our countries, the training focal points and discussions vary significantly, ranging from human rights in armed conflict environments and the risk of OMV's complicity to OMV's human rights responsibilities in joint ventures, personal legal liability, and employees human rights and grievances.

All employees are strongly encouraged to complete an interactive e-learning course, which is part of the training curriculum for all employees worldwide and guides them through human rights norms and situations. This module is an interactive 30-minute training session that teaches a basic understanding of human rights in general and their relevance to our business specifically. It provides an opportunity for employees to test their knowledge using real-life examples. 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 2021, 87% completed this training. In addition, 100% of the Borealis Executive and Supervisory Board have received an in-person ethics training covering human rights.

We also implement internal awareness-raising campaigns throughout the Group. All of the business heads in countries where we have operations are informed about their country's human rights risk level. We provide information about the key challenges and recommended due diligence steps and trainings, where applicable. A human rights awareness campaign was also conducted on the occasion of the International Human Rights Day on December 10. All employees Group-wide were informed about our commitment and invited to complete the human rights e-learning program.

[30] A human rights violation happens when OMV fails to respect, fulfil, and support the realization of human rights in relation to our business activities or becomes complicit in human rights abuses, as understood under current international law and as committed to in our OMV Human Rights Policy Statement and mapped in our OMV Human Rights Matrix.

As regards specific labor rights issues, the rights and obligations of our employees are set out in employment contracts. We address our employees continuously via our various internal channels of communication (e.g., employee intranet, emails, newsfeed) in case of legal changes or new information. We provide local HR contacts and employee support hotlines for answering questions and providing specific information.

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 seen as 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 OMV is diverse depending on the local legal situation, and the make-up 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.

Operational Changes and Minimum Notice Periods

Our personnel policy is based on long-term employment, because both staff and the organization 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. 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. Where despite training, transfer, or development programs separating from staff becomes unavoidable, we make every effort to take into account the economic and social consequences of those affected.

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 preventative approach.

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

We offer our employees various channels for bringing forward issues, concerns, and grievances. This includes 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 with Group Ethics and Compliance and with ethics ambassadors. In case of legal or other changes (e.g., restructuring, pension issues), we offer interactive communication sessions with employees regarding working conditions.

2021 Actions

0 incidents related to child labor

0 incidents related to forced labor

0 violations of indigenous peoples' rights

7 human rights grievances (0 violations)[31]

95.1% of employees have the right to exercise their freedom of association and collective bargaining.

Our journey in 2021 focused on more consistently performing human rights assessments in existing high-risk assets and new projects.

- In 2021, we planned a Human Rights Self-Assessment for OMV Libya. This was kicked off by organizing an internal awareness event with the local management of OMV Libya. The awareness session with the relevant stakeholders including local operating companies and the National Oil Company (NOC) was postponed to early 2022 due to COVID-19 restrictions.
- OMV Petrom did a human rights self-assessment exercise in its businesses in Romania with a focus on

[31] In 2021, the human rights category grievances were related to working hours and rest times as well as alleged cases of bullying, harassment, defamation, unfair treatment and disrespectful behavior

security and concluded with the following recommendations:

- Revision of the contractual clauses regarding human rights for better communication of the principles assumed by the company
- Inclusion in the annual program of training of contractors the training on human rights
- Continuing the dialogue with the local authorities and bringing up the issue of security services, where they exist
- Inclusion of human rights issues in security audits that are performed at contractors

- Another human rights self-assessment exercise was conducted by Borealis for the business in Brazil. The assessment revealed that Borealis Brazil employees have a demonstrated awareness of human rights risks in Brazil and related Borealis Group policies to mitigate risk. Overall, the biggest human rights risk Borealis Brazil faces is corruption. Borealis Brazil will continue monitoring any human rights risk associated with its operations and business partners. Close cooperation between the management and the Borealis Group Ethics & Compliance team has been recommended in order to further improve employee awareness of human rights issues and to continue monitoring the supply chain for any human-rights-related issue such as potential signs of corruption.
- In Malaysia, SapuraOMV has drafted its social responsibility regulation, which includes human rights management. The signing was initiated and is set to be completed in 2022.
- In Malaysia, SapuraOMV has signed and published its Community Feedback Mechanism for external stakeholders.

Outlook

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

- In 2022, we will continue our efforts, including ongoing training and an awareness-raising campaign for employees. We will be updating our human rights e-learning training tool in line with expansion of the scope of our training target to cover all our employees. All HSSE country managers are accountable for completing this target in their respective business units. The KPI target is now part of the 2022 HSSE country plans. SapuraOMV is also preparing a human rights training course for its employees.
- 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 the coming years, we will continue working on integrating Borealis into our labor rights management process, including but not limited to the risk assessment process.
- We will further focus on the recent developments in the work environment, mainly regarding digitalization and increasing flexibility.
- We will integrate climate change and Just Transition into the OMV Human Rights Management System.

Target 2025	All OMV Group employees complete human rights training
Target 2030	Conduct human rights assessments and develop action plans for OMV Group operations with a high level of human rights risks every five years[32]
Status 2021	54% of employees trained in human rights[33]. In 2021, 971 employees completed the human rights e-learning course, and 9 employees joined a webinar on sustainability, including human rights. 8 assessments conducted in the last five years[34]

[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 2021. The decrease as compared to last year's figure is due to the consolidation of Borealis into the data. At Borealis, approximately 6,200 employees attended ethics training which also covered human rights in 2021 (read more in the Borealis Annual Report). However, the human rights section was not 30 minutes long, so these trainings are not counted toward target achievement.
[34] Data includes country entry checks for countries that were not actually entered.

Relevant SDGs

SDG targets:
4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
16.1 Significantly reduce all forms of violence and related death rates everywhere

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

We are committed to our diversity strategy with measurable targets related to gender equality and internationality. Diversity has been an enormous strength that we have actively leveraged to create diversity-based 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 contribute to the Group's profitability and sustainability.

The OMV Group is therefore expanding our DEI focus to include a broader range of diversity aspects – such as age, nationality, diversity of ideas. Ultimately, our goal is to encourage and support all forms of diversity in the workforce and create an environment where all employees are valued. This means having an inclusive culture in which the same opportunities are in place for all people to feel supported and be successful.

Specific Policies and Commitments

As stated in our Code of Conduct, employees and job applicants will not be discriminated against on grounds of age, race, faith or religion, skin color, nationality, ethnic origin, political or other beliefs, gender, sexual orientation, disabilities, or family status. 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 every shortlist for each position. Gender is one of the diversity criteria we apply when selecting members of the Supervisory Board and of the Executive Board. We encourage salary equality 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

OMV Group Human Resources is responsible for implementing the OMV Group's Diversity, Equity, and Inclusion strategy. For more information on human resources governance, see Employees.

In the coming years, OMV aims to establish a global DEI Board/Council with an empowered and representative steering committee in order to ensure all actions supporting diversity, equity, and inclusion are well aligned, have sufficient resources allocated, and are supported by Executive Management.

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

Management and Due Diligence Processes

Embedding DEI into Our People Processes

We have embedded diversity targets into our people processes such as recruitment, talent and succession planning, learning, and leadership development. We continuously monitor gender, age, employee background, seniority, and salary equality to ensure fair treatment and equal opportunities at all career levels. At the same time, we strive to continuously develop new initiatives and measures that cultivate a culture of diversity and equal opportunity at OMV. For instance, as part of our general employee and leadership training, OMV offers an e-learning course to deepen understanding of unconscious biases, how they influence behavior, and how they impact us all. In 2021, we launched the "New Parent Program" in Austria focused on equipping future new parents with information on parental leave and part-time models, the related long-term financial aspects, and things to consider when returning to work. The program's target group includes male as well as female employees to encourage more equal distribution of childcare responsibilities.

Leadership Development and Succession Planning

Our diversity targets are also embedded in succession planning, with a preference for female candidates when identifying top talent. In order to strengthen our pipeline of future female leaders, we have introduced the following measures:

- Providing advanced mentoring for women
- Launching the SHEnergy 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 better understanding of their support needs and individual career plans
- Encouraging leaders to create an inclusive work environment
- Covering unconscious bias in our leadership programs
- Offering interview training as part of our new manager training with the goal of teaching behavioral interviewing techniques, such as how to overcome unconscious biases and how to better structure interviews
- Including internationality in the criteria for assessing candidates in the process of executive recruiting

The increasing number of women in leadership positions at OMV confirms the effectiveness of the dialogue and activities underway.

2021 Actions

49% of participants in leadership development programs were female in 2021.[35]
20% increase in paternal leave in 2021 vs 2020[36]

During 2021, OMV continued to strongly commit to delivering its DEI Strategy. The following key activities were carried out across the Group in 2021:

- Dedicated diversity targets were established in 2018. This enabled us to set clear commitments in this area and measure improvement in the two main focus areas defined: gender equality and internationality. We developed new targets in 2021 as part of the Strategy 2030, building on the targets set in 2018 and further expanding our understanding of diversity.
- Our focus on diversity is also being actively nurtured throughout the organization today, supported by a range of trainings, activities, and awareness campaigns, including a Diversity & Inclusion Week held in March and built around International Women's Day. We also continued our series of online events with external guest speakers on relevant diversity topics such as remote leadership, working across cultures, and the intersection of inclusion and technology.

[35] Data excluding Borealis
[36] Data excluding Borealis as Borealis only began reporting parental leave in 2021. Borealis is consolidated into overall parental leave data for 2021 in Workforce Data.

- We designed and implemented targeted training programs, such as SHEnergy, a blended-learning program for women at OMV, to support women's leadership skills. The program focuses on active inclusion skills and also emphasizes the power of mentoring and networking in developing female leaders.
- Through our mentoring programs, we ensure that skills and knowledge are enhanced and create the right framework for an exchange of diverse experiences. Our mentoring programs successfully incorporate different generations, diverse participants, and a wealth of valuable experiences as an important contribution to our diversity, equity, and inclusion activities. This effort is also brought to life by a variety of voluntary and employee-organized groups, who bring together a wide range of diverse minds and backgrounds from across the Company with the common aim of enhancing collaboration, empowerment, and employee engagement at OMV.

Outlook

Looking ahead, we want to leverage this spirit further across the entire OMV Group of companies and expand our focus to capture the full range of diversity, equity, and inclusion activities. We firmly believe that embracing our differences and utilizing our diversity of thought and experiences will act as a catalyst for our growth and creativity. We also see it as our responsibility to ensure an inclusive and safe space for everyone to express themselves fully in the workplace, as well as to provide equitable opportunities for each and every employee to grow and actively contribute to the Group's profitability and sustainability. In order to support these strategic goals, we will focus on the following initiatives in the coming years:

- Regularly report on gender-related salary equality
- Regularly report on the age distribution to identify gaps and foster inter-generational collaboration
- Introduce a non-discrimination policy
- Improve support for working parents
- Improve support for employees with disabilities
- Establish a global DEI Board/Council
- Implement regular global people and culture surveys

Targets 2025

- Increase share of women at management level to 25%
- Keep high share of executives with international experience at min. 75%

Targets 2030

- Increase share of women at management level to 30%[37]
- Min. 20% female Executive Board members[38] (stretch target 30%)
- Increase share of international management[39] to 65%
- Keep share of executives with international experience[40] at min. 75%
- Increase support for employees with disabilities at our main locations

Status 2021

- Women at management level: 20.9%
- Female Executive Board members: 26.7%
- International management: 60.0%
- Executives with international experience: 71.8%

[37] Management level: executives and advanced career level
[38] Members of OMV, OMV Petrom, and Borealis Executive Boards considered
[39] International is defined as non-Austrian citizens.
[40] International experience: equal to or greater than three years of living and working abroad. Executives are defined as Senior Vice Presidents.

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

Employees

Material Topic: Employees

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

Key GRI

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

NaDiVeG

- Employee and social concerns

Most relevant SDGs

Our mission is to set up the OMV Group's Human Resources department as a value-creating organization that fully supports the OMV Group's strategy. To achieve these goals, we focus on the priorities that enable us to unlock our organization's full potential. The main pillars of our People Strategy are therefore inspiring leaders, building high-performing diverse teams, ensuring performance-focused and principle-led conduct, guaranteeing organizational agility and excellence, and making sure OMV is a great place to work. Our People Strategy drives all of our HR initiatives.

Building and retaining a talented and skilled team 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

OMV Group HR 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 HR representatives of the activities of the various units and countries in which we operate

The organizational set-up of local HR 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 a strategic exchange of talent between OMV and Borealis to offer employees additional job possibilities and support the development of new skills.

Group HR reports directly to the OMV Group Senior Vice President HR. The VP HR of Borealis and the VP HR of OMV Petrom functionally report to the SVP HR of 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 and integrated growth. Effective succession planning contributes to managing business continuity risk by ensuring the preservation of human capital – OMV's most valuable asset. As described in our Code of Conduct, OMV strives to build long-lasting employment relationships and to employ people from the countries in which we operate.

Management and Due Diligence Processes

Talent Acquisition

Our employees are selected exclusively on the basis of their qualifications, suitability, and professional experiences. Internally, we focus on job rotation, promotions, and skill development to tackle challenges and develop innovative solutions to enhance our workforce. Together with Borealis, 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, both OMV and Borealis offer internships and apprentice programs, which are mainly focused on the technical and commercial aspects of our business. 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 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 OMV and Borealis, 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 with regard 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, together with their managers, set performance and development goals, review their progress, evaluate achievements, and are ultimately rewarded and recognized annually.

"Personal Impact x Potential" is used as an evaluation tool to provide structural 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 to improve the skills needed for his or her 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 salary equality 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 fair and objective evaluation of positions consistently across all divisions and countries by applying a clearly defined methodology and process. The outcome of the evaluation is 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, GHGs, 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 awards are granted on top of this for extraordinary achievements.

The portfolio of benefits is additionally customized for each of the countries in which OMV operates to meet the needs of the local employees. Depending on local circum-

stances, additional incentives may include the following: retirement plans, subsidized cafeteria, health centers, kindergartens, summer kids camp, and anniversary payments.

Talent Retention and Leadership Development

One of our People 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 on leadership. We also offer mentoring to provide employees with guidance on key career issues.

Employee Engagement

We involve our employees in key HR strategies via programs 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.

2021 Actions

12,703 performance development reviews[41]

112 OMV senior leaders at Board, executive, and advanced levels provided mentoring services to **82** emerging, rising, and top talents across OMV and to **67** first-time leaders.[42]

Approximately **330** employees participated in one of our Group-wide leadership programs.[42]

The COVID-19 pandemic again defined 2021. During the coronavirus pandemic, many new employment-related measures were implemented to protect the health, well-being, and economic situation of our employees.

- By closely monitoring the constant legislative output, we succeeded in maintaining full labor law compliance while also offering our staff new options to help with their pandemic-induced personal situations and needs. Employees were offered various new solutions (depending on the local jurisdiction) to combine work duties and care obligations more flexibly. All employees were provided the option to work from home where practically and technically feasible.
- In order to ensure organizational agility and excellence and to make OMV a great place to work during these times, we developed virtual collaboration programs and remote leadership capabilities. This year we continued our journey to shift development toward more global and virtual programs that are easily accessible and can be facilitated in-house. Our new manager training was delivered completely virtually, and a new program called Remote Leadership supported our executives and managers in managing remote teams of employees either working from home or in a different country. OMV's culture and performance was safeguarded by growing our leaders' virtual and remote collaboration skills.
- We developed the Working from Home Guide, which is a virtual guide containing tips and tricks for improving virtual teams through the use of technology. Learning collections were provided to assist employees with leadership during times of crisis as well as managing stress and virtual work. Information and advice are regularly provided on all employee-relevant questions. Reliable internal processes mirroring new administrative processes were promptly implemented. Free psychological support was offered to all employees, enabling them to talk to a professional about coping with the pandemic.
- At the end of last year, we ran a quick poll on how employees were coping during the pandemic. The response was positive, and our staff expressed the wish to keep working from home as the "new normal." Based on their feedback, a flexible home office policy was introduced in 2021.

Outlook

We are working on a new HR strategy and a new HR purpose in line with the Company's new strategy. Over the past year, the HR teams from OMV Petrom, OMV, and Borealis have collaborated increasingly to share best practices and find a common way forward. Great synergies have been unlocked in recruitment, provider sharing (e.g., LinkedIn digital learning), and training programs on the oil, gas, and chemical industries. The future aim is a shared HR Group Strategy.

Skills Development and Training

We want our employees to learn and continuously increase their knowledge, competencies, and performance to meet our business objectives and to develop necessary skills for the future.

Our functional and technical training focuses on maintaining a skilled and capable workforce.

[41] Data excluding Borealis and blue-collar workers at OMV Petrom

[42] Data excluding Borealis

Our business skills training helps employees understand OMV and work safely and effectively within the organization in compliance with all applicable rules.

