



OMV Petrom Sustainability Report 2022

Non-Financial Report

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About this Report

Our 2022 OMV Petrom Group Sustainability Report provides an overview of the economic, environmental, and social impacts of our activities across the [organization](#), as well as our commitments and progress towards sustainable development. This Sustainability Report complements the 2022 OMV Petrom Annual Report with the legally required information related to non-financial reporting requirements, specified by Ministry Order. No. 1938/2016 and No. 2844/2016.

Since 2011, OMV Petrom has regularly prepared and published an annual Sustainability Report. This 2022 Report has been prepared in accordance with the latest Global Reporting Initiative (GRI) Standards, and the information included in the Report refers to the financial year 2022 (from January 1st to December 31st, 2022). The reporting period for our financial reporting aligns with the period for our sustainability reporting. The revised version of GRI's Universal Standards 2021 has the aim of meeting increasing stakeholder demand for transparency. The changes to the GRI Standards include, amongst others, sector Oil and Gas Standards and the integration of human rights in addressing the material topics. Also, in accordance with the revised requirements for assessing materiality, OMV Petrom updated its materiality analysis in 2022.

NOTE: In this report, the terms “the Company,” “OMV Petrom,” “OMV Petrom Group” and “the Group” are used for convenience where references are made to OMV Petrom S.A. and its subsidiaries in general (see OMV Petrom Annual Report 2022).

Starting January 1st, 2022, OMV Petrom’s business segments were renamed as follows: Upstream to Exploration & Production; Downstream Oil to Refining & Marketing, and Downstream Gas to Gas & Power.

The data presented in the Report is consolidated at the OMV Petrom Group level, headquartered in Bucharest, Romania, unless boundaries are otherwise specified. Relevant oil & gas sector data boundaries are considered for each material topic in the text of this Report. Moreover, there is one significant change in our E&P activity compared to the previous year, given the fact that there were no E&P activities in Kazakhstan¹ in 2022, following the sale of the two subsidiaries in Kazakhstan mid-2021.

The Report also includes disclosures required under the EU Taxonomy Regulation, the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and a series of IPIECA core disclosures, the SASB Sustainability Accounting Standards for the oil & gas sector and follows the non-binding EU Guidelines on non-financial reporting.

The Report's content has been externally assured through an assurance process by the Company auditor, Ernst &Young Assurance Services SRL (EY Romania) in accordance with the ISAE 3000 Standard.

More information about OMV Petrom, including contact details can be found in the [OMV Petrom Annual Report 2022](#) and on the website: www.omvpetrom.com.

2022 KEY FIGURES

11%

Group Carbon Intensity Reduction vs. 2019

31%

share of women at management level

82.1%

spend with local suppliers

0

fatalities

28

average training hours per employee

>2 mn

seedlings planted in Romania Plants for Tomorrow (2020 - 2023)

Focus on electricity production from PVs:

4 PV parks

with a total capacity of

~450 MW

EUR

40 mn

investment in community development

Top ESG Ratings:

Sustainalytics' 2023 Top-Rated ESG Companies List

Silver supplier status from EcoVadis

A - CDP Climate Change²

¹ OMV Petrom had operations in Kazakhstan until May 2021

² Based on OMV Group's response

CEO Statement

In 2022, the world faced yet another challenging year. The tragic war in Ukraine generated a humanitarian crisis as well as the disruption to the economic and energy systems in Europe and beyond. At OMV Petrom, we acted in two main directions in this context. First, we diversified our supply sources, in order to make sure we fulfilled on our primary mission, that of providing energy to Romania and the region. We also made it a priority to contribute to the humanitarian relief effort, by donating more than 1 million euro to NGOs providing support to Ukrainian refugees.

At OMV Petrom, 2022 was also the year when we started the implementation of our Strategy 2030, with the drive to lead the energy transition in South-East Europe, by capitalizing on emerging market opportunities. Looking ahead to 2023, OMV Petrom's Strategy 2030 will continue to drive the company's transformation, with sustainability at the forefront of our business plans. Our efforts were recognized by ratings agencies such as Sustainalytics, which included OMV Petrom in the Sustainalytics' 2023 Top-Rated ESG Companies List. OMV Petrom received Silver supplier status from EcoVadis. We take pride in seeing that OMV Petrom's management of sustainability is rated as strong and we hold ourselves accountable to keep working on the areas where we need to improve.

Our 2030 Strategy builds on a strong sustainability framework, with a clear commitment to running responsible operations, fostering people and communities, and leveraging innovation and digitalization. In 2022, we introduced new 2030 commitments for sustainability topics to complement our climate targets. You will find out more on our new targets as you read through our Sustainability Report.

Now, let me take you through the main sustainability milestones of 2022:

Transition to low carbon business

In 2022, we continued to improve our disclosure related to climate change management. The carbon intensity of our operations decreased by around 11% vs. 2019 level. Our overarching ambition is to achieve a 30% reduction by 2030 compared to 2019 and in 2023 we will continue to put our efforts into this. In addition, we reduced our methane emissions intensity by 70% vs. 2019 level, progressing towards our target of less than 0.2% by 2025.

Last year, we signed a partnership with Complexul Energetic Oltenia for the construction of four photovoltaic parks with a total capacity of ~ 450 MW, with investments of over 400 mn euro.

Looking to 2023 and beyond, we remain focused on increased performance and transparency on ESG issues.

Running responsible operations

Our efforts are directed towards focusing on resource efficiency and acting with integrity and transparency towards all our stakeholders. We reaffirm our commitment to "Zero Harm – No Losses" and we observed improvements in our safety performance and for this I would like to underline my colleagues and partners commitment to safety. As always with safety, we have more work to do so that everyone can go home safe to their loved ones every day. In OMV Petrom nothing is more important.

Foster People & Communities

Guided by our values and backed by my colleagues talents and diversity, I am confident in our ability to drive the company's transformation. We believe in diversity and inclusion, respect for each other, and therefore for human rights. These are all powerful advantages, that aid in the creation of business value. We particularly value the role that women can play in leading our transformation process. We are proud to underline that female representation in managerial positions increased to 31%, clearly well on track for our target of 32% by 2025.

OMV Petrom contributes significantly to the economic and social fabric of society. We invested around 40 mn euro in projects for long-term development of the communities in which we operate, for one million direct beneficiaries.

Leverage Innovation & Digitalization

We acknowledge that the far-reaching changes brought about by the energy transition cannot happen without digitalization. Therefore, we focus on developing the digital skills of our employees and leveraging the power of digitalization to simplify and automate processes within the company, which will help us improve our organization's agility and offer a better experience for our customers.

Our 2022 Sustainability Report

I invite you to read our 2022 Sustainability Report, which reflects on our achievements and introduces our new commitments to sustainability. In this report, we share our story of energy and people, which serves as an example of our ability to adapt, overcome, and continue to transform OMV Petrom for a sustainable future.

Sincerely,

Christina Verchere

CEO, OMV Petrom



OMV Petrom Group

As the largest integrated energy Company in Southeastern Europe, OMV Petrom continued to act along the entire energy value chain: from exploration and production of oil and gas to refining and fuel distribution, and further on to power generation and marketing of gas and power.

The Company provides energy to meet the needs of day-to-day modern life. We are one of the largest taxpayers and private investors in the country and we are aware of our role for the communities where we operate.

In 2022, OMV Petrom reported sales revenues of RON 61.3 bn, with a CAPEX of RON 3.6 bn. The Group's integrated business model, with its business segments, ensures its financial resilience in a volatile context, as well as an uninterrupted supply of energy to society.

Exploration & Production

- ▶ In Exploration & Production (E&P), OMV Petrom is present in Romania, Bulgaria and Georgia. The main E&P activities in Romania occur within six domestic assets operating 150 commercial oil and gas fields, including onshore and shallow offshore exploration & production as well as deep offshore exploration
- ▶ At the end of 2022, our portfolio consisted of 380 mn boe proved oil and gas reserves while hydrocarbon production reached 43.49 mn boe, including 2.91 mn tons of crude oil and natural gas liquids and 3.45 bn m³ of natural gas



Onshore Oil Exploration and Production



Onshore Gas Exploration and Production



Offshore Oil and Gas Exploration and Production



Offshore Oil and Gas Exploration

Refining & Marketing

- ▶ The Petrobrazi Refinery is located in Prahova County, Romania and is operated as part of our downstream operations. The refinery has a capacity of 4.5 mn tons per year and can process the entire Romanian crude oil production of OMV Petrom
- ▶ Our retail business included a total of 780 filling stations located in Romania, Moldova, Bulgaria, and Serbia, operating under two brands: Petrom and OMV
- ▶ The R&M segment sales of refined products (including third-party acquisitions) reached 5.52 mn tons in 2022, of which 3.04 mn tons were retail sales



Refining



Storage Logistics



Transportation



Marketing of Refined and Non-fuel Products

Gas & Power

- ▶ Our Brazi Combined Cycle Power Plant (CCPP) is a gas-fired power plant with a capacity of 860 MW, located near Petrobrazi Refinery
- ▶ During 2022, the G&P segment sold 46.1 TWh of gas (including 35.8 TWh to third parties) and CCPP generated a net electrical output of 5.0 TWh, a record high since the start of operations in 2012



Power Marketing



Power Production



Gas Marketing

Usage



Aviation



Agriculture



Cars



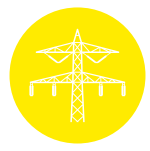
Constructions



Plastics



Chemicals



Electricity



Heating



Hospitality



Steel

OMV Petrom Group



Corporate Sustainability Governance

Our Sustainability framework is fully embedded in the 2030 Business Strategy, with a focus on transition to low carbon business, running responsible operations, fostering people & communities and innovation & digitalization.

Shareholder structure

At the end of 2022, the Company had the following shareholding structure: OMV Aktiengesellschaft, the holding company of the OMV Group and one of Austria's largest listed industrial companies 51.2%, the Romanian State 20.7%, freely traded as shares within the Premium category of the Bucharest Stock Exchange and as global depository receipts within the Standard category on the main market of the London Stock Exchange 28.1% More information in relation to the Company's shareholding can be found on its [website](#), as well as in the [OMV Petrom Annual Report 2022](#).

OMV Petrom is managed in a two-tier system by the **Executive Board** under the supervision of the **Supervisory Board**. This system allows us to carefully examine all material economic, social, and environmental aspects that influence our success and the relationship with our stakeholders. Information on the Company's compliance status with the principles and recommendations stipulated under the Bucharest Stock Exchange Corporate Governance Code can be found in the [OMV Petrom Annual Report 2022](#).

