OMV SRI STORY

May 2020
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OMV. The energy for a better life.

Deliver energy responsibly to improve people’s lives.

Creating long-term value for our customers and shareholders by being innovative and an employer of choice.

Conducting business in a responsible way, respecting the environment and adding value to societies.
OMV produces and markets oil and gas, innovative energy and petrochemical solutions – in a responsible way

OMV is ready for a changing and volatile world

- Safety is top priority
- Reduce carbon footprint
- Drive circular economy
- Operational excellence
- Strategic partnerships
COVID-19 pandemic – OMV is responding with targeted measures

► Priority to protect the health of our staff and our customers
► Devoting every effort to ensure the secure supply of energy
► Showing responsibility towards society by giving to aid organizations
► Taking decisive steps to safeguard our financial strength
Global energy needs are still present as a result of population growth and rise in living standards

World primary energy demand
IEA World Energy Outlook 2019, Mtoe

- Oil and gas will remain main sources of primary energy in the next decade
- Natural gas is an important building block for the world’s future energy supply in the two degrees scenario
- Improving living standards in emerging markets and increasing petchem demand support the demand for oil and gas
Hydrocarbons play a key role in our daily lives
OMV – pioneering in environmental protection

Major achievements refining

1990
First European refiner to produce low-sulphur heating oil

1993
World-first production of biodegradable lubricants

2002
Burghausen refinery produces Germany’s first sulphur-free Diesel fuel

2007
Reduced SO₂ and NOₓ emissions by half at Schwechat refinery

Major achievements towards future mobility

1997
First CNG filling station in Austria

2003
World-first filling station selling the AdBlue® additive that lowers NOx emissions from heavy-duty transport

2012
First public hydrogen filling station in Austria

2018
First high-power charging station for electric vehicles in Austria
Sustainability is embedded in our strategy and performance

- The health and safety of our employees and integrity of our facilities are crucial in terms of acceptance within society.
- OMV recognizes that climate change is one of the most important global challenges. OMV is committed to the goals of the Paris Climate Change Agreement and implements climate action measures.
- OMV strives to be an employer of choice, aims to be an attractive partner and adheres to the highest ethical standards in its business conduct.
OMV is committed to the goals of the Paris Climate Change Agreement and implements climate action measures

**SCOPE 1**

Reduce the carbon intensity of OMV’s operations\(^1\) by

<table>
<thead>
<tr>
<th><strong>NEW TARGETS UNDER REVIEW</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>19% by 2025 (vs. 2010)</td>
</tr>
</tbody>
</table>

- Reduce routine flaring and venting\(^3\) (e.g. Gas-to-Power facilities in Romania)
- Improve energy efficiency (e.g. waste heat recovery, more efficient turbines)
- Increase use of own-produced renewable electricity in OMV operations (e.g. Photovoltaic plant in Austria)

**Achieved (22)% until 2019**

**SCOPE 3**

Reduce the carbon intensity of OMV’s product portfolio\(^2\) by

<table>
<thead>
<tr>
<th><strong>NEW TARGETS UNDER REVIEW</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>4% by 2025 (vs. 2010)</td>
</tr>
</tbody>
</table>

- Increase share of gas in Upstream and gas sales in Downstream
- Shift oil products towards higher value/lower emissions products (e.g. ethylene, propylene, butadiene)
- Increase biogenic or waste-based share in products (Co-Processing, bioethanol)

**Achieved (4)% until 2019**

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\(^1\) Carbon emissions that are produced to generate output using business-specific key figures (Upstream: t CO\(_2\)eq / toe produced, refineries: t CO\(_2\)eq / t throughput, electricity: t CO\(_2\)eq / MWh produced). These are consolidated into an OMV carbon intensity index of business activities at Group level.

\(^2\) Measures the CO\(_2\) emissions through the use of OMV products that are sold to third parties, in t CO\(_2\) per ton oil equivalent.

\(^3\) We also endorsed the World Bank’s “Zero routine flaring by 2030” initiative to end the routine flaring of associated gas during oil production by 2030.
We conduct our business in a responsible way, respecting the environment and adding value to societies

Our strategy to contribute to the Paris climate goals and transform the company to become less carbon intensive is based on three strong pillars, which will creating long-term value for our customers and shareholders and society.

More gas, less oil

More valuable products, burn less

Innovative technology
Gas is an enabler for the energy transition to a lower-carbon energy system

- **Natural gas**
- **CNG**
- **LNG**
- **Synthetic gas**
- **Biogas**
- **Hydrogen**

### Electricity production:
By switching from coal to gas immediate **CO$_2$ savings of 50%**.

### Transport sector:
Gas produces **20–95% less CO$_2$** emissions and almost **no particulate matter emissions**. The technology and infrastructure are available.