In leadership training, we are supporting managers in efficiently and professionally applying our OMV tools and processes, inspiring people, and leading their teams.

Personal skills training helps develop personal impact at work and systematically demonstrate our values.

Management and Due Diligence Processes

Needs Assessment

Training is planned and delivered annually in line with our workforce requirements. Training is planned by the business units according to business needs. Employees identify their learning needs through a mixture 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 in which we encourage our employees to further develop are functional and technical skills, business skills related to effective work in 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 from the job, 20% involves learning from others through coaching or mentoring, and 10% comes from courses. Courses are developed whenever a structured foundation for skills and knowledge is needed.

Types of Trainings

OMV provides mandatory training for all employees in areas such as business ethics, cybersecurity, and data protection, as well as mandatory training dependent on the job, for instance within HSSE. In addition, we offer optional training for all employees in areas ranging from carbon accounting and management and community relations development 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 on a global level. We also highly encourage employees to pursue continuing education to further 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, success, and ROI 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 on a global level every quarter.

2021 Actions

20,887 training participants

EUR 8.4 mn spent on training

399,983 total training hours

In 2021, there was a focus on mandatory, legally binding, business critical, and low-cost learning (e-learning, online learning through our partnership with LinkedIn Learning, and virtual courses/webinars). Leadership training focused on first-time leaders, women in leadership, and managing remote and hybrid teams. Another priority was supporting staff in developing their virtual skills, for example by offering virtual facilitation courses. In terms of business skills, the focus was on sales training and, as before, on graduating new cohorts from the Integrated Graduate Development (IGD) Program.

Due to the COVID-19 situation, we again concentrated on virtual training delivery, as in 2020. All measures to support employees in the virtual and hybrid environment were therefore continued. These included the delivery of virtual health webinars, the implementation of a virtual facilitators' network, updated personal skills courses, and many more.

Outlook

In 2022, we realize that many countries in which we operate may still be impacted by the COVID-19 pandemic, and that any steps we take to retune the working environment will now be hybrid. To support our employees further with this ongoing transition, we will again focus on our first-time leaders, remote leadership, virtual facilitation, and digital learning. Additionally, we plan to continue operating in a hybrid environment, implement change management, and further support employees to ensure their well-being and health. We will shift holistically toward the employee experience to ensure an inclusive, collaborative, and high-performing organization.

Target 2030	Increase average number of annual learning hours to a min. of 30 hours per employee
Status 2021	Average number of annual learning hours: 18
Relevant SDGs	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH

SDG targets:
4.4 By 2030, substantially increase the number of youth 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 (e.g., local employment and skills development, infrastructure impacts, environmental, health and well-being impacts) of activities on local communities, including through targeted social investments.

Key GRI

- GRI 413: Local Communities 2016

NaDiVeG

- Respect for human rights
- Employee and social concerns

Most relevant SDGs

1 NO POVERTY; 8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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 in which we operate is essential to safeguarding our operations for the future. In the interest of meeting our responsibility as an international company, we contribute positively to the fulfilment of human rights in our direct surroundings with a number of projects and initiatives. Investments in community relations and development respond to identified community needs: They are designed to mitigate social risks resulting from company operations and initiate positive change in surrounding communities.

Our commitments to our communities are laid out in our Human Rights Policy. The Sustainability Directive documents processes and accountability internally, and covers social responsibility, which comprises community 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 among 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 Sustainability Strategy processes.

Steering ensures that the OMV Executive Board is adequately and timely informed 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 2021 and provided information on major social or community investments planned.

In 2008, Borealis initiated the Borealis Social Fund. A portion of Borealis' net profit, based on clearly defined allocation rules, is dedicated to the Fund each year. 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. The CEO selects and approves all projects. 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 towards the overall OMV Group social investments.

Having such a social fund in place through which social investments are steered and operated can help the business maintain its charitable mission focus and to support the visibility of social engagement. OMV Corporate is therefore considering setting up a similar fund in the coming years.

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 respect-based community relations, investing in local development, safeguarding human rights, and ensuring that local suppliers who work with OMV follow sustainable practices. Transparent and instant communication with local communities in order to ensure that their voices and concerns are heard and addressed helps OMV establish good relations with communities 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 implemented by locally responsible persons with local resources. In line with our community relations and development procedure, all OMV projects require community consultation in the development phase. In 2021, one out of seven projects was in the process of community consultation.

We start by conducting a Social Impact Assessment (SIA), which includes free and prior informed consultation with and consent of local stakeholders. Sometimes, an SIA is integrated into an Environmental 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 regulation 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 SIA's outcome, site-specific strategies for community relations and development, stakeholder engagement plans as well as Community Grievance Mechanisms are developed and implemented.

Community Engagement

We maintain regular communication with the communities 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 work that may cause a disturbance, such as noise from turnarounds, by way of stakeholder meetings, social media, leaflets, and other channels as appropriate. For instance, the "green phone" at the Schwechat refinery has ensured 24/7 direct contact for all neighbors for years now. Each individual call is answered by the shift supervisor in charge and in cases of perception of noise or odor, the shift supervisor checks immediately for potential sources in the refinery so that the issue can be solved as soon 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 ensuring local approval for OMV operations by 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 may still arise. We manage these grievances through localized Community Grievance Mechanisms (CGMs). At OMV, a CGM is a key tool for preventing and managing our potential impacts on local communities and related social risks.

The CGM stipulates a stringent approach to systematically receiving, documenting, addressing, and resolving grievances in all of the countries where we operate, therefore 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 retaliation risks. The CGM helps OMV and those potentially impacted by its operations resolve issues without resorting to the legal system. However, OMV's CGM does not hinder or prevent affected stakeholders, including local communities, from accessing judicial or other remedies for their complaints or grievances. The CGM offers a channel for resolving grievances out of court and, depending on the case, provides a remedy to community members. (For more information on our approach to community grievance management, see the OMV website.)

The CGM 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 2021. A Community Feedback Mechanism (CFM) is in place at SapuraOMV. Borealis is still in the transition phase to implementing OMV's community relations management regulations. Borealis has a hotline system where grievances can be addressed by internal and external stakeholders.

In the interest of full alignment with IPIECA's best practice for grievance management, OMV has set a target to assess the CGMs at all of its 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.

The alignment of 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 99% of all registered grievances at OMV in 2021. In 2019 and 2020, such assessments were completed in, for example, New Zealand, Malaysia, and E&P Austria, where follow-up actions are in the process of being implemented as per the findings.

2021 Actions

884 total grievances in 2021

- **477** grievances relating to our impact on society[43] received (355 resolved[44])
- **400** grievances concerning an impact on the environment[45] received (241 resolved)
- **7** human rights grievances[46] received (5 resolved)

The open cases will be handled during 2022.

In 2021, the following key improvements were made to the CGMs:

- OMV Petrom's Petrobrazi refinery CGM procedure and E&P OMV Petrom's CGM procedure have been reviewed based on the Company's new community grievance management standards in recent years. A new CGM database has been developed and implemented to ensure the traceability and predictability of grievance management. In 2021, the Petrobrazi refinery also stepped up its external outreach to local communities by enhancing the call center service that facilitates the communication between the Petrobrazi refinery and all stakeholders interested in submitting complaints or requesting information. The optimal functioning of the call center service is very important in managing the community grievances in order to strengthen the relationships between the refinery and the local community.
- The Schwechat and Burghausen refineries further improved their public information on local accessibility of the CGM. For instance, Schwechat linked the green phone prominently on its homepage.

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

[44] 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.

[45] Environment category grievances include land degradation, water pollution, air pollution, etc.

[46] In 2021, the human rights category grievances were related to working hours and rest times as well as alleged cases of bullying, harassment, defamation, unfair treatment and disrespectful behavior.

- In 2021, SapuraOMV signed the Community Feedback Mechanism (CFM), which defines the process that must be followed when written or oral complaints, or other types of feedback are received. Furthermore the "We Care" portal is up and running. We Care is an e-portal that allows users to register feedback, receive an immediate acknowledgement, and be offered appropriate follow-up measures, while being treated with respect and ensuring their identity is protected, in accordance with the applicable laws and regulations.
- New Zealand completed an external review of its CGM in 2021.
- At E&P Austria, a CGM standard was communicated and published on the website along with an internal reporting tool implemented to ensure consistency, structure, and greater predictability in handling community grievances.

Outlook

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

- Currently, 87% of OMV's grievances stem from E&P OMV Petrom. In 2022, a detailed assessment will therefore be conducted at E&P OMV Petrom to analyze the root causes of grievances with the aim of decreasing their number. The assessment will start with Asset III Muntenia Vest.
- At the Petrobrazi refinery, where the CGM was analyzed in 2018, the newly implemented call center service, which is available 24/7, will continue to be rolled out in Prahova county communities in 2022. An assessment of the results will be completed after one year of implementation.
- A unique communication concept is planned for the Schwechat refinery in 2022 and 2023, including direct mail from residents, communication training for the shift supervisors for the green phone, and a link to the green phone on the refinery's homepage.
- In 2022, we plan to launch the "We Care" portal on SapuraOMV's website and to roll it out in all operations in Malaysia.
- At Borealis, our first step will be to conduct a self-assessment, after which they will be able to create a baseline for the organization's CGM alignment with the UN Effectiveness Criteria.

Target 2025	Assess Community Grievance Mechanisms of all sites against UN Effectiveness Criteria[47]
Status 2021	7 out 9 sites in scope assessed. In 2021, the focus was on developing the Community Feedback Mechanism at SapuraOMV.
Relevant SDGs	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

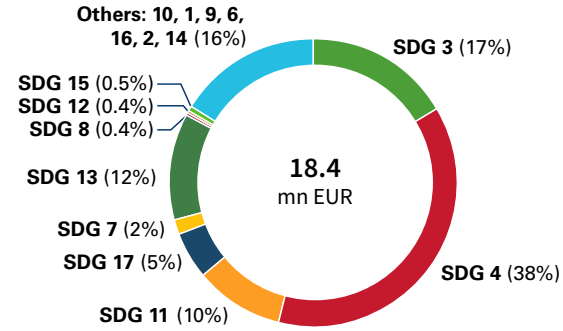
SDG targets:
16.6 Develop effective, accountable and transparent institutions at all levels
16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

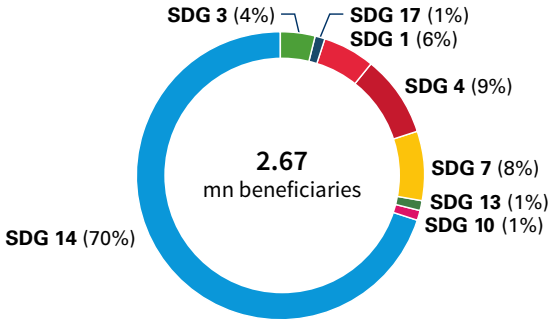
[47] Nine defined assets on a 100% operator/majority-owned basis from the E&P, Refining, and Power business segments are currently in scope (scope liable to change based on operatorship/divestments). The scope was previously ten assets, but changed to nine in 2021 due to the divestment of assets in Kazakhstan.

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.

2021 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 15: Life on Land
- 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 in consultation with local stakeholders, as well as in consideration of country priorities with regard to Sustainable Development Goals (SDGs). We prioritize projects with a 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 Index[48]).

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, therefore expecting 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

Key OMV focus areas for our community and social investments are the following:

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

In addition to the priorities defined by the Group, individual countries or Group companies also identify specific priorities. Thus, for instance, within the Borealis Social Fund, the company has defined three areas of social engagement that contribute to SDGs 14, 6, 7, 4.

Corporate Volunteering

OMV Group employees are also encouraged to personally play an active part in sustainability initiatives, including by volunteering. We offer OMV employees opportunities to actively engage in encouraging responsible and sustainable behavior, and facilitate employee engagement and involvement with charitable partners. Group-wide volunteering activities in line with specific targets are part of our community and social investments. In view of the restric-

[48] 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

tions imposed by the global pandemic, volunteering by OMV employees was only possible to a limited extent in 2021. Nevertheless, some outdoor activities could be implemented with OMV volunteers as team-building measures. In 2022, corporate volunteering will also be offered to Borealis employees.

2021 Actions

EUR **18.4** mn in community and social investments[49]

262 community and social investments in 23 countries

2.67 mn beneficiaries reached

1,374 employee volunteers

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

In 2021, 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 current health crisis. Our investments focused especially on underserved groups or areas with limited access to basic services in the countries in which we operate. These investments in basic human needs are also in line with our commitment to respecting human rights.

COVID-19 Support

During the pandemic, OMV supported the countries and communities where we do business by focusing on enhancing medical preparedness and ensuring the delivery of supplies. For instance, OMV Libya delivered 50,000 COVID-19 rapid testing kits to the National Oil Corporation (NOC) in Libya. These kits were distributed to the NOC subsidiaries, including AGOCO, Zueitina, and the communities surrounding oil facilities (hospitals, isolation, and quarantine centers).

OMV conducted several activities for the benefit of local health authorities in both Gabes and Tataouine to support them with material and medical supplies during the sanitary crisis with an overall investment of USD 84,000.

Water for the World

Ensuring everyone has access to clean water and a reliable energy supply is an essential part of the world we want to live in. There is sufficient fresh water on the planet to achieve this. However, due to bad economics or poor infrastructure, the United Nations estimates that 2.2 billion people still lack access to safely managed drinking water, especially in remote rural areas. In addition, 789 million people – or 13% of the global population – are living without access to electricity and rely on wood, coal, charcoal, or animal waste for cooking and heating. Furthermore, gains in energy access are being reversed in the wake of the COVID-19 pandemic.

Since 2007, Borealis and Borouge have provided solutions to this global challenge through "Water for the World," a joint program to address the global water and energy shortage in rural and urban communities, with a focus on Southeast Asia and Africa. Since its launch, Water for the World has carried out numerous projects across Asia and Africa, including China, Ethiopia, India, Kenya, Nepal, Morocco, Myanmar, and Pakistan, benefiting over one million people.

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

We develop community projects that promote self-sufficiency, job growth, and economic development in the 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 supplier capacity building.

Tasharok

One key project in 2021 for the education focus area was the Tasharok project launched in Tunisia, which aims to bring positive change to Basboussa and Bouchemma, two communities in the vicinity of Nawara GTP by:

- Enhancing the city's waste management services in collaboration with the municipality and equipping it with the needed material and equipment
- Collaborating with a local microgrant program for the benefit of Basboussa community members in order create small-scale economic activities to improve their economic situation and support their families
- Bringing people together to organize and support each other to resolve community issues through the creation of a community-based organization acting as a representative for the Basboussa neighborhood

The Tasharok project also supports the basic services focus area to a more limited extent.

[49] Includes contributions in cash, contributions in kind, and donations; excludes related management overheads

COVID-19 Support

The ongoing global COVID-19 pandemic has presented our societies with challenges that are unprecedented in our lifetime. OMV helped mitigate the social and economic impacts of the pandemic by helping to ensure access to remote schooling. The project "CAPE 10 – House of the Future and Social Innovation" has been part of OMV's social investment portfolio since 2018. Under the auspices of the CAPE 10 project, OMV supports the Max & Lara project for children, which aims to influence the behavior of socially disadvantaged children and young people in a positive way. Children and young people are particularly affected by the COVID-19 measures in view of homeschooling and the lack of IT equipment.

In 2021, OMV donated laptops and EUR 25,000 to JUHU!, an association supporting disadvantaged young people. This contributes to ensuring that children and young people in need of help have access to free education and counseling services. The association's goal is to reduce social exclusion and poverty due to educational disadvantages and to prevent students from dropping out of school. In addition, single parents are relieved by being provided support, even in family crises.

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 and their livelihoods, health, and opportunities around the world. We can no longer afford to tackle the social challenges the world faces without recognizing the depth of the effects environmental changes have on people and their well-being. Climate change, sustainable energy access, and environmental protection are key priorities in our community and social development efforts. A total of 702,560 trees were planted in three countries, sequestering 81.4 kt CO_2 in Austria, Romania, and New Zealand.

Shabwa

In 2021, OMV Yemen funded a large-scale internal distribution power network in the Shabwa governorate by supplying electrical components. This involved procuring materials to support the local community's access to affordable, reliable, sustainable, and modern energy for all. The project benefits the neighboring communities by providing access to the power grid to nearby villages by supplying network components. Thus, OMV Yemen built a good relationship with local stakeholders with a project benefitting more than 7,400 people.

Romania Plants for Tomorrow

OMV Petrom completed spring planting as part of the "Romania Plants for Tomorrow" campaign, the largest privately funded forestation initiative in Romania. About 2,350 volunteers contributed to planting almost 600,000 seedlings on a total area of 125 hectares. The forestation activities were carried out in 41 localities in 18 counties and were supported by six non-governmental organizations recognized for their contributions to environmental protection. The forestation activities scheduled for 2021 started in March and were split into two seasons: spring and autumn. In the second year of the "Romania Plants for Tomorrow" campaign, 640,000 seedlings will be planted on an area of 129 hectares.