Supervisory Board

The [Supervisory Board](#) consists of nine non-executive members appointed by the General Meeting of Shareholders (except for interim members appointed by the Supervisory Board), one of which acts as President, following appointment of the Supervisory Board. The Supervisory Board has established two committees from among its members, namely the **Audit Committee** and the **Presidential and Nomination Committee**. The Audit Committee assists the Supervisory Board on topics such as financial reporting, external auditing, internal auditing, internal controls, and risk management, as well as compliance, conduct and conflicts of interest. The Presidential and Nomination Committee focuses mainly on the Executive Board's succession planning and remuneration.

The Supervisory Board monitors, supervises and controls the activity of the Executive Board. The Supervisory Board, via the Presidential and Nomination Committee, also assesses the performance of the Executive Board, including by reference to sustainability criteria. On an annual basis, the Supervisory Board performs a self-evaluation, based on the criteria provided by the Bucharest Stock Exchange Corporate Governance Code, under the leadership of the President of the Presidential and Nomination Committee. The outcome of the Supervisory Board's self-evaluation is presented in the Annual Report. Also, information on the independence of the Supervisory Board members is included on the Company's corporate [website](#).

The Executive Board

The [Executive Board](#) is appointed for a 4-year mandate by the Supervisory Board and consists of five members. The Executive Board manages the daily activities and operations of the Company, establishes the strategy and policies regarding the development of the Company, ensures implementation of and compliance with the principles of corporate governance within the Group and reports to the Supervisory Board on a regular basis on all relevant issues concerning the course of business, strategy implementation, risk profile and risk management of the Company. The Executive Board is also responsible for managing the organization's impacts on the economy, environment, and people. This includes oversight over all material topics described in this Report, such as climate change mitigation and adaptation, human rights, safety, etc. Sustainability-related topics, including issues related to the key material aspects (HSSE, climate change, business ethics), are subject to discussions in the Executive Board meetings and are integrated into the Company's daily activities and management processes. **The Executive Board approves the Sustainability Strategic Framework of the Group** and the annual Sustainability Report and is informed of the progress in the Sustainability Strategy implementation. More information about our corporate governance system can be found in the [OMV Petrom Annual Report 2022](#).

Corporate Sustainability Governance

Remuneration

OMV Petrom has a Remuneration Policy in place for the Executive Board and Supervisory Board starting financial year 2021. Following the launch of the 2030 Strategy, an updated Remuneration Policy was prepared by the Presidential and Nomination Committee in close cooperation with independent consultants. The revised policy was then approved by the Supervisory Board and then by the Ordinary General Meeting of Shareholders in April 2022, with a majority of 92% of votes cast. The Remuneration Policy is aligned with OMV Petrom's long-term strategy, current market practice, as well as OMV Petrom's shareholders' views and interests. It follows our core principle of pay for performance. The Executive Board remuneration consists of fixed and variable compensation elements, as well as benefits. The variable remuneration, which includes a Long-Term Incentive Plan and annual bonus, is aligned with the 2030 Strategy and places a strong emphasis on sustainability performance, including additional ESG related key performance indicators. This reflects our commitment to focus on environmental and social priorities that are relevant for our industry, our company, and our shareholders. In line with good governance practice, no Executive Board member is involved in establishing his or her own remuneration. The Presidential and Nomination Committee evaluates and decides on all matters concerning the sustainability performance achieved and remuneration of the Executive Board members, after reviewing a large set of information, including relevant market data and trends, input from shareholders and internal data.

OMV Petrom publishes a [Remuneration Report](#) annually indicating how the Remuneration Policy was applied during the financial year and how the actual remuneration of the Executive Board members is linked to both the financial and ESG performance of the Company.

For more information on the Remuneration Policy and Remuneration Report, please see our [website](#) and the [OMV Petrom Annual Report 2022](#).

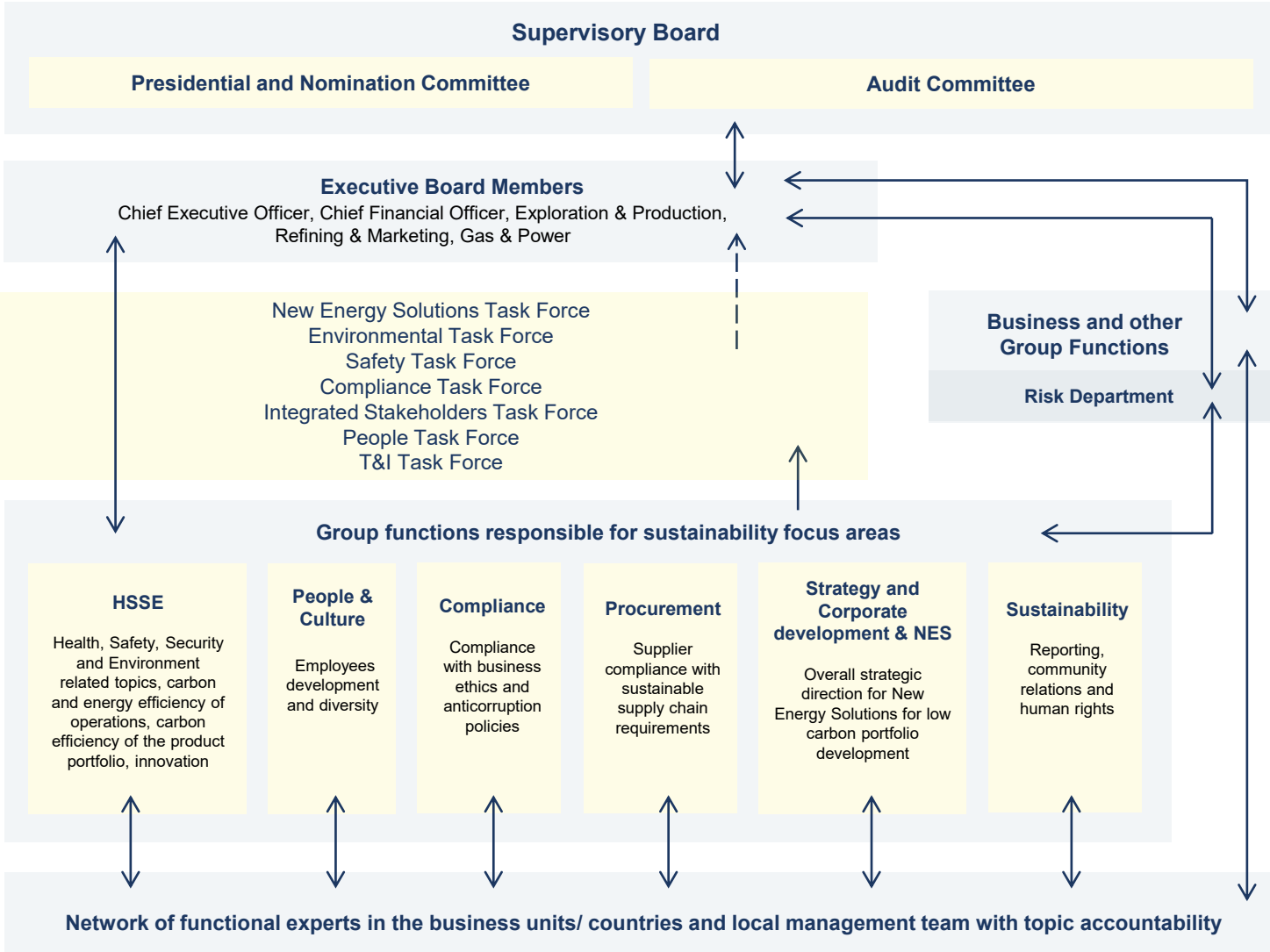


Corporate Sustainability Governance

Our functional experts and key stream leaders from corporate functions, who act as topic owners for strategic sustainability matters, are our most important contributors in the development of the sustainability framework incorporated in our 2030 Strategy as well as in its implementation.

The accountability for the OMV Petrom Sustainability Framework and its targets lies with the **Executive Board**. Moreover, we nominated the personnel in charge of the implementation of the OMV Petrom Sustainability short- and medium-term targets in a series of **task force teams**, while our **network of experts** in sustainability matters monitor the progress of the planned actions implementation. Our experts report directly to their line managers, who further report to the respective Executive Board members. Their tasks include reporting on the progress in achieving the strategic targets, important events related to material topics and other sustainability initiatives. The ESG subjects are on the agenda of OMV Petrom’s dedicated task forces, with the participation of all Executive Board members, Directors and relevant Senior Vice Presidents.

At a corporate level, our **Sustainability Department** from our **Group functions**, coordinates the corporate sustainability projects and is responsible for contributing to and reporting on ESG-related topics to internal and external stakeholders. The Sustainability Department is also responsible for all social corporate awareness campaigns and stakeholder engagement.



Corporate Sustainability Governance

Sustainability Criteria in Investment Decisions

The sustainability targets can only be achieved with considerable effort and capital allocation.

In 2022, OMV Petrom updated its Capital Allocation Framework and developed a strategic scoring methodology for investment projects based on four pillars: business strategic targets, financial metrics, risk profile, and climate targets impact. This new methodology has been tested in a pilot phase. The scoring helps to objectively define and review OMV Petrom's key strategic projects and allows for holistic portfolio optimization across the Group to support our strategy delivery, including our GHG reduction pathway.

As part of the updated Capital Allocation Framework a new definition for “sustainability capex” was introduced, which encompasses investments that meet one of two criteria: either they are aligned based on the EU Taxonomy Regulation criteria or they are investments that support the implementation of OMV Petrom's 2030 Sustainability Framework. The latter includes investments related to energy efficiency programs, sustainable fuels, photovoltaics, carbon capture storage and utilization, among others.

The goal of the new Capital Allocation Framework is to facilitate investments in projects aligned with our climate targets, including our long-term net zero target, rather than focusing only on traditional fossil fuel-related investments.

EU Taxonomy

As part of the European Commission's Action Plan on Financing Sustainable Growth Regulation (EU) 2020/852 established an EU classification system for environmentally sustainable economic activities (EU Taxonomy) and came 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.

For the OMV Petrom Group, the EU Taxonomy provides a means to assess which of our current and future economic activities can be classed as environmentally sustainable. According to the Taxonomy Regulation, any activity identified in this category must make a substantial contribution to at least

one of the EU's environmental objectives, in addition to not significantly harming any of the objectives and also meeting the defined minimum social safeguards. The six relevant environmental objectives of the Taxonomy Regulation are:

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 the six environmental objectives. The disclosure requirements were effective from January 1, 2022, in relation to the aforementioned climate change objectives. In 2022, the Complementary Delegated Act was released, which extends the EU taxonomy framework to permit certain economic activities involving gas and nuclear energy to be classified as “environmentally sustainable” and applies from January 1, 2023. The EU taxonomy for the four remaining environmental objectives is still pending publication by the European Commission.