### Heating and cooling:
Gas is a clean and affordable low-carbon solution.

### Storage system and pipeline infrastructure:
Connection to the power infrastructure via **Power2Gas**

### Climate-neutral gas:
Hydrogen, pyrolysis and technologies for carbon capture and usage

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1. 20% reduction by using CNG instead of gasoline and 90% reduction by using bio-methane instead of gasoline, on a well-to-wheels basis.
OMV’s project pipeline transforms the company to be less carbon intensive

Production, production split
Kboed, %

1 Depending on the security situation in Libya and imposed production cuts by governments.
More valuable products, burn less

**Oil as a raw material:** premium materials and components for important products used in everyday life (petrochemicals)

**Polyolefins** ¹ demand 2008–2028
Mt, CAGR

- **Fast growing market:** CAGR ~4% until 2028, above GDP growth
- **Asia is the main driver of growth** (CAGR ~5%)
- **Growth triggered by economic growth and improving living standards** in emerging countries and steady growth in mature economies
  - While PE consumption per person is ~30 kg in developed countries, it is around 1 kg in developing countries
- **Market segments to drive the growth:** packaging, automotive, building and construction and textile

¹ Source: IHS Markit; polyolefins defined as polyethylene and polypropylene, excluding recycled volumes
Successfully positioned in a low-carbon world though the acquisition of a controlling interest in Borealis

CEO Rainer Seele:

“We will change our portfolio towards products that are demanded in a low-carbon world …

… and, we want to become a leading player in circular economy”

~60% of plastic production expected to be based on recycled feedstock by 2050 according to McKinsey
# Borealis – Leading polymer producer with a focus on innovation

## Key financials

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value (2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>EUR 9.8 bn</td>
</tr>
<tr>
<td>Net profit</td>
<td>EUR 0.9 bn</td>
</tr>
<tr>
<td>Operating cash flow</td>
<td>EUR 1.4 bn</td>
</tr>
</tbody>
</table>

## Market presence

<table>
<thead>
<tr>
<th>Segment</th>
<th>Capacity</th>
<th>Region/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leading polyolefin producer</td>
<td>5.7 mt</td>
<td>#8 globally</td>
</tr>
<tr>
<td>Strong monomer base</td>
<td>3.6 mt</td>
<td></td>
</tr>
<tr>
<td>Leading fertilizer producer</td>
<td>#3 in Europe</td>
<td></td>
</tr>
<tr>
<td>Major operations in Austria, Belgium, France, Nordics and Germany</td>
<td>European base</td>
<td></td>
</tr>
<tr>
<td>Strong position in Middle East and Asia</td>
<td></td>
<td>40% in Borouge JV</td>
</tr>
<tr>
<td>Expanding US position</td>
<td></td>
<td>50% in Baystar JV</td>
</tr>
</tbody>
</table>

## Employees

- Employees excluding JV: ~6,900
- Employees working in R&D: >500

Note: Capacities include 40% Borouge capacities and 50% Baystar capacities.

1. Purchase of 50% share from NOVA Chemicals into Novealis Holdings has been completed in April 2020
2. Excluding Borealis net working capital changes; including dividends from Borouge
3. Including mtm plastics GmbH, Ecoplast GmbH and Rosier

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Borealis – Technology leader with innovative solutions

- **Borstar®** is a multi-modal proprietary technology that yields special properties and structural benefits
- **PE and PP with good processability for demanding applications** – broad molecular weight distribution with favourable mechanical properties
- **Cost effective and smaller environmental footprint** by accelerating converting processes
- **Borstar® makes Borealis a partner of choice**

**Innovative company**

- 6,900 patents granted and 3,000 patents pending as of 2019
- **Technology leader** in polymer production and recycling
- High share of **specialty products**

**Borstar®**
Innovative plastic solutions are key to reduce the weight of vehicles and thus emissions

Volvo XC60 T8 plug-in hybrid
Interior parts containing recycled content

- Average mid-size SUV has ~300 kg of plastics
- Decreasing the vehicle weight by 1 kg means 0.1 g/km of CO₂ emissions less
- Car looks almost identical to the existing model, but over 60 kilos (~20%) of its plastic parts or 170 parts were replaced with those made of recycled materials.
Extending the value chain towards more valuable products – turning OMV into a global oil, gas and chemicals group
OMV extends value chain into polymers, immediately becoming one of the world’s leading producers

Top 10 polyolefins capacities **Globally**, 2018

<table>
<thead>
<tr>
<th>Company</th>
<th>Polyethylene (Mn t)</th>
<th>Polypropylene (Mn t)</th>
<th>Total (Mn t)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sinopec</td>
<td></td>
<td></td>
<td>13.5</td>
</tr>
<tr>
<td>Exxon</td>
<td></td>
<td></td>
<td>12.9</td>
</tr>
<tr>
<td>LyondellBasell</td>
<td></td>
<td></td>
<td>10.9</td>
</tr>
<tr>
<td>Dow</td>
<td></td>
<td></td>
<td>9.8</td>
</tr>
<tr>
<td>SABIC</td>
<td></td>
<td></td>
<td>8.7</td>
</tr>
<tr>
<td>CNPC</td>
<td></td>
<td></td>
<td>8.2</td>
</tr>
<tr>
<td>Braskem</td>
<td></td>
<td></td>
<td>7.9</td>
</tr>
<tr>
<td>OMV</td>
<td>3.0</td>
<td>2.6</td>
<td>5.7</td>
</tr>
<tr>
<td>Reliance</td>
<td></td>
<td>5.1</td>
<td></td>
</tr>
<tr>
<td>Ineos</td>
<td></td>
<td>4.9</td>
<td></td>
</tr>
</tbody>
</table>