Project STOP – Stop Ocean Plastics

In 2017, Borealis initiated Project STOP (Stop Ocean Plastics). This program, co-founded with SYSTEMIQ, aims to achieve zero leakage of waste into the environment and to recycle more plastics. Project STOP focuses on the regions with the highest leakage rates and, with the support of industry and government partners, works hand in hand with cities to create leak-free, low-cost, and more circular waste management systems. In the process, Project STOP also creates community benefits, including jobs in waste management and a reduction in the harmful impact of mismanaged waste on public health, tourism, and fisheries.

Project STOP uses a "system enabler" approach, whereby a team of experts works with the local government, communities, and non-governmental organizations (NGOs) to build institutional capacity and support financial and business planning, behavior change, technical expertise, project management, and recycling valorization.

Project STOP's initial city partnership was in Muncar, Indonesia, with two subsequent partnerships begun in the Indonesian cities of Pasuruan and Jembrana. The project's achievements by the end of 2021 include:

- Creating 226 new full-time jobs in waste collection, sorting, organic processing, and management and administration
- Providing waste collection services to 260,000 people, for the first time in their lives; collecting 20 kt of waste (including 2,700 t of plastic)
- Developing a financially transparent process for transferring funds
- Building necessary infrastructure (five new material recovery facilities)
- Supporting the development of a Waste Management Master Plan for the Banyuwangi Regency
- Building a curriculum to train government workers, based on the lessons learned from Project STOP

Despite COVID-19-related challenges, the implementation of Project STOP in Muncar was completed by the end of 2021 and handover to the local municipality took place in mid February 2022. Full handover will only take place once all key performance indicators have been achieved and a financially sustainable system is ensured. During 2022, the Project STOP team will remain available for support and advice, if needed.

The partnerships with the cities of Pasuruan and Jembrana are scheduled to be completed by the end of 2022. When all three city partnerships are complete, Project STOP will reach 450,000 people and prevent 45 kt of waste (including 5,700 t of plastic) from leaking into the environment every year.

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. For instance, we plan to expand Project STOP to cover a wider region in Indonesia. Once this four-year expansion is finalized, Project STOP will have provided waste collection services to 2 mn people, established 1,000 new jobs, and created systems collecting 25 kt of plastic waste annually, keeping it permanently out of the environment.

In 2022, we will review our prioritization of focus areas in line with our sustainability strategy and define common Group-wide areas. We will also continue our ongoing social projects to meet the needs of people in the communities where we do business.

Target 2030	Direct at least 1% of Group investment per year toward social goals (based on previous year's reported net income attributable to stockholders of the parent)
Status 2021	1.46%[50]
Relevant SDGs	1 NO POVERTY; 8 DECENT WORK AND ECONOMIC GROWTH

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

[50] The reported net income attributable to stockholders of the parent in 2020 experienced significantly negative effects following the COVID-19 pandemic, reaching only EUR 1,258 mn. In 2021, OMV's reported net income attributable to stockholders of the parent was EUR 2,093 mn. Strategic social investments totaled EUR 18.4 mn in 2021.

Ethical Business Practices

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

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

Economic Impacts and Business Principles

Material Topic: Economic Impacts and Business Principles

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

Key GRI

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

NaDiVeG

- Corruption prevention

Most relevant SDGs

OMV is defined by the way our people behave. Conducting business sustainably and ethically is crucial for OMV in creating and protecting value in the long term, in building trusting partnerships, and in attracting customers as well as the best suppliers, investors, and employees. We strive to comply with the highest legal requirements, such as on anti-corruption and tax law, be transparent and implement sound corporate governance to ensure our ethical behavior. The principles of corporate governance are a key element for sustainable growth of the business, for enhancement of long-term value for shareholders, and the strengthening of stakeholder confidence.[51]

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

Governance

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

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

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

[51] Read more in our separate Corporate Governance Report.

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

Business Ethics and Anti-Corruption

OMV is a signatory to the UN Global Compact. Although we are headquartered in Austria – a country with high business ethics standards – we operate in several countries in the Middle East, North Africa, Asia-Pacific, and Central and Eastern Europe that are defined as high risk by the Transparency International Corruption Perception Index. We strive to avoid the risks of bribery and corruption that are specific to our sector. We also highly value our reputation. Therefore, our highest priority is ensuring uniform compliance with our business ethics standards wherever we operate. Compliance with ethical standards is a non-negotiable value that supersedes any business interest. Absolute commitment to this objective is embedded at all levels at the OMV Group from top management to every employee. Our business partners are also expected to share the same understanding of and commitment to ethical standards. Every company activity, from planning business strategy to daily operations, is assessed for compliance with ethical standards such as the Code of Conduct and Code of Business Ethics.

Specific Policies and Commitments

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

To ensure that OMV's commitment to business integrity is clear, OMV has introduced a Code of Conduct[52], which reflects both the expected standards and the high expectations of our shareholders. The Code of Conduct gives expression to OMV's values and defines OMV's mindset in conducting business responsibly with the focus, among other things, on ethical and legal standards. The Code of Conduct applies to all OMV employees in the Group. All suppliers and business partners are required to share OMV's values and comply with the defined ethical and legal standards.

The Code of Business Ethics describes how OMV fulfills ethical and legal responsibilities internally. It defines the rules and procedures for conflicts of interest, gifts and invitations, donations and sponsorships, intermediaries and lobbyists as well as for other areas of law, such as trade sanctions and fair competition.

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

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

Management and Due Diligence Processes

OMV has set up a comprehensive Compliance Management System including policies, audits, and trainings. The system aims to anchor OMV's business ethics policies throughout the organization and to ensure their correct implementation.

In 2013, OMV became the first organization in Austria to comply with the comprehensive IDW Assurance Standard 980. The IDW Assurance Standard 980 is the benchmark certification standard for DAX and ATX companies. The OMV Compliance Management System is regularly reevaluated under IDW PS 980.

Risk Assessments and Audits

Both external and internal risk factors, in particular changes in the regulatory framework, as well as recent developments or incidents are monitored on an ongoing basis to evaluate their possible impact on OMV's current risk exposure. This ongoing risk analysis also includes an institutionalized semi-annual risk analysis, which is part of OMV's Enterprise-Wide Risk Management (EWRM).

[52] Borealis' Ethics Policy is in line with the OMV Group's Code of Conduct. For the workforce and business partners of the Borealis Group, the Borealis Ethics Policy remains applicable as the relevant working instruction for ethical behavior and business conduct.

Before we launch activities in a new country, we perform a thorough analysis of business ethics and sanction law issues in that country. The Business Ethics Entry Assessment includes an analysis of the Corruption Perception Index assigned by Transparency International to a given country. Based on the outcome of the assessment, corporate governance in local operations is adapted to assure compliance with OMV's ethical standards.

OMV has implemented a process for screening both potential new and existing business partners using EU and US sanction lists. In addition to those sanction checks, more exhaustive due diligence assessments are conducted prior to the engagement with a business partner or during the business relationship as needed.

Critically, counterparties in M&A transactions, strategic partnerships, or business partners that have been in the media spotlight in the context of criminal conduct are assessed in greater depth. Such an assessment involves the potential business partner, its direct and indirect shareholders, other investors, and the ultimate beneficiaries of directly or indirectly involved legal entities. To that end, OMV requests that counterparties provide information focused on corruption, money laundering, other criminal conduct, and related sanctions as per OMV's standardized know-your-customer (KYC) questionnaire.

Key red flags are connections to government officials, other individuals, and companies referred to in high-attention media reports related to political and corruption cases, sanctioned entities, or any other suspected involvement in criminal conduct. In cases where intermediaries, lobbyists, or consultants are engaged, we use a third-party service provider to do comprehensive research, including field research. Furthermore, supplier assessments conducted by the OMV Procurement department include a compliance analysis.

Risk-related audits covering fraud and corruption issues form an integral part of the Corporate Internal Audit. Based on the outcome of such audits, additional preventive measures were set up for OMV Petrom, such as third-party background checks of OMV Petrom's business partners.

Whistleblowing

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

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

Special protection is given to employees in their capacity as whistleblowers. Acting as a whistleblower does not bring any adverse consequences. The report will be analyzed, and an answer provided through the same platform within ten days. Identified violations of ethical standards will be handled further by the Whistleblowing Committee, which includes members of senior management.

Training

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

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

The training on antitrust law we provide concentrates on the rules for dealing with competitors, customers, and suppliers. Employees are also trained on conduct in markets where OMV has a market-controlling role. An overview of existing sanction rules and trade bans rounds out the content of the training.

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

Raising Awareness

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

ethics topics; and submit reports on ethical misconduct over the secure Integrity Platform messaging service.

>100 whistleblowing cases

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

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

2 legal actions pending or completed during the reporting period with regard to anti-corruption activities and violations of antitrust and monopoly legislation in which the organization has been identified as a participant[53]

2021 Actions

In 2021, we expanded our Integrity Platform in view of new European legal requirements. The Integrity Platform can now be used to make reports of perceived violations in the following legal areas:

- Conflicts of interest
- Cartels/unfair competition
- Capital market law
- Public procurement
- Environmental protection
- Product/food safety and consumer protection
- Corporate tax regulations
- Data protection

Outlook

Our goal is to operate a state-of-the-art compliance management system and to have these high standards verified and approved in the course of an external recertification under the IDW PS 980 standard in 2022. Additionally, in 2022, Borealis plans to start an external certification process with the aim of obtaining ISO 37301 (Compliance Management) and ISO 37001 (Anti-Bribery Management Systems) certification. Further, we strive to foster the digital availability of compliance services and information in particular by broadening the functions of the OMV compliance app, for example, implementing a compliance news feed service with regular updates for all employees.

Target 2025	Conduct in-person or online business ethics trainings for all employees
Status 2021	16,020 employees in the OMV Group trained in business ethics in 2021. This number is composed of 9,020 e-learnings and 477 face-to-face trainings at OMV, and 5,996 CodeOne e-learnings and 527 in-person trainings at Borealis.
Relevant SDGs	17 PARTNERSHIPS FOR THE GOALS

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

[53] On October 6, 2020, the Polish Competition Authority UOKiK issued a decision with respect to OMV's financing of the Nord Stream 2 natural gas pipeline. In this decision, UOKiK concluded that this financing arrangement breaches Polish merger control rules and imposed a fine of EUR 19.571 mn against OMV. OMV does not share the legal analysis of this decision and is appealing against it. On January 19, 2021, the Competition Council in Moldova initiated an investigation into several oil companies, including Petrom Moldova SRL, in relation to the manner of determining sale prices of main petroleum products and LPG. On April 12, 2021, Petrom Moldova SRL received a statement of objections from the Competition Council regarding an alleged price fixing concerted practice. Petrom Moldova SRL submitted its observations to the statement of objections in July 2021 and is objecting any wrongdoing. The proceedings are still pending.

Tax Transparency

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

Specific Policies and Commitments

At OMV, we are committed to complying with tax laws in a responsible manner and to having open and constructive relationships with tax authorities, which is also reflected in OMV's public Tax Strategy.

Our tax planning supports OMV's business and reflects our commercial and economic activity. OMV does not engage in aggressive tax planning, which consists of artificial structures put in place merely to save taxes or of transactions lacking economic substance aimed at obtaining undue tax advantages. We comply with applicable tax laws and seek to limit the risk of uncertainty or disputes. We perform transactions between OMV Group companies on an arm's-length basis and in accordance with currently applicable OECD principles.

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

Management and Due Diligence Processes

Risk Assessments

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

We follow OMV's risk management system as part of our internal control processes. We identify, assess, and manage tax risks by implementing risk management measures at the operational level with a robust and complex set of controls and procedures. These guarantee verification of the correctness of the data included in the relevant tax returns, tax payments, and communications with tax authorities in a timely manner. The effectiveness and relevance of these controls and procedures is periodically assessed in order to promptly undertake any necessary mitigation and modifications.

Disclosure

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

Outlook

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

- The Fit-for-55 package by which the EU aims to reduce its net greenhouse gas emissions by at least 55% by 2030 will have an impact on the taxation of inefficient and polluting fuels, for instance. In 2021, the members of the OECD/G20 inclusive framework agreed on reforming international tax rules by implementing new rules for profit allocation (Pillar One) and establishing a global minimum taxation regime (Pillar Two) effective in 2023.
- In 2021, the European Council, European Parliament, and European Commission reached an agreement on the proposed public country-by-country reporting (CbCR) directive. Considering the 18-month transposition deadline for member states, the public CbCR will enter into force in 2024 for the 2023 fiscal filing year.
- With the adopted eco-social tax reform in Austria, a national CO_2 price will be implemented step-by-step from 2022 onward. The national CO_2 price applies to defined energy carriers according to defined emission factors. As an energy provider, we will be charged a fixed CO_2 price which will be increased annually until 2026, before a market-based system will be put in place. Generally, OMV supports the creation of such economic and socio-political incentives for more climate-friendly behavior, however, favors the creation of an EU-wide harmonized system.

Public Policy

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

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

Management and Due Diligence Processes

Direct Political Engagement

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

Transparency

We are fully in line with all reporting obligations at national and EU levels, and we are fully compliant with all transparency requirements. Interaction with governments and regulators takes place at international, European, national, and local levels. The OMV Group actively participates in EU and national public consultations on legislative initiatives that are relevant to the Group's business and is a member of relevant industry associations.

Monitoring of Participation in Industry Associations

The OMV Group actively participates in industry associations and standardization groups at international, EU, and national levels to stay at the forefront of regulatory and public requirements. OMV Group representatives make OMV's position clear on issues tackled by the associations in which we are members. The Group aims to inform EU policies by engaging with major industry associations such as Fuels Europe, the European Chemical Industry Council (CEFIC), PlasticsEurope, and the Polyolefin Circular Economy Platform (PCEP).

Associations aim to adopt positions that reflect a consensus view among members, and thus may not always reflect the view of every member. We continuously monitor our memberships in associations and their positions on issues so we can consider whether our memberships remain appropriate. As part of our commitment to transparency on climate action, we report not only on our own position and action on climate change, but also on the position of key industry associations in which we are a member. The OMV Group reports annually on the alignment between the industry associations in which we are members and OMV's position on climate change policies. Read our 2021 review here.

In cases of misalignment, especially partial misalignment, we will first advocate for changes in the association's position. Where OMV's position and an association's position continue to fail to align, especially in cases of complete misalignment, we will reassess our membership.

2021 Actions

The following key activities were carried out across the Group in 2021:

0 political donations in the Group in 2021

- In 2021, the EU Green Deal and the Fit-for-55 package were the most relevant regulatory issues for OMV Group in the EU. Sustainable finance legislation, including the EU taxonomy, was on the agenda as well, and the OMV Group participated in the relevant public consultations.

- OMV Group is represented in the Platform on Sustainable Finance. As a permanent expert group of the European Commission, the Platform assists the European Commission in developing its sustainable finance policies, notably the further development of the EU taxonomy. Its main purpose is to advise the European Commission on several tasks and topics related to further developing the EU taxonomy and to support the Commission in the technical preparation of delegated acts in order to implement the EU taxonomy. In 2021, OMV's expert worked in the Technical Working Group, developing technical screening criteria for the environmental objectives of the EU taxonomy.
- During our 2021 industry association membership review, we found some partial misalignments and have begun working with the associations in question to get them to full alignment.

Outlook

In 2022, the Fit-for-55 package will be the most relevant regulatory issue for the OMV Group in Europe as well as all initiatives regarding the circular economy and sustainable finance. The OMV Group will closely monitor upcoming public consultations. In addition, the OMV Group plans to publish an update of its industry associations review annually and to expand the scope of review further.

Supply Chain

Material Topic: Supply Chain

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

Key GRI

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

NaDiVeG

- Respect for human rights
- Employee and social concerns
- Corruption prevention
- Environmental concerns

Most relevant SDGs

Implementing sustainable procurement means caring about the environmental, social, and economic impacts of the goods and services the Company intends to purchase. At OMV, we aim to foster innovation, maximize value contribution, and enable supply chain growth. We achieve this by applying our sourcing and logistics expertise to ensure that the highest-quality materials and services are provided through our supply chain. It is of paramount importance to our organization to be fully compliant with all applicable legal requirements, as well as with our internal safety, environmental protection, and human rights standards while managing our supply chain.

Specific Policies and Commitments

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

Governance

OMV Procurement is organized as an integrated function and covers day-to-day procurement activities across the entire OMV Group (e.g., including OMV Petrom and Borealis). OMV Procurement is led by the Chief Procurement Officer who reports to the Chief Financial Officer.