OMV Petrom's process for identifying and assessing EU Taxonomy activities

EU Taxonomy eligibility assessment

An economic activity is eligible for the EU Taxonomy if it matches the description of the activity given in the EU Taxonomy. In order to identify eligible activities/products/ projects at OMV Petrom, we performed a screening of the full portfolio of OMV Petrom activities and compared our activities to the description of the economic activities/products listed in Annex I or II of the EU Taxonomy Climate Delegated Act.

The assessment of eligible activities and products at OMV Petrom was carried out by an interdisciplinary project team, using both a bottom-up and a top-down approach. A series of internal meetings and workshops with management and experts was held in order to give OMV Petrom businesses an introduction to the new EU Taxonomy and disclosure requirements. A further series of workshops was held with all business segments and corporate entities to ensure the bottom-up identification of eligible activities, assets, processes, projects and related eligible CAPEX/OPEX/ turnover. OMV Petrom's identified EU Taxonomy-eligible economic activities are all related to the environmental objective of climate change mitigation.

EU Taxonomy alignment assessment

In 2022, OMV Petrom carried out an alignment assessment based on the EU Taxonomy criteria, assessing whether the identified eligible activities fulfill the criteria for substantial contribution to climate change mitigation, the do-no-significant-harm (DNSH) criteria of the other environmental objectives, and the criteria for minimum social safeguards.

Corporate Sustainability Governance

Responsibility for the alignment checks and evidence gathering was clearly defined in the Group EU Taxonomy Guidance. The project/Asset Managers for the respective eligible project/activity were responsible for assessing compliance with the criteria for substantial contribution to climate change mitigation and the DNSH to water and marine resources, circular economy, pollution prevention and control, and biodiversity and ecosystems. Support was provided by the sustainability experts from OMV Petrom and OMV Group. The required physical and climate risk and vulnerability assessments to comply with the DNSH climate change adaptation criteria were performed centrally by sustainability and risk management experts, and with the support of an external provider in line with the Group's Enterprise-Wide Risk Management approach.

The assessment of compliance with the minimum social safeguards and governance criteria was performed by sustainability experts by assessing whether the clauses in relevant Group policies (Human Rights Policy, Code of Conduct, Code of Business Ethics, Tax Strategy) are in line with the international standards referred to in the EU Taxonomy. It was further assessed whether OMV Petrom's human rights management system and its related processes (e.g., grievance mechanisms, community consultation) are established in line with these international standards. The detailed assessment showed no gaps between the Group's approach to human rights policies, addressing of impacts, due diligence and risk assessment procedures, communication, grievance mechanisms, consumer interests, anti-corruption, competition, or taxation and the social safeguard requirements laid out in the EU Taxonomy.

No relevant final liability regarding breaches of the minimum safeguards have been identified at OMV Petrom in recent years, including breach of labor law or human rights, breach of corruption or competition laws, or breach of tax laws.

The economic activities that OMV Petrom identified as aligning with the EU Taxonomy are all related to the environmental objective of climate change mitigation.

Definition of financial KPIs

OMV Petrom's values³ for the KPIs are derived from the figures reported in the OMV Petrom Group's consolidated IFRS financial statements. The KPIs are calculated on the basis of the consolidated sales revenues, CAPEX, and OPEX⁴ of OMV Petrom SA and its fully consolidated subsidiaries.

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

The proportion of taxonomy-aligned economic activities in the sales revenues, CAPEX, and OPEX (the "alignment ratio") has been calculated as the part of sales revenues, CAPEX, and OPEX derived from products, services and projects associated with taxonomy-aligned economic activities (numerator) divided by the total sales revenues, CAPEX, and OPEX (denominator). The same logic applies to the calculation of the "eligibility ratio".

The denominators for the financial KPIs were defined as follows:

The denominator of the turnover KPI is based on OMV Petrom's consolidated sales revenues (OMV Petrom Consolidated Financial Statements 2022, Note 19). For further details on our accounting policies regarding consolidated sales revenues, see OMV Petrom Consolidated Financial Statements 2022, Note 4.3.p).

The denominator for the CAPEX KPI consists of additions to intangible assets (including oil and gas properties with unproved reserves) and tangible assets (including right-of-use assets), excluding capitalized decommissioning costs (OMV Petrom Consolidated Financial Statements 2022, Note 6 and 7). For further details on our accounting policies regarding the relevant assets, see OMV Petrom Consolidated Financial Statements 2022, Note 4.3.d), e), f), g).

Total OPEX consists of research and development (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 expenditure recognized according to IAS 38 "Intangible assets" and included in the line "Other operating expenses" in the income statement

(see OMV Petrom Consolidated Financial Statements 2022, Note 22).

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, repairs, and servicing measures. The related cost items can be found in the line items "Production and operating expenses" and "Selling, distribution, and administrative expenses" in the income statements.

Expenses for short-term leases have been determined and included in line with IFRS 16 "Leases".

Direct costs for training and other human resources improvement needs are immaterial and therefore excluded from the denominator and the numerator.

For most of the activities, sales revenues, CAPEX, and OPEX for aligned and eligible activities could be allocated directly to individual activities listed in the taxonomy based on data available in the Group entities' ERP systems. This ensured that there was no double counting of aligned or eligible sales revenues, CAPEX, and OPEX.

In the refinery, CAPEX related to assets used in the joint production of fuels and organic basic chemicals, as well as 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 this purpose.

³All Taxonomy KPIs values are presented in millions, rounded to the nearest two decimals.

Accordingly, there may be rounding differences.

⁴As defined by EU Taxonomy Regulation

Corporate Sustainability Governance

2022 Overview

Taxonomy-eligible and aligned turnover

In 2022, 17.92% of OMV Petrom's turnover could be classified as taxonomy eligible. There was no taxonomy-aligned turnover in 2022.

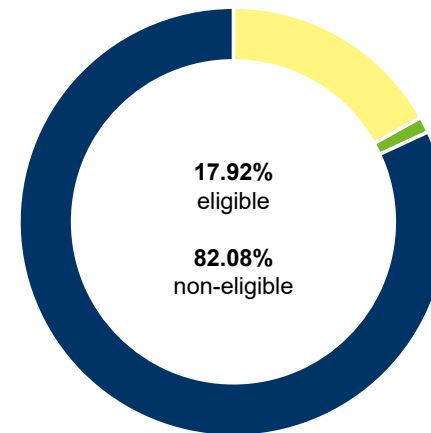
The eligible turnover relates mainly to activities 4.29 Electricity generation from fossil gaseous fuels, mostly in relation to power sales produced by CCPP and 3.14 Manufacture of organic basic chemicals (e.g., sales of toluene, benzene and propylene), both activities contributing to 99.94% of our Taxonomy-eligible Turnover.

The increase in taxonomy eligible turnover share as compared to prior year is mainly due to the inclusion of electricity generation from gas as eligible activities in 2022, following the issuance of the Complementary Delegated Act. Eligible turnover in 2022 includes turnover from the sale of power and heat produced from natural gas (4.29 Electricity generation from fossil gaseous fuels and 4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels). The power was mainly produced at CCPP. Turnover associated with other gas-related activities, including the production of natural gas and gas supply, marketing, trading, and logistics, is reported as non-eligible turnover. The eligible turnover for the prior year's KPI does not include any gas-related activities.

The split of aligned and eligible turnover between revenue from contracts with customers and revenue within the scope of IFRS 9 "Financial instruments" is included in the following table. Eligible revenue from transactions within the scope of IFRS 9 includes power sales from the CCPP.

Activities	in RON mn	
	Aligned turnover	Eligible turnover
Revenue from contracts with customers (IFRS 15)	-	7,705.78
Revenue from transactions within the scope of IFRS 9	-	3,285.70
Total	-	10,991.48

Turnover



	RON mn
Electricity generation from fossil gaseous fuels	10,406.85
Other	584.63
Non-eligible	50,352.97

Share of taxonomy-eligible and non-eligible OMV Petrom Group activities in 2022

Taxonomy-eligible and aligned CAPEX

In 2022, 12.48% of OMV Petrom's CAPEX could be classified as taxonomy-eligible, and 0.41% could be classified as taxonomy-aligned.

The largest contributors to eligible CAPEX were the activities 4.29 Electricity generation from fossil gaseous fuels and 3.14 Manufacture of organic basic chemicals, both reflecting our transition to low carbon business. Together, these made up 66.41% of our taxonomy-eligible CAPEX. Other contributors were mainly activities 6.14 Infrastructure for rail transport, 4.13 Manufacture of biogas and biofuels for use in transport and of bioliquids (e.g. sustainable aviation fuel) and 6.5 Transport by motorbikes, passenger cars, light commercial vehicles.

The largest contributors to aligned CAPEX were from activity 7.6 Installation, maintenance, and repair of renewable energy technologies (e.g. installation of PV panels and heat pumps) and activity 6.15 Infrastructure enabling low-carbon road transport (e.g., electric charging points).

The increase in taxonomy eligible CAPEX share as compared to prior year is mainly due to the inclusion of electricity generation from gas as eligible activities in 2022, following the issuance of the Complementary Delegated Act. In 2022, eligible CAPEX included CAPEX for gas-fired power plants and for gas-powered generators used for OMV Petrom's own consumption (4.29 Electricity generation from fossil gaseous fuels and 4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels). The eligible CAPEX for the prior year's KPI does not include any gas-related activities.

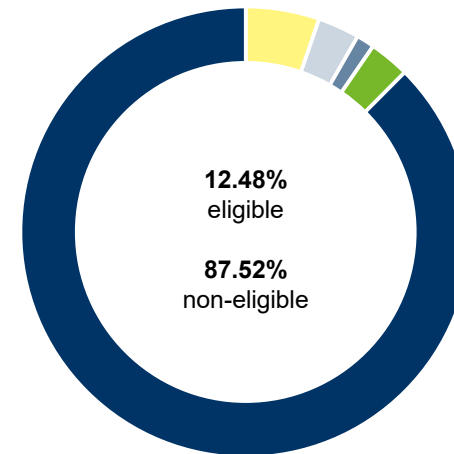
Corporate Sustainability Governance

CAPEX associated with other gas-related activities, mainly for gas assets in the E&P business, was reported as non-eligible CAPEX.

Aligned and eligible CAPEX can be disaggregated into additions to the different asset classes in the table below. Additions to right-of-use assets are included in additions to property, plant, and equipment.