Extension of value chain provides a **natural hedge against cyclicality**

Integrated value chain allows **margin optimization**

OMV gains **access to high growth segment of polymers**

OMV to become **#8 globally and #2 in Europe**
Excellently positioned for IMO 2020 to capture upside

No investment required

No refinery turnaround in 2019 and 2020

Able to produce new grade of marine fuel oil

Balanced sour/sweet crude slate

Advantaged Romanian and Austrian equity crude

Positioned to capture significant upside

Middle distillate yield

50%

Heavy fuel oil yield

2% (European refineries 9%)

Diesel crack spread +USD 10/t

+USD 70 mn

HFO crack spread USD (10)/t

USD (0.8) mn

Upside in Upstream

85% of produced crude is sweet

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1 The figures show the values compared to the combustion of diesel or heavy fuel oil. Source: Wissenschaftlicher Dienst des deutschen Bundestages, May 2018,
2 Source: Woodmac. 2019. 84 European refineries,
3 Impact in Clean CCS Operating Result,
4 < 0.5% sulfur content
Innovative technology

Investment commitment

» EUR 1 bn¹ for innovative sustainable solutions by 2025

Circular economy

Alternative feedstock

¹ Considers planned investments from OMV and Borealis
OMV aims to become a significant player in circular economy

Total investments of up to EUR 1 bn for innovative sustainable solutions planned until 2025

Waste collection
- Co-founder of the project STOP
- Support to create a sustainable waste management system
- Reduce ocean plastic pollution in emerging countries

Design for recycling & mechanical recycling
- Technology leader within the industry
- Design for recycling – solutions to replace difficult-to-recycle materials with 100% recyclable ones
- 2 recycling plants in Austria and Germany

Chemical recycling
- ReOil® – patented technology, converting of plastic waste into high-quality synthetic crude
- Substantially lower CO2 emissions
- Successful operation of pilot plant
- Target: Upscaling to commercial plant of 200 kta by 2025

Total investments of up to EUR 1 bn for innovative sustainable solutions planned until 2025
Circular Economy – Chemical Recycling closes the loop of post consumer plastic recycling

- **Chemical Recycling**
  - Re-granulation of sorted material (PET)
  - High-price segment is limited by product quality requirements
  - High standards of feedstock quality

- **Energ Recovery**
  - Production of high calorific and low calorific substitute fuels
  - Low value-Segment

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**Mechanical Recycling**
- Reuse & Repair
- Energy Recovery
- Product Manufacturer

**Products**
- Plastic Production
- Chemical Recycling
- Mechanical Recycling

**Plastic**
- Refinery/ petchem process
- Synthetic crude oil
- Plastic

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**Use**
- Post-use

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**SRI Story, May 2020**

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Plastic to oil – ReOil®

Synthetic crude oil

ReOil® process

Refinery/ petchem process

Plastics

- Converts used plastics under moderate pressure and normal refinery operating temperatures into synthetic crude oil
- Synthetic crude oil can be used as refinery feedstock to produce base materials or fuels
- Advantage of this synthetic crude oil is:
  - low content of heavy components
  - short transfer distance to refinery
- The substitution of crude oil by post-consumer plastics leads to
  - \( \sim 45\% \) lower \( \text{CO}_2 \) emissions \(^1\)
  - \( \sim 20\% \) less energy demand per t \(^1\)

\(^1\) Austrian Federal Environmental Agency, ReOil – Bewertung eines Konzeptes zur kaskadischen Nutzung von Altkunststoffen im Raffineriekontext, 2016 – LCA well-to-refinery fence.
ReOil® – From proof of concept via pilot plant to commercial and industrial-scale

Conversion of used plastics (PE, PP, PS) \(^1\) into synthetic crude oil, further processed in Schwechat refinery

ReOil® process is patented internationally (e.g. Europe, USA, Russia, China)

Pilot plant commissioned in Q3 2018

Demonstration plant with a feedstock capacity of up to 20,000 t per year

OMV aims to develop ReOil® into a profitable, industrial-scale process

\(~200,000\) t/a

1 kg plastics
1 liter of crude

\(^1\) Polyethylene (e.g. shampoo bottles, films, sacks), polypropylene (e.g. food packaging, food cups) and polystyrene (e.g. plastic cups)
Co-Processing – Significant contribution to reduction of carbon intensity of transportation fuels

Benefits of Co-Processing

- At least 65% GHG savings as compared to fossil diesel
- Effective increase of renewable share above the blend-wall limits
- Flexibility to utilize low-cost feedstocks without compromising product quality
- Reduction of costs and risks of supply by producing instead of buying
- Improved fuel quality – energy content and cetane number
- Utilization of certified feedstock that is labelled as waste or residue; no land-use issues, no competition with food production or deforestation
- Synergies with existing installations leading to a reduced need for investments