From an organizational perspective, OMV Procurement is split into several departments that cover aspects such as Operations & Materials, Raw Materials & Packaging, and Retail & Business Services.

Management and Due Diligence Processes

Prequalification

Supplier prequalification is part of precontractual activities during which OMV collects information from a potential supplier for the purpose of evaluating compliance with our HSSE and other sustainability requirements. The goal of the prequalification process is to screen potential suppliers before bringing them on board or during the tender stage to ensure that only those suppliers who meet our HSSE and sustainability standards can be considered for future collaboration. The prequalification is based on a standardized list of elements and objectives according to the OMV Group's HSSE Management System (e.g., HSSE Policy; ISO 9001, 14001, 45001) and our Sustainability Strategy (e.g., Sustainability Policy, Human Rights Policy, Grievance Mechanisms). In Borealis, especially for raw materials and packaging, suppliers located in a so-called "high-risk" country are asked to submit a positive Together for Sustainability (TfS) audit and assessment report. We define high-risk countries by considering human rights, environmental, and ethical aspects.

Supplier Selection

Following prequalification, Procurement together with business representatives select the best suppliers based on a predefined set of commercial, legal, HSSE, and technical criteria during a tender process. In 2021, we started embedding sustainability elements into the evaluation matrix (e.g., technologically innovative elements, carbon emissions, energy efficiency KPIs) in several pilot projects.

Risk Assessments

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

Audits

OMV conducts supplier audits as part of the prequalification process and/or during contract execution. The aim of the audits is to measure the performance of our suppliers and define actions that will enable them to optimize their performance and meet OMV requirements. During the audits, we pay special attention to the financial stability of our suppliers, their strategy and organization, and the supply chain and sustainability (e.g., human rights, carbon management, environmental management, certifications, and social responsibility). In 2021, we added a new cybersecurity dimension to our supplier audits. We also perform yearly subject-specific audits on topics such as process safety, quality, and efficiency. During the supplier audits, we place great emphasis on understanding not only the management approach of the topics within the scope of the audits (e.g., HSSE aspects), but also how the topics are understood and applied by the employees on site (e.g., through on-site discussions with workers and managers). All the audits with in-scope sustainability elements were performed remotely in 2021 due to COVID-19 travel limitations.

2021 Actions

24 audits performed by OMV Procurement with sustainability elements included

149 TfS (re)assessments

More than **90** buyers across all locations attended awareness sessions on sustainable procurement.

Together for Sustainability (TfS)

OMV is transforming from a traditional oil and gas company into a global gas, oil, and chemicals group. Borealis has been an active member of Together for Sustainability (TfS) since 2017. Together for Sustainability, a joint initiative and global network of 34 chemical companies, sets the *de facto* global standard for environmental, social, and governance performance of chemical supply chains. The TfS program is based on the UN Global Compact and Responsible Care® principles.

In 2021, OMV joined TfS and expanded the membership to Group level. OMV aims to build on Borealis' expertise and cover a broader range of ESG assessments for our suppliers in the coming years. Becoming a member of Together for Sustainability will help OMV to further embed sustainability in day-to-day business operations and cascade sustainability requirements in our supply chain.

Training

In 2021, we conducted several awareness sessions on sustainable procurement. More than 90 buyers from OMV, OMV Petrom, and Borealis participated in these sessions. The focus was on discussing with buyers what sustainable

procurement means and what can be done to incorporate sustainability into core procurement processes and day-to-day operations (e.g., carbon footprint of purchased goods and services, sustainability in tenders).

COVID-19

In 2020, OMV Procurement defined an internal tool to assess the impact of COVID-19 on selected suppliers based on how critical they are to our business. The COVID-19 assessment focused on topics related to the financial stability of suppliers, their risk of insolvency/bankruptcy, downsizing, and OMV's dependence on the products and services delivered by the respective supplier. A COVID-19 supplier risk score was calculated based on the assessment by the Procurement category managers after a prior meeting with the selected suppliers and OMV business representatives. For all high-risk suppliers, we have defined mitigation measures and are monitoring them closely to ensure no interruptions will affect our business.

In 2021, we continued monitoring the impact of COVID-19 on our most critical suppliers.

Outlook

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

- Sustainable suppliers (e.g., only suppliers who meet OMV's sustainability requirements will be eligible to participate in tenders)
- Sustainable sourcing (e.g., we aim to integrate sustainability criteria into award decisions, such as CO_2 emissions per kg product)
- Low-carbon procurement (e.g., we aim to continuously manage and decrease the carbon volume of purchased goods and services)

Target 2025	Be an active member of TfS and run sustainability evaluations for all suppliers covering >80% of Procurement spend
Target 2030	Extend sustainability evaluations to all suppliers covering 90% of Procurement spend
Status 2021	OMV became a TfS member
Relevant SDGs	8 DECENT WORK AND ECONOMIC GROWTH; 13 CLIMATE ACTION; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SDG targets:
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
16.5 Substantially reduce corruption and bribery in all their forms

Local Procurement

We aim to support the local communities in the locations where we operate by fostering economic development. Local procurement strengthens the local economy and meets the local procurement expectations of neighboring communities. Increased local procurement has had the added benefit of reducing business disruption in recent years. Our local procurement activities in Yemen have focused on the communities immediately neighboring our facilities as well as regional Yemeni suppliers. The aim is not only to generate revenue locally but also to provide training to local suppliers to optimize the local supply chain. This in turn provides faster response times and higher quality of service delivery to OMV as we build up local suppliers through effective supplier relationship management.

Management and Due Diligence Processes

Training

We support local communities and suppliers to further their development through capacity building. For instance, OMV Yemen began providing workshops to educate and train local suppliers and contractors in 2019. The focus was on enhancing technical and financial capabilities.

Fit for Purpose

Moreover, OMV Yemen set up an annual local procurement plan and adjusted its procurement processes accordingly. Such adjustments included modifying internal standards and contract templates to enable more local procurement by using a fit-for-purpose approach.

Tracking Value Creation

In 2020, a local content dashboard was developed to measure the efficacy of the local procurement strategy in Yemen, and it continued to be utilized in 2021. The dashboard tracks items including order totals, the local personnel of our main contractors, local equipment rented, local suppliers qualified, and local spend. An informal and friendly competition was also launched among suppliers in three categories: top supplier for local personnel hired, top supplier for local equipment rental, and top supplier for local spend to local contractors. The aim was to further encourage local procurement throughout the supply chain. In 2021, the aim was to define a local content contracting strategy for material stock replacement/reordering with significant input from OMV's warehouse and CSR teams to prepare and engage the local market for this upcoming tender. This strategy will further ensure that future purchases are conducted through local suppliers as a preferred option.

2021 Actions

64.9% Local order value in the OMV Group

43.3% Local order value in Austria

31.4% Local order value in Belgium

90.7% Local order value in Romania

In 2021, we increased our construction activities in Yemen conducted by local suppliers in addition to ongoing carryover activities from 2020. We aim to have a fully defined local content strategy for material supply with a focus on stock materials.

In 2021, in addition to Yemen, we began focusing on local procurement in Tunisia. In Tunisia, our focus is on employability and skills building, local content, and business capacity building. OMV believes in developing local suppliers and maximizing local content. As part of project implementation, especially in the case of Nawara, OMV required contractors to commit to specific targets to increase employment and procurement opportunities for local communities. Extensive work was carried out by the local procurement department to identify local capacity and match it with operational needs, while addressing the gap by designing and implementing a business capacity building project. Various contracting strategies were elaborated that lead to several contracts with local companies to secure some services for OMV operation needs.

Outlook

We will continue to roll out country-specific local procurement strategies in countries with the highest needs.

Carbon Footprint of the Supply Chain

We aim to continuously manage and decrease the carbon volume of our purchased goods and services. OMV is fully committed to climate change mitigation and responsible resource management. Only by working together with our suppliers will we be able to define joint low-carbon initiatives to continuously decrease the carbon emissions in the supply chain and meet our Paris Agreement commitments. For this reason, OMV became a CDP Supply Chain member in 2021.

Management and Due Diligence Processes

Identification of High-Emissions Suppliers

As part of CDP Supply Chain, OMV invited around 140 suppliers to answer the CDP Climate Change questionnaire in

2021. Suppliers were selected based on their estimated carbon emissions volume and the carbon intensity of the goods and services purchased from them. As part of our CDP commitment, we asked the selected suppliers to submit to us their Scope 1, Scope 2, and Scope 3 emissions, as well as emissions allocated to products and services delivered to OMV.

Supplier Engagement

Individual meetings and webinars were organized in 2021 to help suppliers understand how to fill out the CDP questionnaire and why this information is important to OMV. In addition to reporting their emissions, we asked the suppliers whether they have carbon reduction targets in place and invited them to share with us any initiatives or projects to reduce carbon emissions in which they would like us to participate. Sustainable procurement and low-carbon procurement were also topics included in the agenda of our annual strategic supplier meetings.

Outlook

For the coming years, we plan to expand the CDP Supply Chain initiative started in 2021 and increase the number of supplier engagements.

Target 2025	▸ Engage with suppliers covering 80% of Procurement spend[54] and assess their carbon footprint as a foundation to define and run joint low-carbon initiatives
Target 2030	▸ All suppliers covering >80% of Procurement spend to have carbon reduction targets in place
Status 2021	▸ 137 suppliers engaged with ▸ 63% of responding suppliers have a climate target in place
Relevant SDGs	13 CLIMATE ACTION

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

[54] OMV defines A suppliers as suppliers covering 80% of Procurement spend. We plan to increase the number of A suppliers engaged annually to reach 100% of A suppliers by 2025.

Performance in Detail

IN THIS CHAPTER

Economic Data

Revenues Generated

	2021	2020
Net sales	35,555	16,550
Dividends, income from at-equity accounted investments, and interest income	780	234
Other income	207	1,696
Gains on the disposal of businesses, subsidiaries, tangible and intangible assets	282	21
Total	**36,824**	**18,501**

Distribution to Stakeholders

Stakeholders	Category of Distributed Value	2021 (in EUR mn)	2021 (in %)	2020 (in EUR mn)	2020 (in %)
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment, and write-up; FX result)	29,262	79.46	15,607	84.36
Governments	Taxes (income & royalties)	2,723	7.40	(277)	–1.50
Employees	Employee wages and benefits	1,953	5.30	1,308	7.07
Capital providers	Interest expense and other financial result	374	1.02	371	2.00
Shareholders (and hybrid capital holders)	Dividend distribution	997	2.71	879	4.75
Society	Social spending	24	0.06	15	0.08
Total		**35,334**	**95.95**	**17,903**	**96.77**
Value retained		1,490	4.05	598	3.23

Financial Assistance

Company Name	EUR mn	Details 2021
OMV Petrom S.A.	7.6	EUR 7.6 mn – cashed in part of the grant for Brazi plant
Borealis Group	5.1	EUR 4.4 mn – research premium EUR 0.4 mn – state aid due to COVID-19 EUR 0.3 mn – other projects
OMV Downstream GmbH	3.7	EUR 1.4 mn – grant for Glycerin2Propanol pilot plant

Company Name	EUR mn	Details 2021
		EUR 0.6 mn – state aid due to COVID-19 EUR 0.5 mn – UpHy I + II – upscaling of green hydrogen for mobility and industry project EUR 0.1 mn – research premium EUR 1.1 mn – other projects
OMV Deutschland Operations GmbH & Co. KG	2.4	EUR 2.1 mn – rail track logistics enhancement EUR 0.3 mn – other projects
OMV Bulgaria OOD	0.4	EUR 0.4 mn – state aid due to COVID-19
OMV Petrom Marketing SRL	0.4	EUR 0.4 mn – state aid due to COVID-19
OMV Austria Exploration & Production GmbH	0.2	EUR 0.2 mn – other projects
OMV Exploration & Production GmbH	0.1	EUR 0.1 mn – other projects
OMV – OMV Aktiengesellschaft	0.1	EUR 0.1 mn – other projects
Total	**20.1**	

Significant Monetary Fines[1]

	Unit	2021	2020[2]	2019
Number of fines for non-compliance concerning provision and use of products	number	0	0	0
thereof number of cases brought before court and resolved	number	0	0	0
Monetary value of fines for non-compliance concerning provision and use of products	EUR	0	0	0
Number of fines for non-compliance with environmental laws and regulations	number	0	0	0
thereof number of cases brought before court and resolved	number	0	0	0
Monetary value of fines for non-compliance with environmental laws and regulations	EUR	0	0	0
Number of fines for non-compliance with laws and regulations in the social and economic areas	number	0	3	0
thereof number of cases brought before court and resolved	number	0	1	0
Monetary value of other fines for non-compliance with laws and regulations in the social and economic areas	EUR	0	337,490	0
Total number of fines	**number**	**0**	**3**	**0**
Total number of cases brought before court and resolved	**number**	**0**	**1**	**0**
Total monetary value of other fines for non-compliance	**EUR**	**0**	**337,490**	**0**

[1] Only fines above EUR 10,000 and paid in 2021 reported.

[2] Details: fine of EUR 156,250 in Romania for finding OMV Petrom guilty of committing the crime of manslaughter by negligence; fine of EUR 120,000 in Slovakia for volumetric biotarget underfulfillment; fine of EUR 61,240 in Malaysia for exporting drilling fluid offshore without declaring K9 forms

Safety Data

Occupational Safety

	Unit	2021	2020	2019	2018	2017
Occupational safety – employees						
Fatalities	number	0	0	0	1	0
Fatality rate	per 100 mn hours worked	0.00	0.00	0.00	2.85	0.00
Number of hours worked	hours (thousand)	39,736	35,076	34,987	35,080	37,188
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.70	0.43	0.51	0.29	0.24
High-consequence work-related injuries[1]	number	0	0	2	1	0
High-consequence work-related injuries[1]	per 1 mn hours worked	0.00	0.00	0.06	0.03	0.00
Lost-time injury severity	per 1 mn hours worked	12.78	8.47	38.61	9.86	9.95
Total recordable injuries[2]	number	47	29	44	31	27
Total Recordable Injury Rate (TRIR)[2]	per 1 mn hours worked	1.18	0.83	1.26	0.88	0.73
Occupational safety – contractors						
Fatalities	number	3	0	0	2	2
Fatality rate	per 100 mn hours worked	3.81	0.00	0.00	2.47	2.52
Number of hours worked	hours (thousand)	78,637	70,195	78,773	81,059	79,458
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.51	0.27	0.27	0.31	0.39
High-consequence work-related injuries[1]	number	0	1	1	3	3
High-consequence work-related injuries[1]	per 1 mn hours worked	0.00	0.01	0.01	0.04	0.04
Lost-time injury severity	per 1 mn hours worked	18.52	14.67	8.80	20.73	19.37
Total recordable injuries[2]	number	67	34	64	60	65
Total Recordable Injury Rate (TRIR)[2]	per 1 mn hours worked	0.85	0.48	0.81	0.74	0.82

	Unit	2021	2020	2019	2018	2017
Occupational safety – employees and contractors						
Fatalities	number	3	0	0	3	2
Fatality rate	per 100 mn hours worked	2.53	0.00	0.00	2.58	1.71
Number of hours worked	hours (thousand)	118,373	105,271	113,759	116,139	116,645
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.57	0.32	0.34	0.30	0.34
High-consequence work-related injuries[1]	number	0	1	3	4	3
High-consequence work-related injuries[1]	per 1 mn hours worked	0.00	0.01	0.03	0.03	0.03
Lost-time injury severity	per 1 mn hours worked	16.59	12.61	17.97	17.44	16.37
Total recordable injuries[2]	number	114	63	108	91	92
Total Recordable Injury Rate (TRIR)[2]	per 1 mn hours worked	0.96	0.60	0.95	0.78	0.79

[1] Lost-time injuries that resulted in 180 (or more) lost workdays or permanent total disabilities
[2] Corresponds to GRI 403:2018-a-iii: recordable work-related injuries

Process Safety

	Unit	2021	2020	2019	2018	2017
Tier 1	number	10	6	4	4	4
Tier 2	number	17	13	7	12	6
Process Safety Event Rate[1]	per 1 mn hours worked	0.23	0.18	0.10	0.14	0.09

[1] Process Safety Event Rate is related to Tier 1 and Tier 2 process safety events

Environmental Data

GHG Emissions – Absolute

	Unit	2021	2020	2019	2018	2017
Total GHG direct, Scope 1[1]	mn t CO_2 equivalent	13.9	10.7	10.6	11.1	11.1
of which from E&P	mn t CO_2 equivalent	3.2	3.5	4.2	3.6	3.5
of which from R&M	mn t CO_2 equivalent	6.8	6.6	6.4	7.6	7.7
of which from C&M	mn t CO_2 equivalent	3.9	0,6[4]	n.r.	n.r.	n.r.
CO_2	mn t	12.9	9.9	9.4	10.0	10.2
CH_4	t	30,672	32,999	49,376	44,782	38,807
N_2O	t	818	217	74	57	52
Total GHG indirect, Scope 2[2]	mn t CO_2 equivalent	1.1	0.3	0.4	0.4	0.3
Total GHG indirect, Scope 3[3,5]	mn t CO_2 equivalent	156.4	118.0	126.0	108.0	108.0
GHG emissions from processing and use of sold products (Scope 3, categories 10 and 11)	mn t CO_2 equivalent	130.0	112.2	119.8	100.4	107.2
of which from oil to energy	mn t CO_2 equivalent	58.4	54.8	68.2	58.2	73.8
of which from oil for non-energy use	mn t CO_2 equivalent	5.4	7.1	7.7	6.2	6.6
of which from gas to energy	mn t CO_2 equivalent	54.5	48.0	41.8	34.4	25.9
of which from gas for non-energy use	mn t CO_2 equivalent	2.6	2.3	2.0	1.5	0.9
of which from chemicals	mn t CO_2 equivalent	9.0	0.01	0.01	0.01	0.01
GHG emissions from purchased goods and services and capital goods (Scope 3, categories 1 and 2)	mn t CO_2 equivalent	13.5	5.5	6.3	7.2	1.3
of which from purchased goods and services	mn t CO_2 equivalent	13.0	5.3	6.1	5.7	1.1
of which from capital goods	mn t CO_2 equivalent	0.5	0.2	0.2	0.2	0.1
GHG emissions from fuel- and energy-related activities not included in Scope 1 or 2 (Scope 3, category 3)	mn t CO_2 equivalent	0.5	n.r.	n.r.	n.r.	n.r.
GHG emissions from waste generated in operations (Scope 3, category 5)	mn t CO_2 equivalent	0.3	n.r.	n.r.	n.r.	n.r.