Activities	in RON mn	
	Aligned CAPEX	Eligible CAPEX
Additions to property, plant, and equipment	14.69	432.86
Additions to capitalized development costs	-	-
Additions to other intangible assets	-	0.56
Total	14.69	433.42

CAPEX



	RON mn
Electricity generation from fossil gaseous fuels	190.16
Manufacture of organic basic chemicals	107.43
Infrastructure for rail transport	46.17
Other	104.35
Non-eligible	3,143.65

Share of taxonomy-eligible and non-eligible OMV Petrom Group activities in 2022

CAPEX Plans

According to our 2030 Strategy, the total planned investments in low and zero carbon projects amount to EUR 3.7 bn.

These include investment commitments for activities that are already aligned in 2022, like renewable power generation (i.e., electricity generation using PV technology) and alternative mobility (i.e. EV charging points) activities, as well as a series of taxonomy-eligible activities that have not yet been claimed as taxonomy-aligned in 2022, but will potentially be aligned in the future, such as hydrogen, biofuels, and carbon capture and storage activities.

Environmental objective	Economic activity	Taxonomy-aligned CAPEX 2022 in RON mn
Climate change mitigation	4.1 Electricity generation using solar photovoltaic technology	1.92
	6.15 Infrastructure enabling low-carbon road transport and public transport	6.38
	7.6 Installation, maintenance, and repair of renewable energy technologies	6.38

Corporate Sustainability Governance

Taxonomy-eligible and aligned OPEX

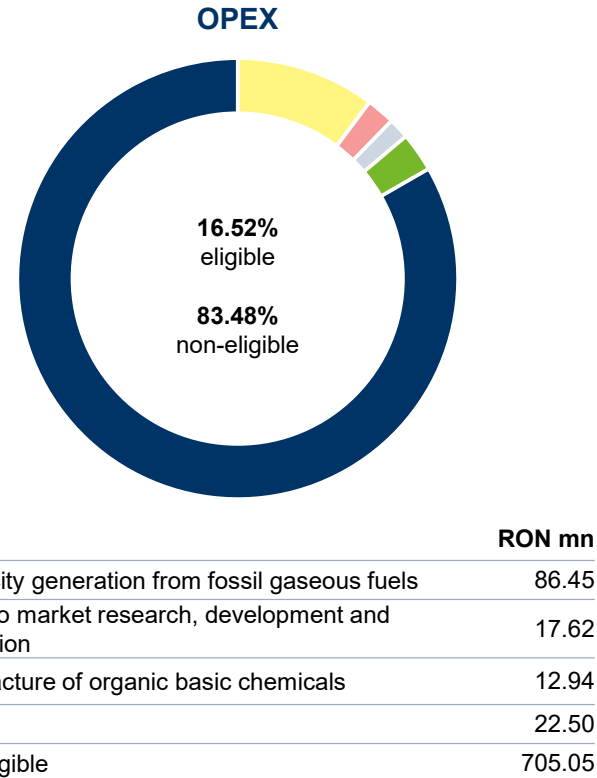
In 2022, 16.52% of OMV Petrom's OPEX could be classified as taxonomy-eligible.

The largest contributors to eligible OPEX were the activities 4.29 Electricity generation from fossil gaseous fuels, 9.1 Close to market research, development, and innovation, 3.14 Manufacture of organic basic chemicals and 4.9 Transmission and distribution of electricity. Together, these made up 92.76% of our taxonomy-eligible OPEX.

There was no aligned OPEX in 2022.

The increase in taxonomy eligible OPEX share as compared to prior year is mainly due to the inclusion of electricity generation from gas as eligible activities in 2022, following the issuance of the Complementary Delegated Act. In 2022, eligible OPEX included OPEX for activities related to the production of power from natural gas (4.29 Electricity generation from fossil gaseous fuels), which predominantly include maintenance expenses for CCPP gas-fired power plant and for gas-powered generators used for OMV Petrom's own power consumption. OPEX associated with other gas-related activities, which is mainly related to the production of natural gas in the E&P business, is reported as non-eligible OPEX. The OPEX KPI for 2021 did not include any gas-related activities.

Activities	in RON mn	
	Aligned OPEX	Eligible OPEX
Research and development expenses	-	18.73
Expenses for maintenance and repairs	-	120.77
Short-term lease expenses	-	-
Total		139.51



Share of taxonomy-eligible and non-eligible OMV Petrom Group activities in 2022

Outlook

OMV Petrom has an ambition of net zero in operation by 2050 and has set ambitious GHG reduction targets for 2030 across all GHG scopes. In order to achieve those targets, a significant amount of CAPEX will be allocated to low-carbon business projects and activities between now and 2030. Organic CAPEX growth will be driven by investments in sustainable and low-carbon projects in all three business segments of OMV Petrom, ~35% of our CAPEX will shift to low and zero carbon business. OMV Petrom will invest EUR 11 bn, the largest private investment plan in the Romanian energy sector between 2022 and 2030.

In 2023, we expect the publication of the remaining four environmental objectives of the EU Taxonomy. This means that in the coming year, we will assess our eligible and aligned activities with reference to the additional four environmental objectives and report on those activities.

Corporate Sustainability Governance

Our public commitments

OMV Petrom is a signatory to the **United Nations (UN) Global Compact** since 2013, is fully committed to the UN Guiding Principles on Business and Human Rights, and is an active contributor to the UN Sustainable Development Goals (SDGs). The information disclosed in this Report is correlated with the relevant SDGs to emphasize our contribution. Also, ESG commitments are implemented with and through our business relationships, including the commitment to respect human rights. The aim is to have 100% of our employees trained in human rights by 2030.



OMV Petrom acknowledges the Paris Climate Change Agreement's goals as well as the EU climate targets for 2030 and believes that reducing global warming is one of the most crucial global goals. Furthermore, we support the World Bank's "Zero Routine Flaring by 2030" initiative and, as a result, aim to eliminate routine flaring and venting in our operations by 2030 at the latest.

In addition, OMV Petrom **is the first Romanian company to support the Task Force on Climate-related Financial Disclosures recommendations (TCFD)**. This voluntary participation demonstrates our commitment to increasing the visibility of our climate-related initiatives, as well as to evaluating, disclosing, and acting on climate-related risks and opportunities. In line with these recommendations, since 2021 we have improved our way of working and the disclosures related to governance, strategy, risk management, and metrics and targets. The TCFD Index is presented in an annex to this report.



ESG ratings

Working with ESG rating agencies is very important to OMV Petrom. This enables us to have an external assessment of our ESG performance and measure against industry best practice.

Agencies	Ranking
	OMV Petrom SA has been included in Sustainalytics' 2023 Top-Rated ESG Companies List. OMV Petrom is ranked in the top 5% of the Oil & Gas Producers Industry in Sustainalytics' ESG Risk Ratings as of November 2022, with a score of 22.5 (medium risk). OMV Petrom's management of sustainability issues is rated as Strong and ranks first among Bucharest Stock Exchange listed companies.
	OMV Petrom was awarded with Silver Supplier status, and scored 65 (out of 100) (Score date: December 2022).
	Our company scored 61 (out of 100) in the 2022 S&P Global Corporate Sustainability Assessment (Score date: February 2023).
	In 2022, our CDP score ⁵ was maintained at A-.
	OMV Petrom score has been C+ since 2020. We will continue to improve our performance and share our progress toward our goal of enhancing our performance on all relevant ESG topics.

⁵ Score received by parent company of OMV Petrom

Our company supports the Paris Climate Change Agreement and contributes to UN's 2030 Agenda for Sustainable Development.

Sustainability at OMV Petrom



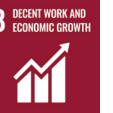




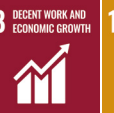














Sustainability Framework in our Business Strategy

How we manage sustainability

Our 2030 Strategy, which we announced in 2021, shows our commitment to transform for a lower carbon future, with sustainability fully embedded in our business plans. Driving the Energy transition in SE Europe remains the strategic ambition and the core of our sustainability efforts. Our sustainability actions are focused on running responsible operations, fostering people and communities, and leveraging innovation & digitalization.

The goals of the UN 2030 Sustainable Development Agenda are an integral part of our sustainability mission, and the Sustainability Framework covers all relevant material topics. Their priority for OMV Petrom was last confirmed by the materiality analysis adjustment performed in 2022 from a business impact perspective. Renewed clear commitments, action plans and targets were developed in 2022, which extend to 2030, to address the expectations of our stakeholders: employees, communities, customers, partners, and shareholders.

Mapping of ESG, Sustainability Framework pillars, material topics and SDGs supported

Sustainability Framework	Material topics categories	SDGs	ESG Topic
Transition to low carbon business	Climate change and Energy transition	    	Environment
Run Responsible operations	Health, Safety and Security Environment Business Principles & Economic Impacts Supply chain	      	Social Environment Governance
Foster People & Communities	Employees Community Relations Human Rights	      	Social
Leverage Innovation & Digitalization	Circular economy and Innovation	  	Environment Social

*Note: The topic "Customer and Product Responsibility" is currently addressed within HSS and Circular Economy & Innovation in the Sustainability Framework.

Sustainability at OMV Petrom

Strategic sustainability commitments extended to 2030

OMV Petrom communicated its emissions reduction targets by 2030 and its ambition of reaching NET Zero in operations by 2050. The 2030 climate targets were complemented in 2022 by commitments and targets for all the other focus areas of the Sustainability Framework, while progress on previously 2025 assumed targets is monitored.

Transition to low carbon business

By 2030, we aim to have 60% of our total portfolio made up of low and zero carbon products, with 35% of our CAPEX supporting this. A sustainable and more diversified portfolio will be reached by investing in biofuels, alternative mobility, renewable power generation and new technologies.

Action area	KPI	Target 2030
Carbon Intensity of Operations	E&P Carbon Intensity Reduction	– 70%
	Refining Carbon Intensity Reduction	– 15%
	Power Business Carbon Intensity Reduction	– 20%
	Group Carbon Intensity Reduction	– 30%
	E&P Methane Intensity	< 0.2%
Absolute GHG Emissions	Scope 1: Zero Routine Flaring and Venting	0
	Scope 1-2 GHG Reduction	– 30%
	Scope 1-3 GHG Reduction	– 20%
Carbon Intensity of our Portfolio	Share of Low and Zero Carbon Products in Total Product Portfolio	~ 60%
	Net Carbon Intensity of Energy Supply Reduction	– 20%

Run Responsible Operations

Through 2030, we will continue to have as priority the health and safety of our employees, customers and partners. We focus on resource efficiency and environmental protection, while acting with integrity and transparency. Proactive risk management remains essential in order for us to achieve OMV Petrom's HSSE Vision of "ZERO harm – NO losses".