OMV aims to co-process ~200,000 t/a sustainable feedstocks by 2025 in Schwechat and Petrobrazi

1 Oil from rapeseed, cooking waste, and algae
With ~2,100 filling stations in 10 CEE countries, OMV drives future mobility and focuses on markets close to the 3 refineries.
Future mobility – Development of passenger cars and heavy duty trucks

Passenger cars ¹
Powertrain split

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2022</th>
<th>2025</th>
<th>2030</th>
<th>2035</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gasoline</td>
<td>48%</td>
<td>43%</td>
<td>38%</td>
<td>28%</td>
<td>14%</td>
</tr>
<tr>
<td>Gasoline hybrid (incl. plug-in hybrid)</td>
<td>1%</td>
<td>4%</td>
<td>8%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>Diesel</td>
<td>47%</td>
<td>49%</td>
<td>48%</td>
<td>44%</td>
<td>35%</td>
</tr>
</tbody>
</table>

¹ Base case 2019 – „Regulatory compliance.” General assumptions: 1) Regulation compliance 2030 as minimum requirement, afterwards shares kept flat, 2) Annual growth of km p.a.: 0.5% p.a., 3) # of registrations flat development, and 4) Technical lifetime 16 years.

Heavy duty trucks ²
Powertrain split

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2022</th>
<th>2025</th>
<th>2030</th>
<th>2035</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gasoline</td>
<td>100%</td>
<td>100%</td>
<td>97%</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>Diesel</td>
<td>1%</td>
<td>7%</td>
<td>2%</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>BEV</td>
<td>1%</td>
<td>3%</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>LNG</td>
<td>4%</td>
<td>7%</td>
<td>2%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Others</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

² Base case 2019 – „Regulatory compliance.” General assumptions: 1) Regulation compliance as minimum requirement, 2) Diesel engine efficiency increase: 5%, and 3) Aerodynamic improvements 5%.
OMV holds 40% of SMATRICS, Austria’s largest e-mobility provider. SMATRICS is also an enabler for e-mobility and offers a complete B2C and B2B service package.

OMV also works with IONITY – High-Power Charging. IONITY is a joint venture of BMW Group, Daimler AG, Ford Motor Company, and Volkswagen Group through Audi and Porsche.

As a pioneer in hydrogen mobility, OMV currently operates five hydrogen filling stations in Austria and is a joint venture partner of H₂ MOBILITY, whose goal is to operate a Germany-wide hydrogen filling station network by the end of 2023.
Mobility via CNG – a climate friendly alternative

Lower CO₂ emissions

- vs. Gasoline
  - 20% reduction
- vs. Diesel
  - 10% reduction

CNG vehicles emit 75% less nitrogen oxides and practically no particulate matter.

Fuel cost comparison. You will get that far with EUR 50

- Gasoline: 725 km
- Diesel: 975 km
- Natural gas: 1,245 km

1 Status: July 2018, Source: erdgasautos.at
H2 Mobility – emission free into the future

Hydrogen production

Conventional Hydrogen

Natural gas → Steam reforming

\[ 2H_2O \rightarrow CO_2 + 4H_2 \]

Hydrogen vehicles offer long-distance electro mobility with familiar driving comfort

Proven technology suitable for mass production

Fueling with hydrogen is safe, efficient, odor-free and takes around four minutes – comparable to conventional car fueling

A single, standard refueling nozzle used worldwide

Fuel tank capacities of between 4kg and 6kg, with typical consumption of around 1kg hydrogen per 100km

Fuel costs and range are comparable to conventional vehicles

Green Hydrogen

Renewable energy → Electrolysis

\[ 2H_2O \rightarrow 2H_2 + O_2 \]

Facts and benefits at a glance

► No local CO₂ and NOx emissions (Zero Emission Vehicle)

► Hydrogen vehicles offer long-distance electro mobility with familiar driving comfort

► Proven technology suitable for mass production

► Fueling with hydrogen is safe, efficient, odor-free and takes around four minutes – comparable to conventional car fueling

► A single, standard refueling nozzle used worldwide

► Fuel tank capacities of between 4kg and 6kg, with typical consumption of around 1kg hydrogen per 100km

► Fuel costs and range are comparable to conventional vehicles
## External recognition of Best-in-Class ESG performance