	Unit	2021	2020	2019	2018	2017
GHG emissions from end-of-life treatment of sold products (Scope 3, category 12)	mn t CO_2 equivalent	12.1	n.r.	n.r.	n.r.	n.r.
Biogenic CO_2 emissions	mn t CO_2 equivalent	1.55	1.44	1.53	1.30	1.24

[1] Scope 1 refers to direct emissions from operations that are owned or controlled by the organization. We use emission factors from different sources, e.g., IPCC, API GHG Compendium, etc. Since 2016, OMV has been applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 years).

[2] Scope 2 refers to indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling, or steam. We use emission factors from different sources, e.g., national authorities, supplier-specific emission factors, etc. The data in the table refers to the market-based approach. Location-based is 1.0 mn t.

[3] Scope 3 refers to other indirect emissions that occur outside the organization, including both Upstream and Downstream emissions. We use emission factors from different sources, e.g., IPCC, PlasticsEurope, Dbeis, etc. The data includes Scope 3 emissions from the use and processing of sold products. Pure "trading margin" sales as well as intracompany sales are excluded. Since 2015, Scope 3 emissions from purchased goods and services and capital goods are included. Since 2018, net import of refinery feedstock is included.

[4] Only EU ETS emissions from November and December included

[5] Borealis Scope 3 category 15 emissions are accounted as 21.0 mn t CO_2 equivalent, but not yet included in OMV's Group consolidation.

n.r. = not reported

GHG Emissions – Intensities[1]

	Unit	2021	2020	2019	2018	2017
GHG intensity of operations	OMV Group Carbon Intensity Index[2]	82	81	78	86	n.r.
Reduction achieved vs. 2010	%	18	19	22	14	n.r.
GHG intensity of product portfolio	mn t GHG per mn t oil equivalent	2.5	2.5	2.5	2.5	2.6
GHG intensity of purchased goods and services and capital goods	mn t GHG per EUR bn	0.78	1.14	0.89	0.90	0.79
Carbon intensity of energy supply[3]	g CO_2/MJ	66.4	66.9	68.3	70.0	n.r.
Methane intensity	%	0.6	0.7	1.1	n.r.	n.r.

[1] Excluding Borealis

[2] Direct CO_2 equivalent emissions produced to generate a certain business output using the following business-specific metric – Upstream: t CO_2 equivalent/toe produced, refineries: t CO_2 equivalent/t throughput (crude and semi-finished products without blended volumes), power: t CO_2 equivalent/MWh produced – consolidated into an OMV Group Carbon Intensity Operations Index, based on weighted average of the business segments' carbon intensity. The Carbon Intensity Index was developed in 2018.

[3] The carbon intensity of energy supply is measured by assessing the intensity of their Scope 1 and 2 emissions plus Scope 3 emissions (in g CO_2) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ).

n.r. = not reported

GHG Emission – Reductions[1]

	Unit	2021	2020	2019	2018	2017
GHG reductions from projects per year	t CO_2 equivalent	79,470	77,900	154,522	374,000	174,000
GHG reductions from projects to date (from 2009)	mn t CO_2 equivalent	2.0	1.9	1.8	1.7	1.2

[1] Excluding Borealis

Other Air Emissions

	Unit	2021	2020	2019	2018	2017
SO_2	t	2,544	2,720	2,627	3,090	2,995
NO_X	t	10,302	7,701	7,441	11,231	12,730
NMVOC	t	12,259	10,898	11,011	9,400	8,689
Particulate emissions	t	635	172	124	138	145
Ozone-depleting substances	t	0.2	0.5	0.4	0.4	0.5

Flaring and Venting

	Unit	2021	2020	2019	2018	2017
Hydrocarbons flared	t	361,965	388,644	426,251	233,770	185,832
Hydrocarbons vented	t	14,672	17,909	34,282	37,420	32,834

Energy

	Unit	2021	2020	2019	2018	2017
Energy consumption[1]	PJ	176.5	131.1	117.4	127.4	130.8
Fuel consumption within the organization	PJ	176.6	141.4	128.6	152.5	157.5
Self-generated non-fuel renewable energy	MWh	14,309.0	87.4	n.r.	n.r.	n.r.
Purchased electricity consumption[2]	PJ	16.6	8.6	2.9	3.5	2.9
Heating, cooling, and steam consumption	PJ	4.3	0.9	0.1	0.1	0.0
Electricity sold[3]	PJ	16.5	14.2	11.3	23.9	24.5
Heating, cooling, and steam sold[4]	PJ	4.0	3.1	2.9	2.7	3.3

[1] Refers to the total energy used for operations based on site calculations with specific data and methodology
[2] Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption.
[3] Calculation methodology changed in 2020 to exclude electricity internally sold; prior years' data restated
[4] Calculation methodology changed in 2020 to exclude heating, cooling, and steam sold internally
n.r. = not reported

Water and Wastewater

	Unit	2021	2020	2019	2018	2017
Water withdrawal						
Water withdrawn[1]	megaliters	827,211	224,971	103,637	100,381	98,523
thereof groundwater	megaliters	34,903	25,443	24,117	23,964	24,530
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	34,805	22,996	23,836	23,716	24,144
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	98	262	281	247	386
thereof surface water	megaliters	294,270	60,778	14,054	14,955	11,526
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	294,270	14,539	14,054	14,955	11,526
thereof once-through cooling water	megaliters	276,359	47,124	0	0	0
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	3,825	1,755	1,360	1,477	1,509
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	3,825	1,092	1,360	1,477	1,509
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	0	0	0	0	0
thereof seawater	megaliters	436,337	75,718	920	586	577
thereof once-through cooling water	megaliters	435,493	71,784	0	280,963	411,854
thereof produced water	megaliters	57,875	61,256	63,186	59,400	60,382
Water withdrawn from all areas with water stress	megaliters	3,550	1,479	1,230	1,775	2,524
thereof groundwater	megaliters	2,179	491	399	645	1,144

	Unit	2021	2020	2019	2018	2017
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	325	229	118	398	758
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	98	262	281	247	386
thereof surface water[2]	megaliters	0	0	0	0	0
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	0	0	0	0	0
thereof other water (>1,000 mg/L mg/l total dissolved solids)[2]	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	712	54	67	82	84
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	24	54	67	82	84
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	0	0	0	0	0
thereof seawater[2]	megaliters	0	0	0	0	0
thereof produced water	megaliters	659	607	764	1,048	1,297
Water discharge						
Water discharged by destination	megaliters	758,033	25,464	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	846	0	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	846	0	n.r.	n.r.	n.r.
thereof to surface water	megaliters	303,325	16,474	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	298,467	10,913	n.r.	n.r.	n.r.
thereof once-through cooling water	megaliters	276,363	47,124	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	4,857	5,561	n.r.	n.r.	n.r.
thereof to seawater	megaliters	438,920	4,581	n.r.	n.r.	n.r.
thereof once-through cooling water	megaliters	435,901	71,784	n.r.	n.r.	n.r.
thereof to third party	megaliters	14,937	4,409	n.r.	n.r.	n.r.
thereof to others	megaliters	5	n.r.	n.r.	n.r.	n.r.
Water discharged by destination to all areas with water stress	megaliters	2,467	61	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	846	0	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	0	0	n.r.	n.r.	n.r.
thereof to surface water	megaliters	938	0	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)[2]	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)[2]	megaliters	0	0	n.r.	n.r.	n.r.
thereof to seawater	megaliters	0	0	n.r.	n.r.	n.r.
thereof to third party	megaliters	678	61	n.r.	n.r.	n.r.
thereof to others[2]	megaliters	5	n.r.	n.r.	n.r.	n.r.
Water discharge – quality						
Hydrocarbons (oil) discharged	t	6	13	n.r.	n.r.	n.r.

	Unit	2021	2020	2019	2018	2017
Water consumption[3]						
Water consumed	megaliters	70,484	65,357	74,924	75,135	76,152
Water consumed in all areas with water stress	megaliters	1,140	647	1,158	1,691	2,428
Water reuse						
Water recycled and reused	megaliters	319,618	315,327	251,959	7,041	6,859
Produced water						
Produced water generated	megaliters	57,875	61,256	63,186	59,400	60,382
Produced water injected	megaliters	52,325	n.r.	n.r.	n.r.	n.r.
Produced water discharged	megaliters	3,060	n.r.	n.r.	n.r.	n.r.

[1] The increase compared to previous years is due to the inclusion of full-year water data provided by Borealis. At Borealis, most of the water that is withdrawn is used for once-through-cooling. Around 2/3 is brackish water. The cooling water that is discharged is of the same quality and only has a very slightly elevated temperature.

[2] Borealis figures are included in the total water withdrawal, water withdrawal from areas with water stress, water discharge, water discharged to areas with water stress, and water consumption, but Borealis figures are not available at a detailed level.

[3] Water consumption is calculated as water withdrawal minus water discharge. The figures above might not balance as other types of water, such as rainwater, are usually not included in water withdrawal.

n.r. = not reported

Waste

	Unit	2021	2020	2019	2018	2017
Total waste[1]	t	799,048	634,885	633,722	583,831	460,247
thereof non-hazardous waste	t	431,420	241,221	323,268	315,219	224,008
thereof non-hazardous waste to landfill	t	106,494	108,792	n.r.	n.r.	n.r.
thereof non-hazardous waste for recycling	t	48,416	21,690	n.r.	n.r.	n.r.
thereof non-hazardous waste for incineration	t	26,300	6,021	n.r.	n.r.	n.r.
thereof non-hazardous waste for other disposal options	t	38,399	19,130	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options)	t	211,853	85,589	n.r.	n.r.	n.r.
thereof hazardous waste	t	367,627	393,664	310,453	268,611	236,239
thereof hazardous waste to landfill	t	6,294	7,995	n.r.	n.r.	n.r.
thereof hazardous waste for recycling	t	277,074	308,580	n.r.	n.r.	n.r.
thereof hazardous waste for incineration	t	21,914	20,066	n.r.	n.r.	n.r.
thereof hazardous waste for other disposal options	t	59,704	48,222	n.r.	n.r.	n.r.
thereof transboundary movement of hazardous waste (Basel convention)	t	1,421	8,129	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options)	t	1,221	672	20	0	0
Waste directed to disposal	t	539,985	204,120	308,523	360,357	258,086

	Unit	2021	2020	2019	2018	2017
Waste diverted from disposal	t	259,063	430,765	n.r.	n.r.	n.r.
Waste recovery or recycling rate	%	68%	68%	51%	38%	44%

[1] Total waste amounts including those from one-time projects
n.r. = not reported

Spills

	Unit	2021	2020	2019	2018	2017
Spills	number	2,232	2,390	2,047	2,184	2,403
of which major (i.e., severity level 3 to 5)	number	3	0	1	2	1
Spills volume released	liters	80,976	41,355	56,641	36,874	173,909

Environmental Expenditures[1]

	Unit	2021	2020	2019	2018	2017
Environmental protection expenditures, excluding depreciation	mn EUR	240	135	220	196	197
Environmental investments for assets put into operation	mn EUR	150	84	98	134	57

[1] Excluding Borealis

Workforce Data

Year End Headcount by Region, Gender, Employment, and Contract Type

	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2021	12/31/2020
Employees						
Total (incl. apprentices)	5,762	15,074	634	964	22,434	25,291
thereof apprentices	126	4	0	0	130	84
Gender						
Male	4,206	11,007	554	719	16,486	18,913
Female	1,556	4,067	80	245	5,948	6,378
Employment type[1]						
Full-time[2]	5,224	14,459	595	919	21,197	23,615
thereof male	4,078	10,641	518	692	15,929	17,852
thereof female	1,146	3,818	77	227	5,268	5,763
Part-time	538	615	39	45	1,237	1,676
thereof male	128	366	36	27	557	1,061
thereof female	410	249	3	18	680	615
Contract type						
Temporary[3]	401	328	32	38	799	792
thereof male	284	235	28	26	573	546
thereof female	117	93	4	12	226	246
Permanent	5,361	14,746	602	926	21,635	23,844
thereof male	3,922	10,772	526	693	15,913	17,878
thereof female	1,439	3,974	76	233	5,722	5,966

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

[2] At OMV Petrom employees have the option to reduce the daily working-time to raise a child up to the age of two or three years. These employees are reported as full-time.

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

Local Employment

	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
Austria						
Austria	5,762	4,596	79.76	330	168	50.91
Rest of Europe						
Belgium	1,337	1,245	93.12	68	29	42.65
Bulgaria	69	55	79.71	5	5	100.00
Croatia	2	0	0.00	0	0	0.00
Czech Republic	49	48	97.96	8	8	100.00
Denmark	2	2	100.00	0	0	0.00
Finland	910	881	96.81	57	16	28.07
France	889	861	96.85	60	25	41.67
Germany	968	873	90.19	60	28	46.67
Greece	1	1	100.00	0	0	0.00
Hungary	183	138	75.41	21	13	61.90
Italy	102	91	89.22	13	2	15.38
Moldova	52	52	100.00	6	6	100.00
Netherlands	211	179	84.83	15	7	46.67
Norway	68	59	86.76	5	2	40.00
Poland	7	7	100.00	0	0	0.00
Romania	8,734	8,691	99.51	204	197	96.57
Russia	29	29	100.00	0	0	0.00
Serbia	63	63	100.00	7	7	100.00
Slovakia	175	146	83.43	19	16	84.21
Slovenia	71	71	100.00	4	4	100.00
Spain	7	6	85.71	0	0	0.00
Sweden	948	920	97.05	37	6	16.22
Switzerland	90	2	2.22	6	0	0.00
Turkey	54	54	100.00	3	1	33.33
United Kingdom	53	36	67.92	8	0	0.00
Middle East and Africa						
Libya	29	29	100.00	0	0	0.00
Morocco	2	2	100.00	0	0	0.00
South Africa	1	1	100.00	0	0	0.00
Tunisia	237	237	100.00	1	1	100.00

	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
United Arab Emirates (Abu Dhabi)	66	0	0.00	0	0	0.00
Yemen	299	298	99.67	0	0	0.00
Rest of the world						
Argentina	1	1	100.00	0	0	0.00
Australia	7	7	100.00	1	1	100.00
Brazil	121	119	98.35	25	10	40.00
Chile	4	3	75.00	2	0	0.00
China	5	3	60.00	0	0	0.00
Colombia	2	2	100.00	0	0	0.00
Hong Kong	0	0	0.00	0	0	0.00
Kazakhstan	0	0	0.00	7	7	100.00
Malaysia	243	242	99.59	6	6	100.00
Mexico	2	2	100.00	0	0	0.00
New Zealand	278	212	76.26	11	11	100.00
Singapore	8	0	0.00	0	0	0.00
South Korea	83	74	89.16	1	0	0.00
United States	210	185	88.10	61	33	54.10

Parental Leave[1]

	2021	2020
Total employees entitled to parental leave as per December 31		
Male	11,400	12,163
Female	4,480	4,539
Total	**15,880**	**16,702**
Took parental leave		
Male	280	108
Female	233	281
Total	**513**	**389**
Returned from parental leave		
Male	287	93
Female	170	143
Total	**457**	**236**