Action area	Target 2030
HSSE	Stabilize Total Recordable Injury Rate (TRIR) at below 1.0 (per 1 mn hours worked)
	Achieve Zero Work – Related Fatalities
	Maintain leading position in Process Safety Event Rate
Supply chain	All new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects
	Yearly spend with local suppliers to be at least 85% out of total Procurement spend

Sustainability at OMV Petrom



Foster people and communities

Our 2030 commitments include building and retaining a talented, diverse, and engaged team, while continuing to make a positive impact in our communities. OMV Petrom is committed to the fundamentals of a just transition, with a focus on social dialogue and protection, retaining and re- and/or up-skilling employees. OMV Petrom is committed to building a diverse workforce, inclusive culture, and employee experience, as an essential part of its success.

Action area	Target 2030
Employees	Increase share of women at management level to 35%
	Increase average number of annual learning hours to a minimum 30 hours per employee
	Measure and maintain the level of engagement of our employees
Community Relations & Human Rights	Maintain >80% local communities covered by social investments every year
	Train all OMV Petrom Group employees in human rights

Leverage Innovation & Digitalization

We are committed to support technology development, research, and innovation to drive greater adoption of technologies to achieve business and climate ambitions.

Action area	Target 2030
Innovation & Circular Economy	EUR 3.7 bn by 2030 to be invested in low and zero carbon business (such as: biofuels, CC(U)S, electro-mobility, low carbon hydrogen, photovoltaic assets)
	▶ 150 kt/year until 2030 2 nd gen ethanol produced from locally sourced agricultural residues
	▶ 450 kt/year until 2030 renewable diesel and sustainable aviation fuel from sustainable feedstock
	▶ We plan to invest ~ EUR 2 bn in innovation and new technologies, mainly in hydrogen and CC(U)S
Digitalization (ambition)	Operate more than 1 GW of renewable power capacity, including through partnerships
	500 charging points for alternative fueled vehicles
	Run programs to reduce carbon footprint, enhance HSSE capabilities and resource efficiency and upskill employees

Materiality

Engaging with our stakeholders

We maintained the commitment of respect to our entire range of stakeholders, and to engage with them through transparent communication and open dialogue for win-win relationships. We perform social assessments for our projects, while engaging in dialogue and support to local communities where we operate. We also continued to offer professional support jointly with industry associations in the energy and oil field to state institutions. Investors' concerns on ESG issues are addressed via one-to-one conversations or group meetings, participations at external events as well as active participation in events with key stakeholders, working groups and joint discussions in case of partnerships.

Constant engagement with our employees is also prioritized. In 2022, over 40 meetings between Executive Board members and various groups of employees were organized.

OMV Petrom management is aware of its fundamental duty to represent and promote shareholder interests and recognizes its accountability for the Company's performance and activities through **Dialogue with shareholders**, which in 2022 included the following:

- ▶ To maintain their active presence on the local and foreign capital markets, the Company's top management and the Investor Relations (IR) team attended conferences and organized calls for analysts and investors.
- ▶ To regularly update investors and analysts on the quarterly operational, financial performance, strategy execution and plans, top management also participated in conferences and meetings with representatives from investment funds.

Dialogue with Trade Unions is essential in maintaining our Company's social equilibrium. Therefore, we continued our effort to work constructively with employee representatives. Achieving mutually satisfactory solutions is our aim. Our dialogue with Trade Unions to find common approaches continued to play a major role in the decision process.



Stakeholder group	Examples of engagement
Suppliers & Contractors	Negotiations and contracts
	Supplier audits and assessments
	Supplier meetings
Joint Venture & other Business Partners	Reporting related to common projects
	Industry meetings
	Contracts
Competitors & Peers	Participation in working groups
	Industry meetings
	Contracts
NGOs/ NPOs	Participation in working groups
	Social projects for communities, vulnerable people
	Sponsorships and donations
	Stakeholder dialogue and grievance mechanisms
Customers	Advertising/ communication campaigns
	Events
	Engagement activities within the filling stations
	Newsletters
Education, science, and research organizations	Joint projects with industry partners, scientific organizations, schools, and Universities
	Conferences and lectures
	Sustainability projects
	Employer branding activities
Capital market participants	Regular reports and presentations
	Roadshows
	General Meetings of Shareholders
	Investor conferences

Materiality

Stakeholder group	Examples of engagement
Associations/ Networks	Regular reports and presentations
	Roadshows
	General Meetings of Shareholders
	Conferences
	Meetings/ Debates
Media	Workshops/ Conferences
	Press releases
	Conferences/ Events
	Interviews
	Workshops
Government/ Central Authorities	Participation to meetings
	Relationship management
	Regular reporting (as required by legislation)
Local community	Sustainability projects
	Sponsorships and donations
	Grievance mechanisms
	Meetings for business projects
	Public debates
Employees	Participation in Town Hall events
	Update events with Executive Board members
	Internal online company platform
	Internal newsletter
	Internal blog
	Survey
	Constant dialogue through Trade Unions

Reporting on Materiality

At OMV Petrom, a full consultation process with both our external and internal stakeholders is performed every 3 years in order to identify new material topics for the Sustainability Report and to determine our new sustainability priorities. Since our last full process in 2020, we have continually monitored and updated our priorities. More information about the full-scale process of consultation and analysis performed is included in our [Sustainability Report 2020](#) and our [website](#).

For the 2022 reporting year, a simplified internal consultation was performed. An update of the materiality analysis was performed following a series of interviews with top management representatives in our effort to monitor internal and external factors that can influence our sustainability priorities. The update was on the business impact, also aligned with input data from desktop research of the latest sector and non-sector business impact materiality, and literature review. For this purpose, management representatives were prioritized for the interviews based on the following criteria: whether they play a major role or they actively contribute to defining the Sustainability Framework within the 2030 Business Strategy or the monitoring of its outcomes. As a result, the following key functions at OMV Petrom were identified as key internal stakeholders for consultation in our materiality revision process and financial year 2022 sustainability reporting: CEO, CFO, E&P, R&M, G&P, People and Culture Department, HSSE Department, and Investors Relations Department.

Each OMV Petrom top level manager answered a set of questions related to the materiality of topics, from a financial risk and opportunity perspective of the business impact, on the short-, medium-, or long-term. The interviews, conducted in October 2022, focused on the internal reevaluation of financial materiality of the material topics, and the results of the consultation and analysis were presented to the OMV Petrom Executive Board for acknowledgment.

The sustainability topics contain a series of sub-topics to facilitate the reporting process and harmonization with the Sustainability Framework under the [2030 Strategy](#). Material topic categories of major importance for stakeholders and OMV Petrom are presented in the revised table below, and the performance on each topic and sub-topic is disclosed within this Report. The OMV Petrom EB reviewed and acknowledged the materiality list.

Reporting on Materiality

Materiality list

E	1. Climate Change and Energy Transition
S	2. Health, Safety and Security
S	3. Employees
G	4. Business Principles and Economic Impacts
E	5. Environment
S	6. Customer and Product Responsibility
S	7. Community Relations and Human Rights
G	8. Supply Chain
E	9. Circular economy and Innovation

Legend

E	Environmental
S	Social
G	Governance

Sustainability Framework	Material topic categories	Sub- topics
Transition to Low and zero carbon	Climate Change and Energy Transition	<ul style="list-style-type: none"> ▶ Reduction of flaring, venting ▶ Scope 1,2,3 emissions ▶ Energy efficiency
Run Responsible operations	Health, Safety and Security	<ul style="list-style-type: none"> ▶ Health ▶ Occupational Safety ▶ Process Safety ▶ Product Safety ▶ Security
	Environment	<ul style="list-style-type: none"> ▶ Spills management ▶ Waste management ▶ Water management ▶ Environment compliance
	Business Principles and Economic Impacts	<ul style="list-style-type: none"> ▶ Business ethics, anti-corruption and anti-competitive behavior ▶ Indirect economic impact through local economic development
	Supply Chain	<ul style="list-style-type: none"> ▶ Business ethics for suppliers
Foster People & Communities	Employees	<ul style="list-style-type: none"> ▶ Skills development and training ▶ Talent attraction and retention ▶ Diversity, inclusion, and non-discrimination
	Community Relations	<ul style="list-style-type: none"> ▶ Community development investments ▶ Environmental, health and well -being impact
	Human Rights	<ul style="list-style-type: none"> ▶ Human Rights
Leverage Innovation & Digitalization	Circular economy and Innovation	<ul style="list-style-type: none"> ▶ Circular economy and Innovation ▶ Digitalization

Mapping our specific Sustainability Risks

Risks and Opportunities

As with the entire Oil and Gas industry, OMV Petrom is exposed to a variety of risks – including market and financial risks as well as operational and strategic risks. The Group's risk management processes focus on the identification, analysis and evaluation of such risks and their impact on the Group's financial stability and profitability as well as on their impact on sustainability matters. For OMV Petrom, a risk represents the uncertainty on objectives measured by the combination of the likelihood or frequency of an event and its consequences, which can result in opportunities (upside) or threats (downside). The purpose of these activities is to actively manage risks in the context of the Group's risk appetite to achieve the long-term strategic goals.

During 2022, OMV Petrom continuously monitored the ongoing conflict between Russia and Ukraine and its potential impact on the company's business activities. Further sanctions on Russia and counter sanctions issued by Russia could lead to disruptions in global supply chains and shortages, e.g., energy products, raw materials, agricultural products, and metals and consequently lead to further increases in operational cost. OMV Petrom is responding to the situation with targeted measures to safeguard the Company's economic stability as well as the security of supply of energy.

In addition, 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, high price inflation and rising interest rates could lead to a significant deterioration in economic growth.

OMV Petrom closely monitors global developments and regularly evaluates their impact on its cash flow and liquidity position.

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 OMV Petrom'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 company is continually enhancing the EWRM process based on internal and external requirements. The process is facilitated by a Group-wide IT system supporting the established individual process steps, guided by the ISO 31000 risk management framework.

Risk Management 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.

Risk prevention is deeply integrated into the decision-making processes of everyday business activities at every level of our organization. The Executive Board sets, communicates, and implements our risk management culture throughout the Group.

OMV Petrom Executive Board members regularly 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 and progress on achieving sustainability-related targets.

To ensure that management takes risk-informed decisions, with adequate consideration of actual and prospective views, the Executive Board has empowered a dedicated Risk Management function with the objective to lead and coordinate the Company's risk management-related process. OMV Petrom's consolidated risk profile is regularly reported for the Executive Board's endorsement and for the information of the Supervisory Board's Audit Committee.

