



FOCUS QUESTIONS 2022

This year, the Austrian Shareholder Association, or Interessenverband für Anleger (IVA), again collaborated with partners to prepare twelve focus questions and invites listed companies to answer them. The answers of the companies will be published on the Internet at www.iva.or.at.

1) Investments:

- a) Investments in the collection of ESG-relevant data in 2020 and 2021: How high are internal/external costs (consulting, lawyers, auditors, IT service providers)?

In 2020 and 2021, internal and external costs for the collection and reporting of ESG-relevant data totaled approximately EUR 1.5 mn.

- b) Investments in social media in 2020 and 2021: How high are internal/external costs (employees, media agency, strategy consulting, etc.)?

OMV spent (excl. Petrom and Borealis but including all our retail countries that have their own Facebook accounts) EUR 576,071 in 2020 and EUR 556,654 in 2021 on social media activities.

- c) Investments in the development of ICS systems in 2020 and 2021: What measures were implemented? How high are internal/external costs (consulting, lawyers, auditors)?

During the annual audit, the auditor reviews the ICS (internal control system) to ensure that it is functioning properly. In addition, improvement measures are defined, evaluated, and implemented on an ongoing basis. In 2021, for example, this included auditor EY reviewing the control requirements for selected processes. This incurred additional external costs of approximately EUR 60,000. In addition, implementation of the GRC (Governance, Risk & Compliance) tool for the digitalization of the ICS started in 2021 and was rolled out to selected units in the OMV Group (the full rollout will be completed in 2022). This resulted in EUR 274,000 in external costs for the implementation partner, approximately EUR 15,000 in external costs for the design review, and EUR 10,000 in internal costs. The internal resources of the Corporate ICS department remained the same as in 2020.

2) ESG reporting:

- a) What are the ESG costs for reporting in 2021 (external consultants, service providers, etc.)?

The total costs for the Sustainability Report 2021 came to around EUR 250,000.



- b) How many employees are dedicated exclusively to these tasks?

One employee.

- c) Are the UN PRI (Principles for Responsible Investment) being complied with?

OMV is a member of the UN Global Compact. OMV supports the UN Sustainable Development Goals and complies with other core UN guidelines such as the UN Guiding Principles on Business and Human Rights. We actively report on our sustainability performance and interact with investors so that they in turn can meet their UN PRI commitments.

3) Supervisory Board:

How high are ancillary costs such as travel expenses, secretarial services, consulting, examinations, training?

Expenses for the remuneration of the Supervisory Board, attendance expenses, and travel expenses amounted to approximately EUR 0.8 mn in financial year 2021. Other ancillary costs amounted to approximately EUR 1.2 mn.

4) Investor Relations activities:

- a) Number of roadshows at home and abroad?

In financial year 2021, OMV participated in over 50 roadshows and conferences at home and abroad, almost exclusively in a virtual format due to the pandemic situation.

- b) Number of contacts with institutional and private investors?

Meetings were held with more than 250 institutional investors (several times with some of them); we were also in contact with private investors in 2021.

- c) Expenses for research and analysis?

By the end of 2021, OMV had been covered by 21 analysts; the company pays no fees for these services.

- d) Print edition of the Annual Report and the Sustainability Report?

Print edition of the Annual Report 2021: German 0, English 0. The report is available online in German and English.

Print edition of the Sustainability Report 2021: German 0, English 0. The report is available online in German and English.



e) Cost of publications in “Wiener Zeitung”?

The costs of publications in “Wiener Zeitung” totaled 79.394,40 in 2021 (Annual General Meeting: EUR 72,120 Extraordinary General Meeting: 7.274,40).

5) **Tax payments in 2021:**

How high are tax payments in Austria and in the three foreign markets with the highest sales (specify country, sales, tax payment)?

The corporate tax payments of fully consolidated companies in OMV’s consolidated financial statements in financial year 2021 totaled EUR 34 mn in Austria (external sales: EUR 5,326 mn), EUR 12 mn in Germany (external sales: EUR 8,499 mn), EUR 68 mn in Romania (external sales: EUR 4,433 mn) and EUR 3 mn in the Netherlands (external sales: EUR 1,897 mn).

6) **Supply chains:**

The example of the German Supply Chain Act seems to indicate the direction of the European Commission with respect to the ESG factor “Social”. What operational and financial impact do you expect such a (legal) requirement to have on your business model?

We have obligated our suppliers to comply with the Code of Conduct. We choose suppliers based on high quality standards and high compliance standards, which we review in regular supplier audits. For any future regulation regarding the Supply Chain Act (currently being prepared at EU level), we will assess the impact and initiate further measures as required. Risk assessment and actions must be based on concrete specifications of such a legal regulation. As soon as the details of a future European Supply Chain Act, for which the EU is currently preparing, are available, we will assess its impact and initiate any necessary measures.

7) **Fostering young people:**

How many interns work in your company (2020 and 2021)? How many interns receive remuneration and what is the average amount? Describe the age and training structure of the interns.

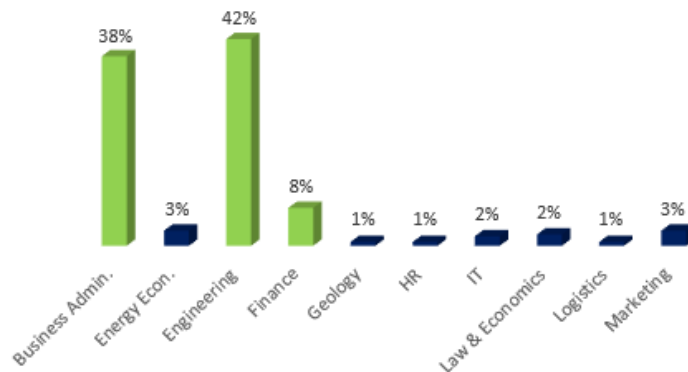
Our company employs 262 interns (2020: 130; 2021: 132).