	2021	2020

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020 and FY 2020)

Diversity

	Gender						Age				Total	Total
	Male		Female		<30		30–50		>50		2021	2020
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	Abs.
OMV Supervisory Board	5	50.00	5	50.00	0	0.00	3	30.00	7	70.00	10	10
OMV Executive Board	4	80.00	1	20.00	0	0.00	0	0.00	5	100.00	5	5
Executives and advanced level[1]	651	79.10	172	20.90	0	0.00	462	56.14	361	43.86	823	445
Diversity in general	16,486	73.49	5,948	26.51	1,885	8.40	12,360	55.09	8,189	36.50	22,434	25,291

[1] Executives includes OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members

Diversity by Age, Level, and Gender

	12/31/2021			12/31/2020[1]		
	<30	30–50	>50	<30	30–50	>50
	%	%	%	%	%	%
Board (OMV Executive Board only)						
Male	0.00	0.00	100.00	0.00	20.00	60.00
Female	0.00	0.00	100.00	0.00	20.00	0.00
Total	**0.00**	**0.00**	**100.00**	**0.00**	**40.00**	**60.00**
Executives (OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members)						
Male	0.00	27.27	72.73	0.00	28.95	52.63
Female	0.00	66.67	33.33	0.00	10.53	7.89
Total	**0.00**	**33.33**	**66.67**	**0.00**	**39.48**	**60.52**
Advanced level						
Male	0.00	52.43	47.57	0.00	49.14	29.98
Female	0.00	75.30	24.70	0.25	17.69	2.95
Total	**0.00**	**57.27**	**42.73**	**0.25**	**66.83**	**32.93**

	12/31/2021			12/31/2020[1]		
	<30	30–50	>50	<30	30–50	>50
	%	%	%	%	%	%
Core level						
Male	0.33	63.83	35.83	0.28	45.44	24.20
Female	1.28	78.69	20.04	0.34	23.80	5.92
Total	**0.63**	**68.50**	**30.87**	**0.63**	**69.25**	**30.13**
Primary level						
Male	2.61	62.56	34.83	1.88	38.02	22.21
Female	4.95	68.70	26.35	1.98	26.12	9.79
Total	**3.52**	**64.95**	**31.53**	**3.86**	**64.14**	**31.99**
Entry level						
Male	11.90	47.97	40.13	5.61	21.42	18.84
Female	11.63	48.40	39.98	6.67	26.19	21.26
Total	**11.75**	**48.20**	**40.05**	**12.28**	**47.61**	**40.10**
Technician						
Male	6.59	48.31	45.10	4.60	47.95	39.51
Female	5.92	28.93	65.15	0.37	2.82	4.75
Total	**6.53**	**46.70**	**46.77**	**4.96**	**50.78**	**44.26**
Not classified						
Male	12.95	54.24	32.81	n.r.	n.r.	n.r.
Female	13.82	61.77	24.41	n.r.	n.r.	n.r.
Total	**13.14**	**55.86**	**31.01**	**n.r.**	**n.r.**	**n.r.**

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

n.r. = not reported

New Hires by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020[1]	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	219	66.36	404	66.67	1	100.00	82	71.93	706	67.17	411	67.71
Female	111	33.64	202	33.33	0	0.00	32	28.07	345	32.83	196	32.29
Total	**330**	**100.00**	**606**	**100.00**	**1**	**100.00**	**114**	**100.00**	**1,051**	**100.00**	**607**	**100.00**
Age												
<30	107	32.42	216	35.64	0	0.00	19	16.67	342	32.54	168	27.68
30-50	202	61.21	330	54.46	1	100.00	84	73.68	617	58.71	384	63.26
>50	21	6.36	60	9.90	0	0.00	11	9.65	92	8.75	55	9.06
Total	**330**	**100.00**	**606**	**100.00**	**1**	**100.00**	**114**	**100.00**	**1,051**	**100.00**	**607**	**100.00**

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

Ended Contracts by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020[1]	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	299	74.75	2,595	81.20	7	70.00	449	81.19	3,350	80.55	1,895	78.11
Female	101	25.25	601	18.80	3	30.00	104	18.81	809	19.45	531	21.89
Total	**400**	**100.00**	**3,196**	**100.00**	**10**	**100.00**	**553**	**100.00**	**4,159**	**100.00**	**2,426**	**100.00**
Age												
<30	69	17.25	95	2.97	0	0.00	49	8.86	213	5.12	94	3.87
30-50	193	48.25	1,100	34.42	10	100.00	388	70.16	1,691	40.66	903	37.22
>50	138	34.50	2,001	62.61	0	0.00	116	20.98	2,255	54.22	1,429	58.91
Total	**400**	**100.00**	**3,196**	**100.00**	**10**	**100.00**	**553**	**100.00**	**4,159**	**100.00**	**2,426**	**100.00**

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

Turnover Rate by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020[1]	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	299	7.18	2,595	21.93	7	1.25	449	52.82	3,350	19.25	1,895	13.36
Female	101	6.62	601	14.10	3	3.70	104	38.81	809	13.18	531	10.57
Total	**400**	**7.03**	**3,196**	**19.86**	**10**	**1.56**	**553**	**49.46**	**4,159**	**17.67**	**2,426**	**12.63**
Age												
<30	69	8.68	95	8.69	0	0.00	49	70.00	213	10.80	94	0.49
30-50	193	5.48	1,100	13.16	10	1.85	388	50.85	1,691	12.83	903	4.70
>50	138	10.97	2,001	30.12	0	0.00	116	40.70	2,255	27.26	1,429	7.44
Total	**400**	**7.03**	**3,196**	**19.86**	**10**	**1.56**	**553**	**49.46**	**4,159**	**17.67**	**2,426**	**12.63**

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

Labor Practice Indicators

	12/31/2021	12/31/2020
Percentage of employees who have the right to exercise freedom of association and collective bargaining[1]	95.08%	96.41%
Percentage of employees pepresented by local trade unions or works council[2]	86.10%	87.49%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining[2]	94.57%	95.32%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring[2]	98.35%	99.72%

[1] Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

[2] Excluding Avanti GmbH, Borealis Group, Dunatar Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream (only as of 31.12.2020)

Average Hours of Training and Education by Position and Gender[1, 2]

	2021	2020	2019
Board and executives			
Average training hours for Board and executives[3]	14	11	19
Advanced level			
Average training hours for advanced level[3]	15	13	25
Core level			
Average training hours for core level[3]	18	15	25
Primary level			
Average training hours for primary level[3]	19	15	24
Entry level			
Average training hours for entry level[3]	17	11	21
Technicians			
Average training hours for technicians[3]	15	11	19
Grand total			
Average training hours for all employees	18	12	21
Average training hours for female employees	16	12	18
Average training hours for male employees	19	13	22
Average hours of health, safety, and emergency response training for full-time (direct) employees	6	n.r.	n.r.
Total training hours for female employees	**94,514**	**55,633**	**89,658**
Total training hours for male employees	**305,469**	**161,203**	**314,564**
Total training hours for all employees	**399,983**	**216,837**	**404,222**
Money spent on training	8,352,725	4,349,217	8,271,226
Number of participants in trainings	20,887	16,044	16,322

[1] Excluding DUNATÀR Köolajtermék Tároló és Kereskedelmi Kft., SapuraOMV Upstream; excl. DYM Solutions, MTM, Ecoplast, Rosier

[2] Excluding conferences and training for external employees

[3] Excluding Borealis Group, DUNATÀR Köolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream

n.r. = not reported

OMV AG Data

Occupational Safety

OMV Aktiengesellschaft	Unit	2021	2020	2019
Occupational safety – employees				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,389	1,469	1,186
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	0.00
Lost-time injury severity	per 1 mn hours worked	0	0	0
Total recordable injuries	number	1	1	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.72	0.68	0.84
Occupational safety – contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	275	412	410
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	2.44
Lost-time injury severity	per 1 mn hours worked	0.00	0.00	5.00
Total recordable injuries	number	0	0	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0	0.00	2.44
Occupational safety – employees and contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,664	1,881	1,596
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	0.63
Lost-time injury severity	per 1 mn hours worked	0	0	5
Total recordable injuries	number	1	1	2
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.60	0.53	1.25

Environmental Data[1]

OMV Aktiengesellschaft	Unit	2021	2020	2019
Water consumed	m^3	9,199	29,394	36,967
Total waste	t	167.0	152.5	185.2
Energy consumption	TJ	39.6	42.4	44.4

OMV Aktiengesellschaft	Unit	2021	2020	2019
thereof electricity	MWh	7,562	8,242	8,750
thereof heat	MWh	3,448	3,534	3,592
Percentage of energy consumption from renewable sources[2]	%	88%	84%	84%
Scope 2 emissions	t CO_2 equivalent	76	71	287

[1] Environmental data is collected per site, not per legal entity. The OMV Head Office in Vienna was thus used as a proxy for the legal entity OMV Aktiengesellschaft. Environmental data displayed above refers to the Head Office and only data relevant for the Head Office has been selected. Environmental data reported elsewhere in the Sustainability Report, such as GHG Scope 1 emissions and other air emissions, is not relevant for the Head Office.

[2] Electricity consumption is 100% from renewable sources.

Workforce

Year End Headcount by Gender, Employment, and Contract Type

OMV Aktiengesellschaft	12/31/2021	12/31/2020	12/31/2019
Employees			
Total (incl. apprentices)	870	871	837
Employment type			
Full-time	757	763	726
thereof male	388	388	376
thereof female	369	375	350
Part-time	113	108	111
thereof male	13	15	13
thereof female	100	93	98
Gender			
Male	401	403	389
Female	469	468	448
Employment type			
Temporary[1]	75	125	200
thereof male	36	63	84
thereof female	39	62	116
Permanent	795	746	637
thereof male	365	340	305
thereof female	430	406	332

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

Local Employment (National Local Employees)[1]

OMV Aktiengesellschaft	12/31/2021	12/31/2020	12/31/2019
Austria			
Austria	67.36%	67.16%	70.01%

[1] According to nationality

Parental Leave

OMV Aktiengesellschaft	2021	2020	2019
Employees entitled to parental leave as per December 31			
Male	401	403	389
Female	469	468	448
Took parental leave			
Male	9	11	5
Female	26	32	19
Returned from parental leave			
Male	11	11	5
Female	21	22	17

New Hires by Gender

	2021		2020		2019	
OMV Aktiengesellschaft	Abs.	%	Abs.	%	Abs.	%
Austria						
Male	35	59.32	65	54.62	97	40.93
Female	24	40.68	54	45.38	140	59.07
Total	**59**	**100.00**	**119**	**100.00**	**237**	**100.00**

Ended Contracts by Gender

	2021		2020		2019	
OMV Aktiengesellschaft	**Abs.**	**%**	**Abs.**	**%**	**Abs.**	**%**
Austria						
Male	30	58.82	49	57.65	26	49.06
Female	21	41.18	36	42.35	27	50.94
Total	**51**	**100.00**	**85**	**100.00**	**53**	**100.00**

Turnover Rate by Gender, and Age

	2021		2020		2019	
OMV Aktiengesellschaft	**Abs.**	**%**	**Abs.**	**%**	**Abs.**	**%**
Gender						
Male	30	7.56	49	12.60	26	8.41
Female	21	4.52	36	8.04	27	8.36
Total	**51**	**5.92**	**85**	**10.16**	**53**	**8.39**
Age						
<30	5	6.41	10	1.19	7	1.11
30–50	36	5.65	49	5.85	35	5.54
>50	10	6.80	26	3.11	11	1.74

Labor Practice Indicators

OMV Aktiengesellschaft	**2021**	**2020**	**2019**
Percentage of employees who have the right to exercise freedom of association and collective bargaining	100.00%	100.00%	100.00%
Percentage of employees represented by local trade unions or works council	100.00%	100.00%	100.00%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining	100.00%	100.00%	100.00%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring	100.00%	100.00%	100.00%

Business Principles – Key Figures

OMV Aktiengesellschaft	2021	2020	2019
Number of employees trained in business ethics[1]	816	4	594
Number of employees trained in human rights	69	200	180

[1] 2019 data restated, as calculation method changed to include both e-learnings and face-to-face trainings.

Vienna, March 30, 2022
The Executive Board

Alfred Stern m.p.

Johann Pleininger m.p.

Reinhard Florey m.p.

Elena Skvortsova m.p.

Martijn Arjen van Koten m.p.

Reporting Annexes

IN THIS CHAPTER

GRI Content Index

Universal Standards

GRI 101: Foundation 2016

No disclosures

GRI 102: General Disclosures 2016

Organizational Profile

Disclosures		Link or Direct Answer	NaDiVeG
102-1	Name of the organization	About This Report	
102-2	Activities, brands, products, and services	Value Chain	
102-3	Location of headquarters	About This Report Contacts and Imprint	
102-4	Location of operations	Value Chain Annual Report: Fields of Activity	
102-5	Ownership and legal form	Annual Report: OMV on the Capital Markets	
102-6	Markets served	Value Chain Annual Report: Fields of Activity	
102-7	Scale of the organization	OMV at a Glance Economic Data Workforce Data Value Chain Annual Report: OMV Group Business Year	
102-8	Information on employees and other workers	Workforce Data Annual Report: Employees A substantial part of our work is performed by contractors.	
102-9	Supply chain	Value Chain Supply Chain Economic Data	
102-10	Significant changes to the organization and its Supply chain	Value Chain Supply Chain	
102-11	Precautionary Principle or approach	Sustainability Framework Sustainability Governance Risks and Opportunities Product Safety Environment	
102-12	External initiatives	Human Rights Economic Impacts and Business Principles Circular Economy Climate Change	
102-13	Membership of associations	Key Memberships	

Strategy

Disclosures		Link or Direct Answer	NaDiVeG
102-14	Statement from senior decision-maker	CEO Statement Letter of the Supervisory Board	
102-15	Key impacts, risks, and opportunities	Specific Sustainability Risks and Opportunities Annual Report: Risk Management	

Ethics and Integrity

Disclosures		Link or Direct Answer	NaDiVeG
102-16	Values, principles, standards, and norms of behavior	Sustainability Framework Economic Impacts and Business Principles	
102-17	Mechanisms for advice and concerns about ethics	Business Ethics and Anti-Corruption	

Governance

Disclosures		Link or Direct Answer	NaDiVeG
102-18	Governance structure	Sustainability Governance	
102-19	Delegating authority	Sustainability Governance	
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance CEO Statement	
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement Sustainability Governance	
102-22	Composition of the highest governance body and its committees	Annual Report: Supervisory Board	
102-23	Chair of the highest governance body	Annual Report: Supervisory Board	
102-24	Nominating and selecting the highest governance body	Annual Report: Supervisory Board	
102-25	Conflicts of interest	Annual Report: Supervisory Board	
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance	
102-27	Collective knowledge of highest governance body	Sustainability Governance	
102-28	Evaluating the highest governance body's performance	Sustainability Governance	
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Governance Risks and Opportunities Stakeholder Engagement Materiality	
102-30	Effectiveness of risk management processes	Sustainability Governance Risks and Opportunities Annual Report: Risk Management	
102-31	Review of economic, environmental, and social topics	Sustainability Governance Risks and Opportunities	
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance CEO Statement Letter of the Supervisory Board	
102-33	Communicating critical concerns	Sustainability Governance	
102-35	Remuneration policies	Sustainability Governance Annual Report: Consolidated Corporate Governance Report	
102-36	Process for determining remuneration	Sustainability Governance Annual Report: Consolidated Corporate Governance Report	

Stakeholder Engagement

Disclosures		Link or Direct Answer	NaDiVeG
102-40	List of stakeholder groups	Stakeholder Engagement	
102-41	Collective bargaining agreements	Workforce Data	
102-42	Identifying and selecting stakeholders	Materiality Stakeholder Engagement	
102-43	Approach to stakeholder engagement	Materiality Stakeholder Engagement	
102-44	Key topics and concerns raised	Stakeholder Engagement	

Reporting Practice

Disclosures		Link or Direct Answer	NaDiVeG
102-45	Entities included in the consolidated financial statements	Annual Report: Direct and Indirect Investments of OMV Aktiengesellschaft	
102-46	Defining report content and topic Boundaries	About This Report Materiality	
102-47	List of material topics	Materiality	
102-48	Restatements of information	All changes relative to previous years' reported data or information have been indicated where relevant.	
102-49	Changes in reporting	Materiality About This Report	
102-50	Reporting period	About This Report	
102-51	Date of most recent report	2021 About This Report	
102-52	Reporting cycle	annual	
102-53	Contact point for questions regarding the report	Contacts and Imprint	
102-54	Claims of reporting in accordance with the GRI Standards	This Report has been prepared in accordance with the GRI Standards: Core option	
102-55	GRI content index	GRI Content Index	
102-56	External assurance	Assurance Statement About This Report	