In 2022, the OMV Petrom Group initiated a robust physical climate risk and vulnerability assessment in accordance with EU Taxonomy.

Acute and chronic risks related to temperature, wind, water and solid

mass were first screened based on business specificity and potential impact on OMV Petrom. A two-fold approach was used that is in line with the Enterprise-Wide Risk Management Approach.

Based on the preselected acute and chronic risks, all OMV Petrom Group's sites, where EU Taxonomy eligible activities occur, were prioritized. This exercise was performed with the support of a risk intelligence external consultant using a set of indices specifically aimed at providing a robust understanding of the changes in future environmental conditions for the respective locations and businesses.

All assets with a medium, high or extreme exposure to one or more acute or chronic physical climate risks, were further analyzed. Physical hazard modeling was applied, consisting of processes and analyses of atmospheric data related to temperature, precipitation, drought, wildfire, as well as other data related to coastal flooding, tropical cyclones, water stress, and fluvial-basin flooding in order to provide a rigorous estimate of risk. The analysis incorporates scenarios based on the Representative Concentration Pathways (RCPs) from the International Panel on Climate Change (IPCC). The four RCPs (RCP 2.6, 4.5, 6.0 and 8.5), included in the IPCC AR5 were used in this exercise and applied to various time horizons in accordance with the Group Strategy.

Once the financial impact of the respective risks is estimated, the potential mitigation strategies are discussed with the management, in order to ensure that appropriate adaptation measures are considered.

Mapping our specific Sustainability Risks

Risk Management Process

The **risk management process** is based on a precautionary, systematic approach, aimed at timely identification and management of risks to avoid a possible negative impact on our business or reputation. We believe that creating **a risk-aware culture** throughout the organization, where everyone is aware of the risks related to his jobs and implements risk management practices on a daily basis, is the most effective way to avoid a negative impact. To this end, our comprehensive **EWRM** program is driven by senior management and cascades to every employee of the Company. It ensures greater awareness and focus on risks that might affect the Company's objectives.

OMV Petrom is constantly enhancing the EWRM process based on internal and external requirements, with a dedicated risk organization working under a robust internal regulation framework with an appropriate information technology infrastructure. Additionally, the EWRM system actively pursues the identification, analysis, evaluation, and mitigation of main risks to bring their effects on the Company's cash flow to an acceptable agreed level.

In terms of tools and techniques, OMV Petrom follows the best international risk management practices and uses stochastic quantitative models to measure the potential loss associated with the Company's risk portfolio under a 95% confidence level and a three-year time horizon. Risks identified are analyzed considering the causes, consequences, historical trends, volatilities, and potential cash flow impact.

Bottom-up and top-down processes are combined, with every single employee responsible for managing the risks within his sphere of responsibilities in a holistic process. We use common risk terminology and language across OMV Petrom to facilitate effective risk communication and management.

The risks identified in the **bottom-up risk process** by operational staff during day-to-day business management are assessed against a mid-term time horizon of three years. Department heads are responsible for initiating the risk analysis, which includes selection of the appropriate risk identification techniques. These tasks include interviews, workshops, surveys, and analyses of historical losses, and collection of information on risks documented in risk registers. Heat maps or risk matrices are used to support the prioritization process and serve to identify probability ranges and the related consequences if risks were to materialize.

Senior management also evaluates **top-down risks** against a long-term time horizon to provide a strategic perspective of risks. Permanently scanning the horizon to identify emerging risks and having regular risk meetings ensures that senior management have the full perspective on the strategic risks landscape. This process enables them to capture new trends and developments of the operating environment and industry best practices, thereby enabling the Group to achieve its long-term objectives.

OMV Petrom has **four levels of risk management roles in a pyramid-type risk organization**. The first (bottom) layer comprises the risk owners represented by managers from various areas, the second level is made up of risk coordinators who facilitate and coordinate the risk management process in their division, and the third layer is the risk management function which coordinates the entire process assisted by specialized corporate functions (e.g., HSSE, Compliance, Legal, Finance, Controlling). The top level is represented by OMV Petrom's Executive Board which steers and approves OMV Petrom's consolidated risk profile in accordance with the Company's objectives and risk appetite. The risk management system and its effectiveness are monitored by the Audit Committee of the Supervisory Board via regular reports.

Risk Taxonomy

In OMV Petrom, risk management is a holistic process with effective risk communication ensured through the use of common risk terminology and language across the company. The full spectrum of risks 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 Petrom's decision-making process.

The risks within OMV Petrom's EWRM system are further grouped into the following categories: market and financial, operational, and strategic. These categories include, among others, market, financial, project, process, health, safety and security, tax, compliance, personnel, legal, regulatory, and reputational risks.

Mapping our specific Sustainability Risks

Market and Financial Risks

Key financial and non-financial exposures include commodity market price risk, foreign exchange risk, counterparty credit risk, liquidity risk, interest rate risk, etc.

In terms of **mid-term liquidity**, the Group aims to secure our capacity to deliver positive economic value while managing the Company's risks and their potential cash flow impact within the limits of the risk appetite.

High potential single event risks as well as long-term strategic risks are also identified, evaluated, analyzed, and managed consistently in connection with low-probability and high-impact hazards.

To assess **short-term liquidity risk**, the budgeted operating and financial cash inflows and outflows are monitored and analyzed monthly to establish the expected net change in liquidity, and the basis for financing decisions and capital commitments.

For mid-term risks, to ensure that OMV Petrom always remains solvent and retains the necessary financial flexibility, liquidity reserves in the form of committed credit lines are maintained.

With regard to the **market price risk**, OMV Petrom is naturally exposed to the price-driven volatility of cash flows generated by production, refining, and marketing activities associated with crude oil, oil products, gas, and electricity. Market risk has core strategic importance within OMV Petrom's risk profile and liquidity.

The market price risks of OMV Petrom commodities are closely analyzed, quantified, and evaluated. In terms of **foreign exchange risk management**, OMV Petrom is essentially exposed to the volatility of RON against USD and EUR. The effect of foreign exchange risk on cash flows is regularly monitored.

Derivative financial instruments may be used for the purposes of managing exposure to commodity prices and foreign exchange currencies upon approval from OMV Petrom's Executive Board in line with the Company's risk appetite and/or risk assessments.

Counterparty credit risk management refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to OMV Petrom. Counterparty credit risks are assessed, monitored and managed at Company level using predetermined limits for specific countries, banks, clients, and suppliers. Based on creditworthiness and available rating information, all counterparties are assigned maximum permitted exposures in terms of credit limits (amounts and maturities), and the creditworthiness assessments and granted limits are reviewed on a regular basis.

OMV Petrom is also inherently exposed to **interest rate volatility** in its financing activities, however, the risk level is low.

Operational Risks

From an operational risk perspective, OMV Petrom is an integrated company with a wide asset base composed mainly of hydrocarbon production and processing plants. A special focus is given to process safety risks.

The low-probability high-impact risks associated with the operational activity (e.g., blowouts, explosions, earthquakes, etc.) are identified and the incident scenarios are developed and assessed for each of them. Where required, mitigation plans are developed for each specific location. Besides emergency, crisis, and disaster recovery plans, OMV Petrom's policy regarding insurable risks is to transfer its risks via insurance instruments. These risks are however closely analyzed, quantified, and monitored by the risk organization and are managed via detailed internal procedures. Our risk management system is part of the corporate decision-making process. Risks associated with new major investment projects or important business initiatives are assessed and communicated to management prior to the approval decision, as part of the project evaluation process.

ESG risks are identified using a double materiality approach and using a selection of the appropriate risk identification techniques such as interviews, workshops, surveys, and analyses of historical losses, as well as information on risks documented in risk registers or loss databases. Environmental risks and opportunities include regulatory, operational, reputational, and financial drivers and specifically relate to issues such as climate change and availability and quality of water used for operations. Such risks are then analyzed against three-year time horizons as a deviation of cash flow from the plan and the likelihood of such an impact. 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.

Mapping our specific Sustainability Risks

Strategic risks

From a long-term sustainability perspective, a strategic risk assessment process is in place, on the one hand, to capture the executive management's perspective of the risk environment across a long-time horizon and, on the other hand, develop risk mitigation plans and monitor implementation of defined actions. The strategic risks refer to both externally and internally driven risks (e.g., climate change, regional gas growth, traditional business, political & regulatory, and human capital & communities). An annual strategic risk assessment ensures a robust revalidation of identified risks.

It captures new developments or provides updated information on the operating environment and industry trends, and thereby has a positive impact on the Company's ability to achieve its strategic objective.

The strategic risks are monitored in the respective task forces: part of the climate change risks in the NES task force, while political and regulatory and human capital and local communities' risks in the Stakeholders Management task force.

The universe of our strategic risks

Climate Change	Risk of not meeting 2030 emissions target ambitions combined with risk and opportunities from an accelerated speed for transition
Traditional Business	Sustainability focus and climate change targets put pressure on traditional business driving interest towards projects relevant for the transition to a low carbon environment
Regional Gas Growth	Delay or cancellation of exploration and potential development in Black Sea
Human Capital & Communities	Attracting and retaining talents under the new market conditions to ensure the needed employee experience and harmonizing the Sustainability/ ESG long term agenda with immediate needs identified by the communities where we operate
Political & Regulatory	Major political factors and emerging regulatory requirements may impact OMV Petrom's ability to achieve its strategic objectives



Mapping our specific Sustainability Risks

Mapping our sustainability risks and opportunities

A summary of our potential risks and opportunities (identified risk and opportunity topics), their potential impact and our mitigation or other actions in management approach, structured by our sustainability material topics is presented, annexed to this report.

Relevant risks and opportunities included were selected based on their magnitude using impact and probability, and at least one relevant example for each material topic was selected for our internal analysis. The summary includes risks and opportunities for each material topic, their effects and our mitigation measures or approach.

Climate Change Risks Management

Climate-change-related risks and opportunities are integrated into OMV Petrom's EWRM process aimed at identifying, assessing, and managing business-related risks.

The risks related to climate change might reflect a potential impact of acute or chronic events like more frequent extreme weather events or systemic changes to our business due to changing legal framework and changing of customer behaviors. The acute risks are analyzed for their impact on the Company's three-year financial plan. The effects of chronic risks are evaluated based on a qualitative analysis, considering a wider range of uncertainty.

The most substantive climate-related changes in the energy industry are expected to arise on a longer time scale – with regards to revenues. Therefore, management pays close attention to climate change related long-term risks and opportunities and takes these into account in their strategic decision-making process.