<table>
<thead>
<tr>
<th>Member of</th>
<th>Rated by</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dow Jones Sustainability Indices</strong>&lt;br&gt;Member of in Collaboration with RobecoSAM&lt;br&gt;since 2018</td>
<td><strong>&quot;Leadership A-&quot;</strong> rating in the climate change category. OMV is one of the top 14 companies in the global oil and gas sector.&lt;br&gt;since 2016</td>
</tr>
<tr>
<td><strong>FTSE4Good</strong>&lt;br&gt;since 2015</td>
<td><strong>Prime Status by ISS ESG,</strong>&lt;br&gt;with B-score&lt;br&gt;since 2018</td>
</tr>
<tr>
<td><strong>MSCI</strong>&lt;br&gt;2019 Constituent&lt;br&gt;MSCI ESG&lt;br&gt;Leaders Indexes&lt;sup&gt;1&lt;/sup&gt;&lt;br&gt;since 2013/2017</td>
<td><strong>Highest Level 4</strong> in terms of the carbon management quality&lt;br&gt;since 2019</td>
</tr>
<tr>
<td><strong>Sustainability Award&lt;br&gt;Industry mover 2019</strong>&lt;br&gt;Member of SAM Yearbook since 2019</td>
<td><strong>Highest score &quot;AAA&quot;</strong>&lt;br&gt;since 2013</td>
</tr>
<tr>
<td><strong>STOXX</strong>&lt;br&gt;ESG Leaders Indices&lt;br&gt;Member 2019/2020&lt;br&gt;since 2014</td>
<td><strong>Score 76 (Outperformer)</strong>&lt;br&gt;since 2017</td>
</tr>
<tr>
<td><strong>S&amp;P Europe 350 ESG Index</strong>&lt;br&gt;since 2019</td>
<td><strong>MSCI ESG Ratings</strong>&lt;br&gt;AAA&lt;br&gt;since 2019</td>
</tr>
<tr>
<td><strong>ECPI</strong>&lt;br&gt;Sense in sustainability&lt;br&gt;since 2012</td>
<td></td>
</tr>
</tbody>
</table>

<sup>1</sup> OMV is constituent of MSCI ACWI ESG Leaders Index (since 2013) and MSCI ACWI SRI Index (since 2017)
## OMV’s performance relative to peers

<table>
<thead>
<tr>
<th></th>
<th>Relative rating vs industry peers</th>
<th>top 10%</th>
<th>top 10%</th>
<th>top 5%</th>
<th>top 12%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SCORE</strong></td>
<td>OMV</td>
<td>70</td>
<td>AAA</td>
<td>B−</td>
<td>76³</td>
</tr>
<tr>
<td></td>
<td>Environmental</td>
<td>78</td>
<td>6.1</td>
<td>C+</td>
<td>73</td>
</tr>
<tr>
<td></td>
<td>Social</td>
<td>66</td>
<td>7.4</td>
<td>B−²</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>Governance</td>
<td>67¹</td>
<td>6.3</td>
<td>B−²</td>
<td>76</td>
</tr>
</tbody>
</table>

¹ Governance is the sub-category of Economic dimension. Here Economic dimension score is presented.
² ISS-ESG assigns a combined score of Social and Governance dimensions
³ Time status: DJSI results as of September 2019, MSCI results as of October 2019, ISS-ESG results as of September 2019, Sustainalytics results as of March 2020
As of March 2020

With effect as of February 20, 2019, Österreichische Bundes- und Industriebeteiligungen GmbH (ÖBIB) was transformed into a joint-stock company and renamed as Österreichische Beteiligungs AG (ÖBAG).

Mubadala Petroleum and Petrochemicals Holding Company L.L.C. is an active and innovative investor, who deploys capital across a variety of asset classes and geographies to generate sustainable risk-adjusted financial returns for the greater benefit of the United Arab Emirates.
Shareholder ÖBAG – a valuable portfolio and a clear mission

- Created in 2019, ÖBAG is an independent holding that actively manages a diverse portfolio of companies in which the Republic of Austria holds a significant shareholding.
- ÖBAG’s Supervisory Board consists of highly experienced and independent top managers and entrepreneurs.
- ÖBAG has the legal mandate to select and propose candidates for the SB’s of its shareholdings (including members of the ÖBAG management team).
- ÖBAG sets the trend in Governance topics in Austria - current focus areas are ESG and digitalization.

<table>
<thead>
<tr>
<th>Company</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbund</td>
<td><img src="image" alt="Verbund Logo" /></td>
</tr>
<tr>
<td>ElektroVerkehr</td>
<td><img src="image" alt="ElektroVerkehr Logo" /></td>
</tr>
<tr>
<td>OMV</td>
<td><img src="image" alt="OMV Logo" /></td>
</tr>
<tr>
<td>Casinos Austria</td>
<td><img src="image" alt="Casinos Austria Logo" /></td>
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<tr>
<td>A1</td>
<td><img src="image" alt="A1 Logo" /></td>
</tr>
<tr>
<td>Telekom Austria Group</td>
<td><img src="image" alt="Telekom Austria Group Logo" /></td>
</tr>
<tr>
<td>OMV</td>
<td><img src="image" alt="OMV Logo" /></td>
</tr>
<tr>
<td>A1</td>
<td><img src="image" alt="A1 Logo" /></td>
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<td>Telekom Austria Group</td>
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</tr>
<tr>
<td>OMV</td>
<td><img src="image" alt="OMV Logo" /></td>
</tr>
<tr>
<td>Casinos Austria</td>
<td><img src="image" alt="Casinos Austria Logo" /></td>
</tr>
<tr>
<td>A1</td>
<td><img src="image" alt="A1 Logo" /></td>
</tr>
<tr>
<td>Telekom Austria Group</td>
<td><img src="image" alt="Telekom Austria Group Logo" /></td>
</tr>
<tr>
<td>OMV</td>
<td><img src="image" alt="OMV Logo" /></td>
</tr>
<tr>
<td>Casinos Austria</td>
<td><img src="image" alt="Casinos Austria Logo" /></td>
</tr>
</tbody>
</table>