Material Topics and Other Topics

Carbon Emissions Reduction

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
103-2	The management approach and its components	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
103-3	Evaluation of the management approach	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Efficiency and Sourcing Renewable Energy Environmental Data	Environmental concerns
302-4	Reduction of energy consumption	Energy Efficiency and Sourcing Renewable Energy Environmental Data	Environmental concerns
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Environmental Data	Environmental concerns
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data	Environmental concerns

Disclosures		Link or Direct Answer	NaDiVeG
305-4	GHG emissions intensity	Environmental Data	Environmental concerns
305-5	Reduction of GHG emissions	Carbon Emissions Reduction Environmental Data	Environmental concerns
305-6	Emissions of ozone-depleting substances (ODS)	Environmental Data	Environmental concerns

Energy Transition

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Energy Transition Public Policy Sustainability Framework	Environmental concerns
103-2	The management approach and its components	Energy Transition Public Policy Sustainability Framework	Environmental concerns
103-3	Evaluation of the management approach	Energy Transition Public Policy Sustainability Framework	Environmental concerns
GRI 201: Economic Performance 2016			
201-2	Financial implications and other risks and opportunities due to climate change	Specific Sustainability Risks and Opportunities Scenario Analysis EU Taxonomy Reporting Zero-Carbon Products	
GRI 305: Emissions 2016			
305-3	Other indirect (Scope 3) GHG emissions	Environmental Data	Environmental concerns
305-4	GHG emissions intensity	Energy Transition Environmental Data	Environmental concerns
305-5	Reduction of GHG emissions	Energy Transition Environmental Data	Environmental concerns

Environment

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions	Environmental concerns
103-2	The management approach and its components	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions	Environmental concerns
103-3	Evaluation of the management approach	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions Environmental Data	Environmental concerns
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Water	Environmental concerns

Disclosures		Link or Direct Answer	NaDiVeG
303-2	Management of water discharge-related impacts	Water	Environmental concerns
303-3	Water withdrawal	Environmental Data	Environmental concerns
303-4	Water discharge	Environmental Data Economic Data 303-4-d-i: According to the IPIECA/API/IOGP recommendation and the GRI Sector Standard: Oil and Gas – exposure draft, quality issues of water discharged and the total volume of hydrocarbons discharged are key areas of environmental concern. 303-4-d-ii: Based on local regulations and international conventions, such as MARPOL 73/78, OMV developed "Specific requirements for produced water and offshore waste water discharge," further defined in our internal management guidelines.	Environmental concerns
303-5	Water consumption	Environmental Data	Environmental concerns
GRI 305: Emissions 2016			
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data	Environmental concerns
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste	Environmental concerns
306-2	Management of sigificant waste-related impacts	Waste	Environmental concerns
306-3	Waste generated	Environmental Data	Environmental concerns
306-4	Waste diverted from disposal	Environmental Data	Environmental concerns
306-5	Waste directed to disposal	Environmental Data	Environmental concerns
GRI 306: Effluents and Waste 2016			
306-3	Significant spills	Spills Environmental Data	Environmental concerns
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Economic Data	Environmental concerns

Circular Economy

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Circular Economy Mechanical Recycling Chemical Recycling Renewable Feedstock	Environmental concerns
103-2	The management approach and its components	Circular Economy Mechanical Recycling Chemical Recycling Renewable Feedstock	Environmental concerns
103-3	Evaluation of the management approach	Circular Economy	Environmental concerns
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Circular Economy	Environmental concerns

Disclosures		Link or Direct Answer	NaDiVeG
306-2	Management of sigificant waste-related impacts	Circular Economy	Environmental concerns
306-4	Waste diverted from disposal	Our KPI sustainable polyolefins produced is defined as polyolefin products or other chemicals derived from plastic waste (either through a mechanical or chemical recycling process) or from biobased feedstock (biowaste). This is waste that would otherwise be disposed of, but is diverted and reused to make polyolefins. We do not report the total weight of the waste used, but rather the tons of output.	

Health, Safety, and Wellbeing

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
103-2	The management approach and its components	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
103-3	Evaluation of the management approach	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Occupational Safety	Employee and social concerns
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety	Employee and social concerns
403-3	Occupational health services	Occupational Safety	Employee and social concerns
403-4	Worker participation, consultation, and communication on occupational health and safety	Health Occupational Safety	Employee and social concerns
403-5	Worker training on occupational health and safety	Health Occupational Safety	Employee and social concerns
403-6	Promotion of worker health	Health	Employee and social concerns
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety Product Safety	Employee and social concerns
403-8	Workers covered by an occupational health and safety management system	Occupational Safety Total number of employees covered by ISO 45001: 9991. Only employees reported; numbers of contractors are not collected at all sites.	Employee and social concerns
403-9	Work-related injuries	Occupational Safety Safety Data 403-9-c: Major hazards as causes of injuries are: slipping, stumbling, and falling; extreme temperature; explosion and fire; falling from height. 403-9-c-ii: Slipping, stumbling, and falling hazards caused high-consequence injuries.	Employee and social concerns
GRI 416: Customer Health and Safety 2016			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Economic Data	Employee and social concerns

Security, Emergency, and Crisis Resilience

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity	
103-2	The management approach and its components	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity	
103-3	Evaluation of the management approach	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity	
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	Corporate Security We provide human rights training to local security employees and third-party contractors. We do not yet track the percentage of personnel trained; we aim to do this in the future if we join the Voluntary Principles Initiative. OMV Corporate Security will undertake a VPSHR pre-qualification review to determine the feasibility of attaining full VPSHR accreditation in the coming years.	

Human Rights

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Human Rights	Respect for human rights, employee and social concerns
103-2	The management approach and its components	Human Rights	Respect for human rights, employee and social concerns
103-3	Evaluation of the management approach	Human Rights	Respect for human rights, employee and social concerns
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	Respect for human rights, employee and social concerns
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights	Respect for human rights, employee and social concerns
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	Respect for human rights, employee and social concerns
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights	Respect for human rights

Disclosures		Link or Direct Answer	NaDiVeG
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights	Respect for human rights
412-2	Employee training on human rights policies or procedures	Human Rights 54% of employees trained in human rights in the training cycle. Of this, 980 employees were trained in 2021, corresponding to 4.3% of employees. 490 training hours were provided in 2021 (971 participants in e-learnings of 30 minutes each, and 9 participants in webinar trainings of 30 minutes each).	Respect for human rights

Diversity, Equity, and Inclusion

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Diversity, Equity, and Inclusion	Employee and social concerns
103-2	The management approach and its components	Diversity, Equity, and Inclusion	Employee and social concerns
103-3	Evaluation of the management approach	Diversity, Equity, and Inclusion	Employee and social concerns
GRI 401: Employment 2016			
401-3	Parental leave	Workforce Data 401-3-d and 401-3-e not reported.	Employee and social concerns
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Workforce Data	Employee and social concerns
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Workforce Data	Employee and social concerns

Employees

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Employees Talent Attraction and Retention Skills Development and Training	Employee and social concerns
103-2	The management approach and its components	Employees Talent Attraction and Retention Skills Development and Training	Employee and social concerns
103-3	Evaluation of the management approach	Employees Talent Attraction and Retention Skills Development and Training Workforce Data	Employee and social concerns
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Workforce Data	Employee and social concerns
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Rights 401-2-b: Significant locations of operation are all the locations where OMV is the main operator. In general, our part-time employment contracts mainly reflect reduced working hours without significantly limiting the benefits not related to working time. Benefits related to working time are, e.g., home office days per month, with full-time employees being entitled to more home office days than part-time employees.	Employee and social concerns

Disclosures		Link or Direct Answer	NaDiVeG
401-3	Parental leave	Workforce Data 401-3-d and 401-3-e not reported.	Employee and social concerns
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Workforce Data	Employee and social concerns
404-2	Programs for upgrading employee skills and transition assistance programs	Skills Development and Training Human Rights	Employee and social concerns
404-3	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Talent Attraction and Retention OMV reports that there were 12,703 performance development reviews in the reporting year. 10,586 employees received development reviews; some employees received more than one review in the reporting year. These employees represent 98.95% of all employees eligible to receive reviews in the dedicated IT platform (Success Factors). Excluded are blue-collar employees in Petrom as they do not have access to the platform, and thus are not included in the calculation of this percentage. Borealis runs a separate process and is not included in these numbers.	Employee and social concerns

Communities

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
103-2	The management approach and its components	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
103-3	Evaluation of the management approach	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Community Impacts and Grievances	Respect for human rights, employee and social concerns
413-2	Operations with significant actual and potential negative impacts on local communities	Community Impacts and Grievances	Respect for human rights, employee and social concerns

Economic Impacts and Business Principles

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention
103-2	The management approach and its components	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention

Disclosures		Link or Direct Answer	NaDiVeG
103-3	Evaluation of the management approach	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Economic Data	Corruption prevention
201-4	Financial assistance received from government	Economic Data	Corruption prevention
GRI 203: Indirect Economic Impacts 2016			
203-2	Significant indirect economic impacts	Local Procurement Economic Data Community Investments Workforce Data Our local employment data table shows how many OMV jobs are held by locals. Locals are defined as nationals.	Employee and social concerns
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	Business Ethics and Anti-Corruption All operations are assessed annually for risks related to corruption, and no risks were identified.	Corruption prevention
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Anti-Corruption Only total number of trained employees reported, as this is considered material; breakdown per region and employee categories (including governance body members) and communication to business partners omitted.	Corruption prevention
205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption	Corruption prevention
GRI 206: Anti-Competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Business Ethics and Anti-Corruption	Corruption prevention
GRI 415: Public Policy 2016			
415-1	Political contributions	Public Policy	Corruption prevention
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Economic Data	

Supply Chain

Disclosures		Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
103-2	The management approach and its components	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention

Disclosures		Link or Direct Answer	NaDiVeG
103-3	Evaluation of the management approach	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Local Procurement 204-1-b: Local suppliers are defined as national suppliers, active in the countries where OMV has operations. 204-1-c: Significant locations of operation are all the locations where OMV is the main operator. We disclose local spend for the most significant countries of operation for OMV, OMV Petrom, and Borealis, namely Austria, Romania, and Belgium.	Employee and social concerns
GRI 308: Supplier Environmental Assessment 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
GRI 414: Supplier Social Assessment 2016			
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain	Environmental concerns

SASB Content Index

Greenhouse Gas Emissions

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-110a.1	Gross global Scope 1 emissions	13.9 mn t CO_2eq total; 3.2 mn t CO_2eq from upstream activities. Public Disclosure: Environmental Data	SASB states that GHG emissions data should be consolidated according to a "financial control" approach. OMV uses the operational control approach in reporting its Scope 1 emissions data. OMV uses emission factors from different sources, e.g., IPCC, API GHG Compendium, etc. Since 2016, OMV has been applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 years).
	Scope 1, percentage of methane	0.2%, Absolute CH_4 emissions of 30,672 t reported. Public Disclosure: Environmental Data	
	Scope 1, percentage overed under emissions-limiting regulations	70% covered by EU ETS and New Zealand ETS. Public Disclosure: Data is from 2020 from CDP C11.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
EM-EP-110a.2	Amount of gross global Scope 1 emissions from flared hydrocarbons	1.5 mn t CO_2eq Public Disclosure: Data is from 2020 from CDP C7.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
	Amount of gross global Scope 1 emissions from other combustion	7.3 mn t CO_2eq, thereof 1.4 mn t CO_2eq from upstream activities Public Disclosure: Data is from 2020 from CDP C7.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
	Amount of gross global Scope 1 emissions from process emissions	0.6 mn t CO_2eq Public Disclosure: Data is from 2020 from CDP C7.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
	Amount of gross global Scope 1 emissions from other vented emissions	0.7 mn t CO_2eq. Public Disclosure: Data is from 2020 from CDP C7.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
	Amount of gross global Scope 1 emissions from fugitive emissions	OMV calculates vented and fugitive emissions jointly. Public Disclosure: Data is from 2020 from CDP C7.1b. OMV's CDP for reporting year 2021 will be published at the end of 2022.	
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	OMV's ambition is to reach net-zero GHG emissions (Scope 1, 2, 3) by 2050 or sooner. We have set separate absolute and intensity short-term (2025), mid-term (2030), and long-term (2040) Scope 1 targets. Public Disclosure: Targets Carbon Emissions Reduction	

Air Quality

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-120a.1	Air emissions of the following pollutants: NOx (excluding N_2O)	10,302 t. Public Disclosure: Environmental Data	OMV uses the operational control approach in reporting its air quality data.

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
	Air emissions of the following pollutants: SOx	2,544 t. Public Disclosure: Environmental Data	
	Air emissions of the following pollutants: volatile organic compounds (VOCs)	12,259 t. Public Disclosure: Environmental Data	
	Air emissions of the following pollutants: particulate matter (PM_{10})	635 t. Public Disclosure: Environmental Data	

Water Management

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-140a.1	Total fresh water withdrawn	332,901 megaliters. Public Disclosure: Environmental Data	OMV uses the operational control approach in reporting its water data.
	Percentage of fresh water withdrawn in regions with High or Extremely High Baseline Water Stress	0.1%, absolute freshwater withdrawal in water stressed areas of 348 megaliters reported. Public Disclosure: Environmental Data	
	Total fresh water consumed	Not disclosed. Total water consumed, and total water consumed in all areas with water stress is reported.	
	Percentage of fresh water consumed in regions with High or Extremely High Baseline Water Stress	Not disclosed. Total water consumed, and total water consumed in all areas with water stress is reported.	
EM-EP-140a.2	Volume of produced water and flowback generated	57,875 megaliters of produced water. Flowback is not relevant for all of EM-EP-140a.2 as OMV does not conduct hydraulic fracturing. Public Disclosure: Environmental Data	
	Volume of produced water and flowback: percentage discharged	5.3% Public Disclosure: Environmental Data	
	Volume of produced water and flowback: percentage injected	90.4% Public Disclosure: Environmental Data	
	Volume of produced water and flowback: percentage recycled	Not disclosed.	
	Hydrocarbon content in discharged water	6 t of hydrocarbons discharged. Public Disclosure: Environmental Data	

Biodiversity Impacts

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Public Disclosure: Biodiversity	OMV uses the operational control approach in reporting its biodiversity and spills data.
EM-EP-160a.2	Number of hydrocarbon spills	2,232 spills. Public Disclosure: Environmental Data	
	Volume of hydrocarbon spills	80,976 liters. Public Disclosure: Environmental Data	
	Spills: volume in Arctic	Not relevant as OMV does not currently operate any production in the Arctic. In 2021, OMV announced that it was selling its stake in the Wisting oil field in the Barents Sea of Norway, thereby exiting Arctic oil discovery.	

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
	Volume impacting shorelines with ESI rankings 8–10	Not disclosed.	
	Volume recovered	Not disclosed.	
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Not disclosed.	

Security, Human Rights, and Rights of Indigenous Peoples

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Not disclosed.	
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Not disclosed.	
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Public Disclosure: Human Rights Corporate Security	

Community Relations

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Public Disclosure: Community Impacts and Grievances	
EM-EP-210b.2	Number and duration of non-technical delays	Not disclosed.	

Workforce Health and Safety

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-320a.1	Total recordable incident rate (TRIR)	0.96 per 1 mn hours worked (employees and contractors). Public Disclosure: Safety Data	OMV uses the operational control approach in reporting its safety data. Data covers all employees and contractors.
	Fatality rate	2.53 per 100 mn hours worked (employees and contractors). Public Disclosure: Safety Data	
	Near miss frequency rate (NMFR)	Not disclosed.	
	Average hours of health, safety, and emergency response training for full-time employees	6 hours. Public Disclosure: Workforce Data	
	Average hours of health, safety, and emergency response training for contract employees	Not disclosed.	
	Average hours of health, safety, and emergency response training for short-service employees	Not disclosed.	
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Public Disclosure: Health, Safety, and Well-Being Occupational Safety	

Reserves Valuation and Capital Expenditures

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Public Disclosure: Scenario Analysis	
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Not disclosed for 2021. Calculated in 2020: OMV's total GHG emissions from all activities 2020 onward based on the current product portfolio and current proven/probable reserves (assuming all of the reserves are produced and burned) amount to an estimated 2.16 Gt CO_2 equivalent. Public Disclosure: Sustainability Report 2020 – Sustainability Risks and Opportunities	
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	OMV reports according to the EU Taxonomy. Renewable energy activities are disclosed per activity defined under the Taxonomy. Public Disclosure: EU Taxonomy Reporting	
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Public Disclosure: Scenario Analysis	

Business Ethics and Transparency

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Not disclosed by reserves. We operate in several countries in the Middle East, North Africa, Asia-Pacific, and Central and Eastern Europe that are defined as high risk by the Transparency International Corruption Perception Index. Before we launch activities in a new country, we perform a thorough analysis of business ethics and sanction law issues in that country. The Business Ethics Entry Assessment includes an analysis of the Corruption Perception Index assigned by Transparency International to a given country.	
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Public Disclosure: Business Ethics and Anti-Corruption	

Management of the Legal and Regulatory Framework

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Public Disclosure: Public Policy Review of OMV's industry association memberships.	