Risks are identified in a bottom-up approach by the employees responsible for our day-to-day business, and in a top-down approach by the corporate units responsible for monitoring regulatory, market, and reputational risks in line with the latest national and international developments. These risks are assessed in terms of their potential impact on the medium-term financial performance plan. In the bottom-up approach, climate-change related risks are identified using the standardized methodology of the EWRM process.

This process is based on the EWRM Standard supplemented with a set of principles defining the ESG/Sustainability risk and opportunity requirements as part of the OMV Petrom risk management framework, supported by the rights, responsibilities, and expectations of specific risk stakeholders.

Being the first Romanian company to support the recommendations of the Task Force on Climate-related Financial Disclosures, OMV Petrom considers and addresses **climate change-related risks according to TCFD recommendations**, as well as the double materiality perspective outlined by the ESRS for the application of the **EU CSR Directive**.

Physical risks

Potential severe weather events like flooding, periods of low or no precipitation and storms could bring physical risks that impact our assets portfolio such as: floods, landslides, railway infrastructure damages, inability to access water for the normal operations (internal consumption). Climate change risks impacting physical assets are evaluated on a mid-term period (three-year time horizon) using our EWRM framework and process. These risks are identified and assessed in each business division, considering the impact generated by the business interruption and the asset damage. In financial terms the impact represents the cumulative financial value of loss of revenues (due to business interruption) and repair or replacement cost (due to asset damage). For reporting purposes, these risks are aggregated using the Monte Carlo simulation, in line with our EWRM methodology and framework.

Based on the methodology described above, the potential financial impact of the physical vulnerability climate change risks is estimated to approximately EUR 46 mn in 2022.

There are several initiatives to manage or adapt to physical climate change risks. In this respect, we have implemented mitigation measures such as: develop Geographic Information System high risk landslide maps for Petrom locations and facilities, re-routing transportation of products on alternative routes, water management plans in operations, water risk assessment in relevant areas, water targets in relevant operations, emergency response plans and drills on a continuous basis and also, insurance policies concluded. Freshwater withdrawal and intensity index are monitored at OMV Petrom level as presented in the [Water section](#) of this report.

Transition risks

The Executive Board establishes the Company's strategy and monitors the actions to obtain assurance of the strategy implementation. This approach ensures the effective management of climate-related transition risks and opportunities faced by the company in its way to the energy transition.

Potential future restrictions on the carbon intensity of feedstocks, political and security risks in the countries of origin of our feedstock, and any other supply limitations pose a threat to sufficient refinery feedstock supply.

Mapping our specific Sustainability Risks

There is a risk of imbalance between certificates allocated and Company-required emissions volumes, resulting in higher costs, generated by the uncertainties about the allowance demand and abatement costs.

Current and emerging regulations in line with international public-sector initiatives, such as the Paris Agreement and Fit for 55 legislative packages proposal, and their subsequent transposition into national Romanian regulation result in limits set on GHG emissions by the energy sector.

This process of decarbonization will change the energy mix and will lead to a reduced demand for fossil fuels with a high carbon content. There is a risk that demand for refined fuels may decrease due to less carbon-intense substitute products coming to the market. Regulations related to emissions, energy efficiency, and increasing share of renewables in the energy mix are expected to result in a decrease of fuels production. This is already shown in the new car registration trends towards gasoline and battery electric/ hybrid cars.

Reputational risks stem from the increasing number of investors who assign a company's environmental and social responsibilities high weight in their investment decision-making process. This can be for reasons of internal policy or due to regulatory pressure for public investment transparency regarding sustainability topics.

Transition opportunities

Transitioning to a low carbon business, by innovating, developing, and introducing new low-emissions products and services will ensure long-term value generation for OMV Petrom's business and will contribute to a sustainable energy system in Romania and SE Europe. OMV Petrom has already initiated and further plans to execute various sustainable energy projects, including renewable power, biofuels, electro-mobility, and hydrogen, which will ensure a leading position for our company in the energy transition across the region where we operate.

Scenario Analysis

OMV Petrom Group uses two different scenarios: the base case and the stress case. The scenarios differ in the underlying expectations about the pace of the future worldwide decarbonization and lead to different assumptions for demand, prices and margins of fossil commodities. The base case is used for the mid-term planning as well as for estimates going into the measurement of various items in the group financial statements, including impairment testing of non-financial assets and the measurement of provisions. The stress case, which is based on a faster decarbonization path than the base case, is used for the calculation of sensitivities in order to recognize the uncertainty in the pace of the energy transition and to better understand the financial risk from energy transition on the existing assets of OMV Petrom Group. Both scenarios, the base and stress case, reflect more climate change mitigation efforts and a faster decarbonization path than the scenarios used in the prior year. But OMV Petrom Group still expects to see energy transitions at different paces in different parts of the world.

The base case is built on a scenario in which Organization for Economic Cooperation and Development (OECD) countries will achieve the Net Zero emissions goal between 2050 and 2070 (equivalent to a path between the IEA "Net Zero emissions" (NZE) and "sustainable development" (SDS) scenarios) and non-OECD countries will implement all announced decarbonization pledges in full and on time (equivalent to the IEA "announced pledges scenario").

For the stress test analysis, a decarbonization scenario is used which is a potential trajectory to reaching the climate goals according to the Paris agreement. In this scenario, it is assumed that advanced economies will reach the Net Zero emissions goal by 2050, while middle-income and developing economies will only follow at a later point but not later than 2070. This scenario is built on a path between the IEA SDS and IEA NZE scenarios. The entire world following the

commitments of the Paris agreement leads to lower global demand for oil and gas and consequently to lower oil and gas prices than in the base case. In addition, this scenario incorporates other possible effects such as slower economic growth in the short term.

For investment decisions, business cases are calculated based on the same price and demand assumptions as are used for the mid-term planning and impairment tests. In addition, a business case calculation based on the stress case assumptions is mandatory for all investment decisions in order to assess the economic viability under a "Paris aligned" scenario. The IEA NZE scenario is not used for investment decisions.

Costs for CO₂ emissions are taken into account in business case calculations, impairment tests as well as the stress case scenario calculations to the extent carbon pricing schemes are in place in the respective countries.

Under this stress test scenario, the carrying amounts of property, plant and equipment related to the oil and gas assets with proved reserves would have to be decreased by RON 11 billion. For E&P oil and gas assets an additional sensitivity based on prices according to the IEA Net Zero by 2050 scenario was calculated and showed a decrease in the carrying amount of property, plant and equipment related to oil and gas assets with proved reserves of RON 12 billion. The value of oil and gas assets with unproved reserves that would be abandoned is not significant.

In the R&M segment, the stress case reflects globally declining demand for almost all products resulting in lower margins and cracks compared to the base case scenario. Under the stress case scenario, the carrying amounts related to Petrobrazi refinery would have to be decreased in total by RON 0.4 billion.

For more details, see also Note 2 to the consolidated financial statements for the year-end December 31, 2022, in the [Annual Report](#).



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Transition to Low Carbon Business

The 2030 Business Strategy focuses on the transition to low-carbon business by identifying sustainable ways to satisfy client's needs to offer more energy with less emissions. We will continue to invest to meet the decarbonization targets.

Climate Change and Energy Transition

We recognize climate change as one of the most important global challenges and we support the goals set forth by the **Paris Climate Change Agreement**. OMV Petrom's 2030 strategic ambition is to **lead the energy transition in SE Europe**, capitalizing on emerging markets opportunities. The company's ambition is to achieve **Net Zero operations by 2050** and three key directions contribute to this objective: decarbonize current operations, expand lower carbon gas business, and pursue low and zero carbon business opportunities. OMV Petrom builds on its unique expertise and capabilities as the largest integrated energy player in SE Europe.

By 2030, the company's portfolio will be expanded to include five new zero and low carbon business activities, which together will account for EUR 3.7 bn investments, representing around 35% of cumulated CAPEX by 2030, and will contribute approximately 15% to the total 2030 Clean CCS EBIT.

To provide customers with a range of lower carbon energy options, OMV Petrom has already made significant steps towards achieving its objective to develop its portfolio of low and zero carbon products.

Together with Complexul Energetic Oltenia, OMV Petrom invests in electricity production from photovoltaic solar energy (PVs). The two companies plan to build four PV parks with a total capacity of ~450 MW. According to current estimates, the PV parks should supply electricity to the national energy system starting 2024. The total investment required for the development of the four PV parks amounts to over EUR 400 mn, of which approximately 70% is financed through the Modernization Fund. With the additional four parks in operation, Romania's installed solar power capacity increases by ~30%. Our goal is to operate more than 1 GW of renewable power capacity by 2030, including through partnerships.

In the area of sustainable mobility, more than 100 EV charging points were installed by the end of 2022 to contribute to road transport decarbonization. The policy makers are supporting the development of electro-mobility and we see customers having a more open mind towards alternatives. For 2030, our target is to have more than 500 alternative fuel refill points installed. In the Petrobrazî Refinery, the first batch of sustainable aviation fuel was manufactured by co-processing locally produced rapeseed oil. As such, Petrobrazî is the first refinery certified in Romania to produce Sustainable aviation fuel (SAF). The SAF volumes produced at the Petrobrazî Refinery can help reduce the CO₂ emissions from commercial flights by about 70%, compared to conventional fuel. OMV Petrom plans that more than 15% of the total fuel production in 2030 will come from biofuel, with 150 kt/year of 2nd generation ethanol from straws and 450 kt/year of sustainable aviation fuel and renewable diesel.

At the end of Q3 2022, we announced the final decision to invest EUR 130 mn for a new aromatic production unit at the Petrobrazî Refinery. The plant will function at modern operating standards with low environmental impact and will double the production capacity of aromatic unit to around 100 thousand tons per year, starting 2026.

Furthermore, in the second half of the decade, the Company will intensify investments to seize opportunities on carbon capture, utilization, and storage, as well as on hydrogen, which are anticipated to have a significant contribution to the decarbonization of the country.

For **carbon capture, utilization, and storage**, OMV Petrom aims to leverage its extensive expertise as E&P operator, also capitalizing on Romania's onshore and offshore storage potential. We have identified the first onshore opportunity that we might develop by building on the existing assets and subsurface capabilities. In addition, OMV Petrom will test an innovative technology for carbon capture and utilization at the Petrobrazî Refinery. OMV Petrom is a partner in an ambitious European project to address the problem of CO₂ emissions through carbon capture and conversion technologies. Over a five-month period in 2024, we will capture the CO₂ from flue gasses released by the cogeneration unit, further converting it electrochemically into a marketable product.