Source: [https://www.oebag.gv.at/](https://www.oebag.gv.at/)
OMV has a two-tier Board structure

Two boards with distinctive roles:
- Executive Board (EB) responsible for managing the company and representing it vis-à-vis third parties
- Supervisory Board responsible for monitoring and guiding the EB

- Supervisory Board elected by the General Assembly, EB appointed by the Supervisory Board
- 15 Supervisory Board members, thereof 10 shareholder and 5 employee representatives
- In 2019, there were 32 Board and Committee meetings, thereof 8 Supervisory Board meetings

---

1 On March 11, 2020, the Supervisory Board of OMV Aktiengesellschaft appointed Elena Skvortsova (1970) as Executive Board member responsible for Downstream Marketing & Trading at OMV Aktiengesellschaft, as well as Chief Commercial Officer. Elena Skvortsova accepted the appointment. She will assume the position depending on her availability, at the latest with effect from October 1, 2020, for a three-year period, with an extension option for OMV for further two years.
Experience, skills and diversity of Supervisory Board

Board Structure Analysis – OMV Benchmark Comparison, July 2019

<table>
<thead>
<tr>
<th>Governance System</th>
<th>OMV 2017</th>
<th>OMV 2019</th>
<th>Change</th>
<th>Peers' average</th>
<th>Peer's min</th>
<th>Peer's max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Board Members</td>
<td>15</td>
<td>15</td>
<td>0</td>
<td>12</td>
<td>8</td>
<td>19</td>
</tr>
<tr>
<td>Number of non executive directors</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>9</td>
<td>7</td>
<td>13</td>
</tr>
</tbody>
</table>

Non-executive directors

<table>
<thead>
<tr>
<th></th>
<th>OMV 2017</th>
<th>OMV 2019</th>
<th>Change</th>
<th>Peers' average</th>
<th>Peer's min</th>
<th>Peer's max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age in years</td>
<td>61</td>
<td>52</td>
<td>(9)</td>
<td>61</td>
<td>52</td>
<td>69</td>
</tr>
<tr>
<td>Average tenure in years</td>
<td>8</td>
<td>2</td>
<td>(6)</td>
<td>5.5</td>
<td>2.7</td>
<td>9.3</td>
</tr>
<tr>
<td>Female %</td>
<td>20%</td>
<td>40%</td>
<td>+20 ppts</td>
<td>33%</td>
<td>0%</td>
<td>50%</td>
</tr>
<tr>
<td>Foreign %</td>
<td>30%</td>
<td>20%</td>
<td>(10) ppts</td>
<td>31%</td>
<td>0%</td>
<td>63%</td>
</tr>
<tr>
<td>Independent %</td>
<td>60%</td>
<td>70%</td>
<td>+10 ppts</td>
<td>73%</td>
<td>36%</td>
<td>100%</td>
</tr>
<tr>
<td>CEO/GM experience %</td>
<td>50%</td>
<td>40%</td>
<td>(10) ppts</td>
<td>59%</td>
<td>17%</td>
<td>78%</td>
</tr>
<tr>
<td>CFO/Financial experience %</td>
<td>30%</td>
<td>70%</td>
<td>+40 ppts</td>
<td>23%</td>
<td>8%</td>
<td>40%</td>
</tr>
<tr>
<td>Energy, Industry experience %</td>
<td>50%</td>
<td>40%</td>
<td>(10) ppts</td>
<td>49%</td>
<td>22%</td>
<td>88%</td>
</tr>
</tbody>
</table>

1. Source: Spencer Stuart
2. Without employee representatives
3. Based on nationality
4. The following peers are included: BP, Total, Eni, Equinor, Lundin, Repsol, Galp Energia, MOL, Tüpras, Neste
Sustainability Governance – sustainability integrated in our governance

► Sustainability-related topics are fully integrated into the overall governance structure

► Functional experts remain in continuous communication regarding progress on the planned implementation

► Each Group function reports directly to the Executive Board

► Reporting on progress in the implementation of sustainability strategy targets
Executive Board remuneration: short- and long-term components

<table>
<thead>
<tr>
<th>Component</th>
<th>Max. opportunity</th>
<th>Outline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-performance related</td>
<td>Base salary</td>
<td>Set at a competitive level</td>
</tr>
<tr>
<td>Performance related</td>
<td>LTIP</td>
<td>200% of Target LTI</td>
</tr>
<tr>
<td>Performance related</td>
<td>Annual Bonus</td>
<td>150% of Target Annual Bonus¹</td>
</tr>
</tbody>
</table>

¹ Sustainability Multiplier of +/- 20% on top of target achievement but within overall payout cap

² Clawback rules are in place for both the equity deferral as well as the long term incentive plan
Clear performance criteria attached to bonus plans 2019

