



## OMV Group HSSE Policy

The long-term business success of OMV Group depends on our ability to continually improve and ensure the quality of our activities, products, processes, and services while protecting people, environment, assets, and reputation. Therefore, health, safety, security, environment (HSSE) including energy and quality management are integral parts of our business.

Our vision “**Committed to Zero Harm** – Protect People, Environment and Assets” guides our HSSE culture, behaviors, actions, and decisions:

### Leadership and Compliance

- We care for each other, hold ourselves accountable for our systems, products, services, and actions
- We expect our leaders to demonstrate commitment to HSSE at all organization levels
- We expect our employees, partners, and contractors to adhere to this policy and our management system, and we consult and involve employees and their representatives in health and safety matters
- We provide products, goods and services that meet customer expectations and applicable statutory and regulatory requirements and enhance customer satisfaction
- We are committed to comply with legal and other requirements to which we subscribe wherever we operate, or exceed them when they do not meet our standards

### Performance, Transparency and Risk Management

- We have an integrated management system based on continuous improvement; we report and verify our performance against specific goals, measures, and benchmarks, and want to become a leader in HSSE
- We develop the competence of all our employees on relevant HSSE matters
- We are committed to eliminate hazards and threats by identifying them and by preventing, controlling or reducing risks to an acceptable level

### Focus Areas

- We focus on the health of our employees by improving working conditions, health promotion programs and medical services
- We keep our workplaces and processes safe for the environment and all people who may be affected by our activities
- We actively engage and openly discuss with our stakeholders, and we manage our social impacts and risks
- We minimize our impact on the environment by minimizing air, water, and soil pollution; reducing greenhouse gas (GHG) emissions, use of water and natural resources along the value chain; protecting biodiversity and ecosystems; and rehabilitation of sites after closure
- We develop a circular business, low and zero carbon technologies, and renewable energies; we improve operational and energy efficiency, adapt to and mitigate climate change, and strive to become net zero by 2050
- We are committed to advance sustainable products along the value chain, to give priority to innovative, value creating solutions, identify substances of concern, and to ensure the safety of our products to users
- We protect against crime, malicious acts arising from geopolitical threats and business crime
- We develop resilience to respond, recover, learn from incidents and benchmarks, and ensure business continuity