

Employees

We know that it is the combined 22,300 employees of OMV who turn the Group's strategy into results and success. We are proud of what we have achieved together. Trust and pride in the organization fuel our employees' energy and determination to tackle challenges and to focus on innovative solutions to make us even stronger.

OMV's People & Culture Strategy

In 2022, we developed a Group-wide People & Culture Strategy, which fully supports the transformation of OMV. The core of the new People & Culture Strategy is our purpose, i.e., "Re-inventing essentials for sustainable living". We have developed four strategic drivers, plus one additional pillar, Transformational Leadership:

- ▶ Employee Experience
- ▶ Growing Talent
- ▶ Organizational Evolution
- ▶ New Ways of Working

Highlights of 2022

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

In March 2022, our Group-wide purpose, "Re-inventing essentials for sustainable living", was launched. To bring this purpose to life, a change agent and volunteering network has been set up. We also introduced Purpose Learning Weeks, focusing on the three purpose enablers, namely Advancing Circular, Working Together, and Stimulating Transformation. With the Purpose Learning Weeks, we want to create deeper insight into each of our purpose enablers. The first Purpose Learning Week on Advancing Circular took place in June 2022 and addressed various topics relating to the circular economy.

During the COVID-19 pandemic, which continued to affect our employees in 2022, many implemented employment-related measures were continued to protect the health, well-being, and economic situation of our employees. In 2022, we worked specifically on our work-from-home concepts to give employees more flexibility. Working from home is now offered to a broader group of staff and the number of work-from-home days per month has significantly increased.

In 2020, we introduced an employee engagement strategy whereby we check in with our employees on how they are doing and how they are dealing with the pandemic situation. In September 2022, a Group-wide Pulse Check was performed throughout the OMV Group. The Pulse Check is one of our most important tools for measuring the engagement of our employees. It is an essential part of our new People & Culture Strategy relating to Employee Experience. We achieved a very high response rate of 70% on a Group level, and conclusions and subsequent actions will be agreed.

In 2022, there was a focus on mandatory, legally binding, and business-critical independent learning (e.g., e-learning, online learning through our partnership with LinkedIn Learning, and virtual courses/webinars). Due to the disruptions caused by COVID-19, we again concentrated on virtual training delivery, as in 2021. All measures to support employees in the virtual and hybrid environment were therefore continued. This included the delivery of virtual health webinars, virtual training of facilitators, and an updated personal skills SharePoint, among other things.

Leadership training focused on first-time leaders, women in leadership, and how to manage remote and hybrid teams. For identified talents at executive level, a dedicated talent program focusing on enhancing executive leadership skills was implemented. New ways of working also continued to be a focus point, for example through the integration of agile ways of working and the newly introduced Project Management Certification Program. In terms of graduate development, we expanded our portfolio offering to include a tailored graduate program in Refining as well as continuing with our long-standing Integrated Graduate Development (IGD) Program in E&P.