Key elements Long Term Incentive Plan

► Focus on long-term value generation
► Option to reduce payout significantly through HSSE malus (e.g. in case of fatalities, incidents with highly negative environmental impact, etc.)
► Cap of payout in cash as well as total annual payout
► Shareholding requirement as % of annual gross base salary (2019: % fulfillment)
  ▶ CEO: 200% (2019: 146%)
  ▶ Deputy: 175% (2019: 140%)
  ▶ Other Board Members: 150% (2019: Florey 81%, Gangl 271%)
► Clawback rules in place

Key elements Annual Bonus

► Both financial and operational performance criteria
► +/- 20% Sustainability Multiplier at SB discretion, main factors include:
  ▶ Performance vs. last year
  ▶ Reserve Replacement Rate (3yr average)
  ▶ Extraordinary events
  ▶ HSSE performance including fatalities, Lost Time Injury Rate and environmental impact
► Clawback rules in place for the equity deferral part

1 Applicable as of 2020
2 Free cash flow before dividends and excluding divestments and acquisitions 3-year average
3 The stated shareholding requirement results from the LTIP 2016, when Mr. Pleininger still had an obligation of 150% of his gross annual salary; since his appointment as Deputy CEO, a shareholding requirement of 175% applies.
Sustainability is embedded in our strategy and performance

- Health, Safety, Security and Environment
- Carbon Efficiency
- Innovation
- Employees
- Business Principles and Social Responsibility
Health, Safety, Security and Environment (HSSE)

- The health and safety of our employees and integrity of our facilities are crucial in terms of acceptance within society.
- OMV acts responsibly towards the environment.

**COMMITMENTS**
- Health, safety, security, and protection of the environment have the highest priority in all activities.
- Proactive risk management is essential for realizing OMV’s HSSE Vision of “ZERO harm – NO losses.”

**TARGETS 2025**
- Achieve zero work-related fatalities
- Stabilize Lost-Time Injury Rate at below 0.30 (per 1 million hours worked)
- Keep leading position in Process Safety Event Rate

**SUSTAINABLE DEVELOPMENT**
- SDG 3: Good health and well-being
- SDG 6: Clean water and sanitation
- SDG 8: Decent work and economic growth

The health and safety of our employees and integrity of our facilities are crucial in terms of acceptance within society. OMV acts responsibly towards the environment.
Continuous improvement in safety performance to protect people and the environment

Occupational safety

<table>
<thead>
<tr>
<th>Year</th>
<th>Lost-time injury rate per 1 mn working hours</th>
<th>Fatalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>0.34</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>0.30</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

Process safety

<table>
<thead>
<tr>
<th>Year</th>
<th>Process safety events per 1 mn working hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>0.43</td>
</tr>
<tr>
<td>2017</td>
<td>0.18</td>
</tr>
<tr>
<td>2018</td>
<td>0.29</td>
</tr>
<tr>
<td>2019</td>
<td>0.15</td>
</tr>
<tr>
<td>2025</td>
<td></td>
</tr>
</tbody>
</table>

1 The scope of the Process Safety Event Rate performance is limited to events and working hours from entities in the Upstream segment: Austria, Kazakhstan, New Zealand, Norway, Pakistan, Romania, Tunisia, and Yemen; in the Downstream segment: Refining and Petrochemicals, Gas Connect Austria, Samsun CCPP.
OMV recognizes that climate change is one of the most important global challenges. The responsibility for a solution is in the hands of the entire community and requires global action.

OMV is committed to the goals of the Paris Climate Change Agreement and implements climate action measures.

OMV aims to cover growing energy needs in a carbon-efficient manner.

OMV focuses on improving the carbon efficiency of its operations and product portfolio.

OMV is fully committed to acting on climate change mitigation and responsible resource management.

Reduce the carbon intensity of OMV’s Operations \(^1\) by 19% by 2025 (vs. 2010)

Reduce the carbon intensity of OMV’s product portfolio \(^2\) by 4% by 2025 (vs. 2010)

Achieve zero routine flaring and venting of associated gas by 2030

\(^1\) 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, 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

\(^2\) The carbon intensity of OMV’s product portfolio measures the CO\(_2\) equivalent emissions generated by the use of OMV’s products sold to third parties in t CO\(_2\) equivalent/toe sold.
Improving carbon efficiency

Carbon intensity indexed development

- Operations minus 22%
- OMV’s product portfolio minus 4%

Reduce carbon intensity

- of operations by 19%
- of OMV’s product portfolio by 4%

Zero routine flaring or venting of associated gas

Gas/oil division in upstream

<table>
<thead>
<tr>
<th>Year</th>
<th>Gas</th>
<th>Oil</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>116</td>
<td>46%</td>
</tr>
<tr>
<td>2017</td>
<td>127</td>
<td>48%</td>
</tr>
<tr>
<td>2018</td>
<td>156</td>
<td>57%</td>
</tr>
<tr>
<td>2019</td>
<td>178</td>
<td>57%</td>
</tr>
<tr>
<td>2025</td>
<td>219</td>
<td>&gt;65%</td>
</tr>
</tbody>
</table>

Gas sales in Europe

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2018</th>
<th>2019</th>
<th>2025</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gas</td>
<td>12</td>
<td>10</td>
<td>12</td>
<td>&gt;20</td>
</tr>
<tr>
<td>Oil</td>
<td>12</td>
<td>10</td>
<td>12</td>
<td>&gt;20</td>
</tr>
</tbody>
</table>

Petrochemical production capacities in Europe

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2018</th>
<th>2019</th>
<th>2025</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3</td>
<td>2.5</td>
<td>2.5</td>
<td>2.8</td>
<td></td>
</tr>
</tbody>
</table>

1. Carbon emissions that are produced to generate output using business-specific key figures (Upstream: t CO₂eq / toe produced, refineries: t CO₂eq / t throughput, electricity: t CO₂eq / MWh produced). These are consolidated into an OMV carbon intensity index of business activities at Group level.