All interns receive remuneration. The amount depends on the level of training and averaged EUR 1,325 in 2020 and 2021.

The average age of the interns is 23 and they are mainly in technical (42%) and business (38%) areas. Other areas include energy management, finance, geology, human resources, IT, business law, logistics, and marketing.



Educational Structure - Internships 2020+2021



8) Young Shareholders Austria – questions about the labor market and education:

At the present time, it is practically impossible to meet the demand for skilled workers with workers from Austria, so there has been an enormous increase in leased workers from other EU countries.

- a) What concrete measures are you taking to be able to meet the long-term demand for skilled workers in your company in the future?

We are currently in the process of selecting apprentices for refining. Our goal is to increase the number of apprentices in refining and achieve a 50/50 gender split. In the past, OMV has occasionally trained female apprentices in technical professions. We are now trying to broaden this basis and implement it permanently.

We also partner with select (technical) universities and offer diploma and dissertation topics as well as internships.

- b) How many apprentices does the company have?

In Austria, OMV and Borealis had a total of 126 apprentices in 2021 (OMV: 62; Borealis: 64).

- c) How many leasing employees work in the company?

In 2021, the OMV Group (including Petrom and Borealis) had 250 leasing employees.

- d) How much was spent on internal and external training and continuing education – in total and per employee?

In 2021, total expenses for training and continuing education in the OMV Group (incl. Petrom and Borealis, excl. conferences and training for external employees) came to EUR 8,352,725. The average cost per employee is EUR 385.30.



In cooperation with the anti-corruption association Transparency International Austria, two specific topics were selected:

9) Whistleblowing:

The Austrian government is still slow in incorporating the Whistleblowing Directive into national law.

- a) Has a whistleblower system been implemented in your company? If yes, does the system allow anonymous reporting?

OMV has had a (web-based) whistleblower system in place since May 2018. The system allows the technically secure submission of confidential reports. Reports can also be submitted anonymously via the whistleblower system. An anonymous dialog with the whistleblower is also possible. The whistleblowing system is open to internal and external stakeholders and complies with the requirements of the EU Whistleblowing Directive.

- b) What are your experiences with whistleblowing cases and do you collect statistics on the number of irrelevant reports?

Whistleblowers play an important role in the clarification of misconduct. The whistleblower system is therefore an essential part of the OMV compliance program. The number of reported whistleblowing tips is regularly reported to the Executive Board and the Supervisory Board. Reporting includes information on the outcome of the investigations.

10) Transparency:

Can employees, investors, or interested citizens view company information that goes beyond the legal disclosure requirements (e.g. salary information, ESG metrics, supply chains, compliance incidents, etc.)?

OMV provides a lot of additional corporate information that goes far beyond the statutory minimum. In addition to the regular quarterly and annual reports, OMV offers a wealth of information on the Group website and on the regional and divisional websites – from detailed information on OMV business activities to more in-depth information about ongoing OMV social projects and environmental initiatives.

The OMV Group website has an entire section dedicated to sustainability. Visitors can view extensive detailed information and access the sustainability reports that are published annually. Social media are important channels where the public can obtain



information about OMV. OMV is represented on the most popular platforms (Facebook, LinkedIn, Twitter, Instagram, YouTube, etc.). Information is not limited to a group profile. OMV also provides information about its business and social activities in regional and divisional subsidiary profiles. The public can enter into discussions and have their questions answered on these channels.

Confidential information such as salary information and compliance incidents cannot be viewed.



In cooperation with the readers of Börsen-Kurier, two topics were selected that were explicitly included as Börsen-Kurier reader questions in the focus questions:

11) **Shareholder friendliness:**

Recently, the Austrian government again increased its focus on the domestic capital market – especially in the areas of **financial education and the reintroduction of the retention period.**

What are your specific plans for 2022 in terms of further optimizing your transparency and shareholder-friendliness?

We welcome any efforts to promote financial education. As far as our transparency is concerned, we plan to further expand our high level of commitment to regular reporting of our business performance. This includes not only quarterly reporting of our operational KPIs, financial KPIs, and the Annual Report, but also other publications such as the OMV Factbook, which provides a good and comprehensive overview of our various business units, a capital market story that clearly presents the OMV strategy, and last but not least, the Sustainability Report, which provides a detailed status report on our sustainability efforts.

Our efforts regarding transparency in reporting were rewarded last year with OMV again being shortlisted in the Europe-wide IR Magazine Awards.

Our communication with shareholders includes videos on OMV's current financial situation, which are available on YouTube and other channels. We are one of the most active Austrian industrial companies on social media such as Facebook, LinkedIn, Instagram, etc. We regularly participate in Vienna Stock Exchange events with a focus on private shareholders.



When it comes to financial education, we recently participated in the CFA Institute Research Challenge, where students are given the opportunity to write a financial analysis report that is similar in structure and content to equity analyst reports.

12) Blackout:

What preparations have you made for a possible blackout, especially with regard to business continuity management, asset protection (not least IT), ensuring internal and external communication, and raising awareness among employees?

OMV is prepared and has business continuity plans at various corporate levels. These plans include blackout scenarios as well as technical, organizational, and personnel measures. We hold regular simulation exercises. We fulfill our resilience management tasks (emergency, crisis, and business continuity management) in full and in accordance with the state of the art. This includes not only physical plant security, cybersecurity, and internal and external communications, but also raising awareness among our employees.

All terms are to be understood as gender-neutral.