Critical Incident Risk Management

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Ten Tier 1 incidents. Public Disclosure: Safety Data	Process Safety Event Rate is disclosed for Tier 1 and 2 combined. OMV uses the operational control approach in reporting its process safety data.
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Public Disclosure: Process Safety	

Activity Metrics

SASB Code	SASB Metrics	OMV Disclosures – 2021 Data	Comments
EM-EP-000.A	Production of oil	Public Disclosure: Annual Report 2021	
	Production of natural gas	Public Disclosure: Annual Report 2021	
	Production of synthetic oil	OMV does not produce synthetic crude linked to oil sands or otherwise in our E&P operations. However, in the Schwechat refinery, OMV is currently producing synthetic crude from post-consumer plastics through chemical recycling. Public Disclosure: Chemical Recycling	
	Production of synthetic gas	Not relevant, OMV does not produce synthetic gas.	
EM-EP-000.B	Number of offshore sites	Not disclosed.	
EM-EP-000.C	Number of terrestrial sites	Not disclosed.	

TCFD Recommendations Index

Governance

Recommendations	Supporting Recommended Disclosures	Reference to the Related Section of the Sustainability Report 2021 and to the CDP Questionnaire
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the Board's oversight of climate-related risks and opportunities.	CDP: (C1.1, C1.2) Sustainability Governance Risks and Opportunities
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP: (C2.2) Sustainability Governance Risks and Opportunities

Strategy

Recommendations	Supporting Recommended Disclosures	Reference to the Related Section of the Sustainability Report 2021 and to the CDP Questionnaire
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP: (C2.1a) CDP: (C2.3a) CDP: (C2.4a) Specific Sustainability Risks and Opportunities Scenario Analysis
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP: (C2.3a) CDP: (C2.4a) Risks and Opportunities Scenario Analysis Sustainability Framework Carbon Emissions Reduction Energy Transition
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP: (C3.2a, C3.3, C3.4) Scenario Analysis Sustainability Framework Energy Transition

Risk Management

Recommendations	Supporting Recommended Disclosures	Reference to the Related Section of the Sustainability Report 2021 and to the CDP Questionnaire
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP: (C2.2) Risks and Opportunities Specific Sustainability Risks and Opportunities Scenario Analysis
	b) Describe the organization's processes for managing climate-related risks.	CDP: (C2.2) CDP: (C2.2a) Sustainability Governance Risks and Opportunities Specific Sustainability Risks and Opportunities
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP: (C2.2) Risks and Opportunities Specific Sustainability Risks and Opportunities

Metrics and Targets

Recommendations	Supporting Recommended Disclosures	Reference to the Related Section of the Sustainability Report 2021 and to the CDP Questionnaire
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP: (C1.3a) CDP: (C2.3) CDP: (C2.4) CDP: (C11.3a) Sustainability Governance Scenario Analysis Targets
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP: (C6.1) CDP: (C6.2) CDP: (C6.3) Carbon Emissions Reduction Energy Transition Environmental Data
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP: (C4.1b) Sustainability Framework Targets
Specific Energy Group Metrics for the Oil and Gas Sector	Expenditures (OPEX) for low-carbon alternatives (e.g., R&D, equipment, products, or services)	EU Taxonomy Reporting
	Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	Water Environmental Data
	Revenues/savings from investments in low-carbon alternatives (e.g., R&D, equipment, products, or services)	EU Taxonomy Reporting
	Investment (CAPEX) in low-carbon alternatives (e.g., capital equipment or assets)	Sustainability Framework EU Taxonomy Reporting
	Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	Water Environmental Data
	Amount of gross global Scope 1 emissions from: (1) combustion, (2) flared hydrocarbons, (3) process emissions, (4) directly vented releases, and (5) fugitive emissions/leaks	CDP: (C7.1b)

Abbreviations

A

AEA	Austrian Energy Agency
API	American Petroleum Institute
ARMS	Active Risk Management System
ARPEE	Romanian Association for Promoting Energy Efficiency
ATX	Austrian Traded Index

B

B2B	Business-to-business
BAT BREF	Best Available Techniques Reference Document
bbl	barrel
BEPS	Base Erosion and Profit Shifting
BES	biodiversity and ecosystem services
boe	barrel oil equivalent

C

C2PAT	Carbon2ProductAustria
CAPEX	capital expenditure
CbCR	Country-by-Country Report
CCS	Carbon Capture and Storage
CCU	Carbon Capture and Utilization
CDP	CDP Carbon Disclosure Project
CDP SC	CDP Supply Chain
CEFIC	European Chemical Industry Council
CEFLEX	Circular Economy for Flexible Packaging
CEGH	Central European Gas Hub
CEP	Clean Energy Partnership
CFM	Community Feedback Mechanism
CGM	Community Grievance Mechanism
CHP	combined heat and power
CIO	Chief Information Officer
CISO	Chief Information Security Officer
CLP	Classification, Labelling, and Packaging
CMF	Corrosion Management Framework
CMMS	Computerized Maintenance Management System
CO	carbon monoxide
CO_2	carbon dioxide
COMA	Contractor Management
CPI	Corruption Perception Index
CSR	Corporate Social Responsibility

D

DAX	German Stock Index
DEI	Diversity, Equity, and Inclusion
DfR	Design for Recyclability
DJSI	Dow Jones Sustainability Indexes
DLR	German Aerospace Center

E

EC	European Community
ECG	electrocardiogram
EITI	Extractive Industries Transparency Initiative
EM	Environmental Management
EMS	Environmental Management System
EPR	Extended Producer Responsibility
ERA	Environmental Risk Assessment
ESG	environmental, social, and governance
ESIA	Environmental and Social Impact Assessment
EU	European Union
EU ETS	EU Emissions Trading System
EVP	Executive Vice President
EWRM	Enterprise-Wide Risk Management

F

FAME	fatty acid methyl ester
FARM	Fertilizer And Related Materials
FFG	Austrian Research Promotion Agency; Österreichische Forschungsförderungsgesellschaft
FIC	Foreign Investors Council
FID	final investment decision
FPPG	Oil and Gas Employers Federation
FVMI	Fachverband der Mineralölindustrie

G

GHG	greenhouse gas
GRI	Global Reporting Initiative
GS	Gold Standard
GTP	gas treatment plant
GWh	gigawatt hour

H

H_2	hydrogen gas
H_2S	hydrogen sulfide
HAZID	Hazard Identification
HAZOP	Hazard and Operability
HC	Hydrocarbons
HiPos	High-Potential Incidents
HR	Human Resources
HSE	Health, Safety, and Environment
HSSE	Health, Safety, Security, and Environment

I

ICS	Industrial Control System
IDW	Institut der Wirtschaftsprüfer in Deutschland e.V.; Institute of Public Auditors in Germany
IEA	International Energy Agency
IFC	International Finance Corporation
IGD	Integrated Graduate Development
ILO	International Labour Organization
IML	in-mould labeling
IOGP	International Association of Oil & Gas Producers
IPIECA	Oil and Gas Industry Association for Environment and Social Issues
ISAE	International Standard on Assurance Engagements
ISCC	International Sustainability & Carbon Certification
ISMS	Information Security Management System
ISO	International Organization for Standardization
IT	Information Technology
IV	Vereinigung der Österreichischen Industrie; Federation of Austrian Industries

J

JV	Joint Venture

K

KPIs	Key Performance Indicators
kt	kiloton
KYC	know your customer

L

LCA	Life Cycle Assessment
LDAR	Leak Detection and Repair
LTIP	Long-Term Incentive Plan
LTIR	Lost-Time Injury Rate
LTIs	Lost-Time Injuries
LWDI	Lost Work Day Incident

M

M&A	mergers & acquisitions
m^3	cubic meter
MEA	Middle East and Africa
MFA	multifactor authentication
mn	million
MTP	mid-term plan
MWV	Mineralölwirtschaftsverband

N

N_2	nitrogen
NaDiVeG	Austrian Sustainability and Diversity Improvement Act
NGO	non-governmental organization
NH_3	ammonia
NIS	Network and Information Security
NMVOC	non-methane volatile organic compound
NOC	National Oil Company
NO_x	nitrogen oxides
NPEC	New Plastics Economy
NPO	non-profit organization
NZE	Net Zero Emissions

O

OCIMF	Oil Companies International Marine Forum
OCS	Operation Clean Sweep®
OECD	Organization for Economic Co-operation and Development
OGI	Optical Gas Imaging
OPEX	operating expenditure
OT	Operational Technology

P

PCEP	Polyolefin Circular Economy Platform
PCI-DSS	Payment Card Industry Data Security Standard
PCR	post-consumer recycled
PE	polyethylene
PEM	polymer electrolyte membrane
PHA	process hazard analysis
PM	particulate matter
PO	polyolefins
PP	polypropylene
PPE	property, plant, and equipment
PRE	Plastics Recyclers Europe
PS	process safety
PSE	Process Safety Event
PSIS	Product Safety Information Sheet
PV	photovoltaic

Q

QRA	Quantitative Risk Assessment

R

R&D	Research and Development
RBSTA	Romanian Black Sea Titleholders Association
REACH	Registration, Evaluation, Authorization, and Restriction of Chemicals
RED	Renewable Energy Directive
rPOs	recycled polyolefins

S

SAF	sustainable aviation fuel
SASB	Sustainability Accounting Standards Board
SCP	Smart Chain Processing
SDGs	Sustainable Development Goals
SDS	safety data sheet
SDS	Sustainable Development Scenario
SIA	Social Impact Assessment
SIEM	Security Information and Event Management
SO_2	sulfur dioxide
SO_x	sulfur oxides
SPoR	Social Psychology of Risk
SRI	socially responsible investor
STEPS	Stated Policies Scenario
StMWi	Bavarian Ministry of Economic Affairs and Energy
SVHC	substances of very high concern
SVP	Senior Vice President

T

t	ton
TfS	Together for Sustainability
TJ	terajoule
toe	ton of oil equivalent
TRIR	Total Recordable Injury Rate
TRIs	Total Recordable Injuries
TWh	terawatt hour

U

UAE	United Arab Emirates
UK	United Kingdom
UN	United Nations
UNGC	UN Global Compact
US	United States

V

VCS	Verified Carbon Standard
VOC	volatile organic compund
VPSHR	Voluntary Principles on Security and Human Rights

W

WHO	World Health Organization
WKO	Austrian Federal Economic Chamber
WPC	World Plastics Council
WRI	World Resources Institute
WSA	Wet Sulfuric Acid

Contacts and Imprint

OMV Aktiengesellschaft
Trabrennstrasse 6–8
1020 Vienna, Austria
Tel. +43 1 40440-0
info@omv.com
www.omv.com/en

Carbon, Energy & ESG Management
Brigitte Bichler
OMV Aktiengesellschaft
Trabrennstrasse 6–8
1020 Vienna, Austria
info.sustainability@omv.com

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Design and Implementation
nexxar GmbH
Online annual reports and online sustainability reports
www.nexxar.com

Further Publications

OMV Factbook
www.omv.com/factbook

OMV Annual Report
www.omv.com/annual-report

OMV SRI Story
https://www.omv.com/services/downloads/00/omv.com/1522185121308/sri-story

Assurance Statement

To the Executive Board
OMV Aktiengesellschaft
Wien

Report about the Independent Assurance of the non-financial Reporting 2021

We have performed a limited assurance engagement regarding the non-financial Reporting 2021 (hereafter "Reporting") in accordance with the requirements of the § 243b and § 267a UGB Nachhaltigkeits- und Diversitätsverbesserungsgesetz (NaDiVeG), the EU Taxonomy regulation and the GRI Standards CORE Option of OMV Aktiengesellschaft (hereafter "OMV"), Wien.

The assurance engagement covers the Reporting 2021 as follows:

Sustainability Report 2021 concerning information in and references linked from the GRI Content Index to sustainability disclosures and data for the reporting period 2021 as PDF.

We base the scope of our assurance on the fact that no information relevant for the assurance is outsourced to the homepage.

Responsibilities of the Legal Representatives

OMV´s legal representatives are responsible for the proper compilation of the Reporting 2021 in accordance with § 243b and § 267a UGB[55] (NaDiVeG), the EU Taxonomy regulation[56] and with the GRI-Standards[57].

The legal representatives have signed the Letter of Representation, which we have added to our files.

Responsibilities of the Assurance Providers

Based on our assurance procedures deemed necessary and our evidence we have obtained, it is our responsibility to assess whether any matters have come to our attention that cause us to believe, that in all material matters the non-financial Reporting 2021 is not in accordance with § 243b and § 267a UGB (NaDiVeG), the EU Taxonomy regulation and with the GRI-Standards.

Our assurance engagement has been conducted in accordance with the "International Federation of Accountants' ISAE 3000 (Revised)" Standards.

Our professional duties include requirements in relation to our independence as well as planning our assurance engagement based on the materiality considerations in order to allow us to obtain a limited level of assurance.

According to the "General Conditions of Contract for the Public Accounting Professions" our liability is limited. An accountant is only liable for violating intentionally or by gross negligence the contractual duties and obligations entered into. In cases of gross negligence, the maximum liability towards the client and any third party together is EUR 726,730 in the aggregate.

Our procedures have been designed to obtain a limited level of assurance on which to base our conclusions. The extent of evidence gathering procedures performed is less than for that of a reasonable assurance engagement (such as a financial audit) and therefore a lower level of assurance is provided.

We have performed all the procedures deemed necessary to obtain the evidence that is sufficient and appropriate to provide a basis for our conclusions. Our main procedures were:

- Obtain an overview over the industry as well as the operational and organizational structure of the organization;
- Interview a selection of senior managers and executives to understand systems, processes and internal control procedures related to the content of the non-financial Reporting assured, which support the data collection;
- Review relevant group level, board and executive documents to assess awareness and priority of issues in the non-financial Reporting and to understand how progress is tracked and internal controls are implemented;
- Examine risk management and governance processes related to sustainability and critical evaluation of the disclosure in the non-financial Reporting;
- Perform analytical procedures at group level;
- Perform virtual meetings with responsible persons at site level to obtain evidence on performance indicators. In addition, we reviewed data samples of the selected disclosures in the non-financial Reporting at site level for completeness, reliability, accuracy and timeliness;

[55] https://www.ris.bka.gv.at/Dokumente/Bundesnormen/NOR40189009/NOR40189009.pdf
[56] https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R2178&qid=1639643622790
[57] https://www.globalreporting.org/standards

- Review data and processes on a sample basis to assess whether they have been collected, consolidated and reported appropriately at group level. This included obtaining an opinion whether the data had been reported in an accurate, reliable and complete manner;
- Review the coverage of material issues which have been raised in stakeholder dialogues, in media reports and environmental and social reports of peers;
- Assessment whether the Requirements according to § 243b and § 267a UGB (NaDiVeG) have been adequately addressed;
- Assessment whether the Requirements according to the EU Taxonomy regulation have been adequately addressed;
- Challenge a sample of statements and claims in the non-financial Reporting 2021 against our work steps and the GRI Standards principles and
- Review whether the GRI Standards were consistently applied for the CORE Option.

The objective of our engagement was neither a financial audit nor a financial audit review of past-oriented financial information. We did not perform any further assurance procedures on data, which were subject of the annual financial audit, the corporate governance report and the risk reporting. We merely checked this data was presented in accordance with the GRI Guidelines. Neither the detection and investigation of criminal offenses, such as embezzlement or other fraudulent actions, nor the assessment of effectiveness and efficiency of management were subject to our engagement. We did not test data derived from external surveys or prospective information. Our assurance engagement solely covers references directly specified in the GRI Content Index. It does not cover any further web references.

We submit this report based on our assurance engagement for which, also regarding third parties, the "General Conditions of Contract for the Public Accounting Professions"[58], are binding.

Conclusion

Based on our assurance procedures and our evidence we have obtained no matters have come to our attention that causes us to believe that in all material matters the non-financial Reporting 2021 is not in accordance with § 243b and § 267a UGB (NaDiVeG), the EU Taxonomy regulation and the GRI-Standards.

Vienna, 30. March 2022

Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H.

Mag. Gerhard Schwartz Mag. Stefan Uher

[58] Version dated 18 April 2018, published by the Chamber of Public Accountants and Tax Consultants, Chapter 7, https://www.ksw.or.at/PortalData/1/Resources/aab/AAB_2018_de.pdf