2. Measures the CO₂ emissions through the use of OMV products that are sold to third parties, in t CO₂ per ton oil equivalent.
Research and development, and use of innovative solutions are important elements in guaranteeing long-term value creation for OMV, society and the environment, as well as in ensuring our competitiveness.

**COMMITMENTS**
- OMV’s innovation efforts focus on optimizing production, exploring high-end petrochemical solutions, developing innovative energy solutions, and embracing digital technologies.
- Innovation is supported by investment and partnerships in research and development.

**TARGETS 2025**
- Develop ReOil® into a commercially viable, industrial-scale process (unit size of ~200,000 t per year)
- Raise the share of sustainable feedstock co-processed in the refineries to ~200,000 t per year by 2025
- Increase the recovery factor in the CEE region in selected fields by 5-15 percentage points by 2025 through innovative Enhanced Oil Recovery methods

**SUSTAINABLE DEVELOPMENT**

<table>
<thead>
<tr>
<th>SDG 7</th>
<th>Affordable and clean energy</th>
</tr>
</thead>
<tbody>
<tr>
<td>SDG 8</td>
<td>Decent work and economic growth</td>
</tr>
<tr>
<td>SDG 9</td>
<td>Industry, innovation, and infrastructure</td>
</tr>
<tr>
<td>SDG 12</td>
<td>Responsible consumption and production</td>
</tr>
<tr>
<td>SDG 13</td>
<td>Climate action</td>
</tr>
</tbody>
</table>
Innovative projects aimed at reducing our carbon footprint and ensuring eco-efficient resource use

**ReOil® process**

OMV aims at developing ReOil® to an industrial scale process (unit size ~200,000 t/a) with commercially viable economics.

**Co-Processing**

OMV aims to increase the share of sustainable feedstock co-processed in the refineries to around 200,000 t/a by 2025.

**Innovative Enhanced Oil Recovery methods**

Increase the recovery factor in the CEE region in selected fields by 5-15 percentage points by 2025 through innovative Enhanced Oil Recovery methods.

1 Oil from rapeseed, cooking waste, and algae.
Employees

OMV aims to create an environment where all employees can learn, grow, connect and work together, and are able to strike the right work-life balance.

OMV strives to be an employer of choice.

**COMMITMENTS**

- OMV is committed to building and retaining a talented expert team for international and integrated growth.
- OMV is committed to its diversity strategy with a focus on gender equality and internationality.

**TARGETS 2025**

- Increase share of women at management level\(^1\) to 25% by 2025
- Keep high share of executives with international experience\(^2\) at 75%

**SUSTAINABLE DEVELOPMENT**

<table>
<thead>
<tr>
<th>SDG 5</th>
<th>SDG 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender equality</td>
<td>Reduced inequalities</td>
</tr>
</tbody>
</table>

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\(^1\) Management level: executives and advanced career level

\(^2\) Equal to or greater than three years of living and working abroad
Enabling people and promoting diversity

Proportion of women at management level

增加女性在管理层的份额到25%的目标年2025

- 提高女性在管理层的份额到25%的目标年2025
- 保持具有国际经验的高层管理人员的高比例75%
Business principles and social responsibility

» OMV aims to be an attractive partner and adheres to the highest ethical standards in its business conduct.

» OMV relies on transparency and trust in its relations with internal and external stakeholders in order to ensure acceptance within society.

OMV strives to uphold equally high ethical standards at all locations.

OMV is a signatory to the United Nations (UN) Global Compact, 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.

Commitments

- Promote awareness of ethical values and principles: conduct in-person or online business ethics trainings for all employees
- Assess Community Grievance Mechanisms of all sites against UN Effectiveness Criteria\(^1\) by 2025
- Conduct human rights trainings for all employees exposed to human rights risks\(^2\) by 2025
- Increase the number of supplier audits covering sustainability elements to >20 per year by 2025

Targets 2025

Sustainable Development

SDG 4 Quality education
SDG 8 Decent work and economic growth
SDG 10 Reduced inequalities
SDG 16 Peace, justice, and strong institutions

\(^1\) Legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, based on engagement and dialogue
\(^2\) 654 employees in corporate functions managing human rights risks as well as the corresponding functions in countries with elevated human rights risks
The SDGs provide a universal language that helps us communicate in terms of our role in contributing towards sustainable development for society and the environment.

OMV’s Sustainability Strategy and goals are aligned towards the SDGs.
The energy for a better life.