In offshore, the Neptun Deep natural gas project progresses towards final investment decision, with OMV Petrom as Operator and Romgaz as partner, as European energy security focus brings strong alignment from all stakeholders to move forward at pace. We plan to invest up to EUR 2 bn in the project and the estimated recoverable resources of around 50 bcm would ensure around 70 kboe/d plateau production, all net to OMV Petrom. Subject to final investment decision in mid-2023, the first production of gas is expected approximately four years later. The increase in gas production will also support the country's efforts to reduce GHG emissions, as gas can replace coal in power generation and enable integration of renewable capacities. The target is to reach 70% share of gas in 2030 in the Company's total hydrocarbon production, reflecting the pivotal role of natural gas as a transition fuel in the energy mix in Romania.

Climate Change and Energy Transition

We also made progress towards decarbonizing the internal power consumption with cross-divisional on-site PVs projects in all business divisions contributing to the reduction of Scope 2 emissions. At the end of 2022, PV panels were installed on 150 filling stations, covering around 30% of the OMV and Petrom branded filling stations in Romania. The estimated annual production of the PV panels is 2,700 MWh, which is equivalent to the annual power supply for 1,500 apartments. The amount of electricity produced by the photovoltaic panels covers up to 25% of the consumption of a filling station. In E&P, at Asset Muntenia Vest, the first PV park commissioned in the first half of the year will produce more than 4,600 MWh of green power throughout its entire life cycle. Additional similar projects are expected to be commissioned in 2023.

Moreover, to help achieving our decarbonization targets, we are already offering our customers solutions such as partial CO₂ offsetting. Starting 2022, OMV Petrom offers clients the possibility to offset 20% of the CO₂ emissions generated during driving for the customers filling up their cars with MaxxMotion performance fuels, by supporting local and international carbon offset projects in the form of forest protection. OMV Petrom supports carbon offset projects from the Climate Partner portfolio that are certified by the Verified Carbon Standard (VCS). Carbon offset projects operate in different regions and are geared towards several SDGs.

Overall, the implementation of the 2030 Business Strategy, with the strong commitment to energy transition, will lead to the reduction of carbon intensity throughout all business segments. Carbon intensity of our operations is expected to decline by around 30% while the intensity for Scope 1-3 emissions is forecast to drop by around 20% until 2030. We are targeting a reduction in our methane intensity to less than 0.2% by 2025, in line with international targets. At the end of 2022, the intensity of our operations is ~ 11% lower than end of 2019, while the reduction of the Scope 1-3 emissions is ~ 9%. An impressive result is recorded for methane intensity, with 0.48% for 2022 (1.61% in 2019).

According to Article 8 of the EU Taxonomy Regulation, OMV Petrom Group prepares a statement on its EU Taxonomy eligible and aligned activities indicating the related CAPEX, OPEX and turnover included in the Group Sustainability Report. For detailed information about the process and the results, see [EU Taxonomy Reporting](#) sections in this report.

The progress on our promise

Ambition 2050 Net Zero in operations					
2025 targets		Target 2030 vs 2019		Status	
Climate Change and Energy Transition	▶ Reduce carbon intensity of operations by 13% until 2025 vs. 2019	Carbon Intensity of Operations Reduction	E&P Carbon Intensity Reduction	70%	- 39%
			Refining Carbon Intensity Reduction	15%	2%
			Power Business Carbon Intensity Reduction	20%	- 3%
			Group Carbon Intensity Reduction	30%	- 11%
			E&P Methane Intensity	0.2%	- 70%
	▶ No new projects with routine flaring and venting practice and phase out existing routine flaring and venting latest until 2030	Absolute GHG Emissions Reduction	Scope 1: Zero Routine Flaring and Venting	0	- 46%
			Scope 1-2 GHG Reduction	30%	- 10%
			Scope 1-3 GHG Reduction	20%	- 11%
	▶ Achieve E&P methane intensity of 0.2% or lower	Carbon Intensity of Portfolio Reduction	Share of Low and Zero Carbon Products* in Total Product Portfolio	~60%	49%
			Net Carbon Intensity of Energy Supply Reduction	20%	- 4%

*The lower and zero carbon products include natural gas (65%), gas power (23%), non-energy products (8%), and biofuel (4%), irrespective of the EU taxonomy classification.

Climate Change and Energy Transition



Our **Climate change and energy transition** approach and actions contribute to the following **UN Sustainable Development Goals**.

SDGs	Our approach and actions
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div>	SDG 3 ► target 3.9, by employing cleaner energy sources to ensure healthier lives
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div>	SDG 7 ► target 7.2 and target 7.3 by increasing our share of renewables and increasing efficiency
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div>	SDG 8 ► target 8.4 through resource efficiency improvement in our operations
<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	SDG 12 ► target 12.4 by employing a more sustainable management and efficient use of natural resources
<div>13</div> <div>CLIMATE ACTION</div>	SDG 13 ► target 13.1 by increasing our resilience to climate change impacts, including scenario analysis

Scope 1, Scope 2, Scope 3

Climate Change and Energy Transition

Why is this important?

We are aware that greenhouse gas emissions from our operations are significantly contributing to climate change. Reducing these emissions is an important strategic target for OMV Petrom and we see it as an opportunity to reduce the impact on the environment and to secure our company's stability for the future.

Our commitment

In the 2030 Business Strategy, we have set specific interim targets for a short - (2025) and medium - (2030) term period to ensure we meet our 2050 ambition for Net Zero operations.

By 2025, we plan to reduce the carbon intensity from our operations (Scope 1) by 13% (vs. 2019). The 2030 commitment is to reduce our Scope 1 and 2 carbon emissions of our operations by ~30%, and by 20% for our total footprint including Scope 1, 2 and relevant Scope 3 emissions (vs. 2019).

We measure

We calculate on a yearly basis our GHG emissions Scope 1, Scope 2 in E&P and R&M and G&P operations and relevant Scope 3 emissions.

We act

We are actively working to mitigate the GHG emissions along the value chain, and we set targets for decreasing our GHG intensity levels.

We check

- ▶ The calculations for the EU-ETS installations are verified by a third-party accredited company, according to legal requirements
- ▶ We perform regular data quality checks to ensure that the approach for GHG accounting and reporting is properly implemented
- ▶ The Environmental Management System EMS - ISO 14001 is regularly audited for recertification

We train

Our environmental training includes valuable information on GHG emissions topics like inventory management, calculation methodology and auditing processes.

We plan

- ▶ Phasing out routine flaring and venting in E&P by 2030
- ▶ Energy efficiency improvements
- ▶ Fugitive methane emissions reduction through process optimization, field modernization, and integrity improvement measures in E&P

Our key actions

We continued the implementation of projects aiming to reduce flaring, venting and fugitive methane emissions by upgrading, replacing and/or optimizing gas processing and transport infrastructure.

- ▶ In 2022, we began operation of a new gas treatment station for Low Temperature Separation (LTS) at Icoana compressor station (E&P Asset Valahia). The new unit helps to recover an additional gas amount (methane), which is now made available for sale.



In 2022, approximately 7,400 tones CO₂eq were avoided. By this investment we estimate the avoidance of approximately 24,000 tons of CO₂eq/year.

- ▶ Other operational measures were continued for optimizing flows and processes in E&P operations like gas flows rerouting and turnaround optimizations which led to a significant decrease of venting and flaring volumes.
- ▶ Installation of G2P/CHP power plants to make use of the energy of the associated gases, that otherwise would not have been used. Thus, electricity and thermal energy for oil heating and separation processes are obtained and used exclusively in OMV Petrom E&P. In 2022, G2P Suplac was put in function with a capacity of approximately 6 MW and other two are installed: G2P Cosmești, in Asset Valahia, with a capacity of 2 MW and CHP Brădești, in Asset Oltenia, with a capacity of 1.5 MW.

In addition, in 2022, the Methane Emissions Program (Operations CH4llenge) focused on the Leak Detection and Repair (LDAR) program and continued the actions of the Measuring, Reporting and Verification (MRV) program.

Other relevant low carbon projects continued or implemented in 2022 were:

- ▶ The **Climate Neutral Card**, through which companies can offset carbon emissions resulting from fuel usage. In 2022, 50 companies chose to offset their carbon emissions through the Climate Neutral Card.
- ▶ A new service was launched with the aim to generate awareness at individual level for reducing global CO₂ emissions. Through this service customers who fill their cars with the high quality OMV MaxxMotion Performance Fuels will automatically offset 20% of their CO₂ emissions while driving. OMV Petrom supports international and local carbon offsetting projects from the Climate Partner portfolio that are certified through VCS.

Scope 1, Scope 2, Scope 3

Climate Change and Energy Transition

Our key actions

- ▶ **Electro-mobility** - over 100 charging points were installed by the end of 2022 (currently there are 120 charging points).

Small Hybrid Energy Efficiency Projects

OMV Petrom developed several small hybrid energy efficiency projects to use the renewable energy and make its facilities more energy efficient, as follows:

- ▶ Solar to Power (S2P) and Gas to Power (G2P) “pilot” projects completed at Icoana in Asset Muntenia Vest
- ▶ Combined Heat and Power (CHP) installed at Brădești in Asset Oltenia
- ▶ G2P installed at Cosmești in Asset Valahia

In 2022, 73% of electricity consumption in E&P operations was covered from internal production of G2P, CHP and S2P units. On the medium and long-term, the intention is to cover the electricity needs of the OMV Petrom E&P Division with similar projects.

Direct GHG Emissions (Scope 1)

In 2022, OMV Petrom’s carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) emissions levels directly related to our operations (Scope 1) totaled 3.93 mn t CO₂eq, ~3% lower (2021: 4.04 mn t CO₂eq). Other GHGs are not relevant for our business and are not included.

Five of our operating installations were under the EU Emissions Trading Scheme (EU-ETS) at the end of 2022 and around 76% of our direct GHG emissions come from these installations. The figures for the EU-ETS installations are externally verified by an accredited company, according to the relevant legislation.



Indirect GHG Emissions (Scope 2)

OMV Petrom’s indirect GHG emissions (scope 2) are those related to the production of the energy we purchased (electricity and heat) for our operations. In 2022, the indirect GHG emissions totaled 0.08803 mn t CO₂eq (2021: 0.0939 mn t CO₂eq). The Scope 2 emissions are primarily generated by our energy-intensive E&P, R&M and G&P businesses. We are continuously working to identify ways to reduce the electricity and steam purchased and to increase the use of own produced electricity and steam. At the same time, we are also looking at feasible options to purchase and use electricity and steam from renewable sources.

Other Indirect GHG Emissions (Scope 3)

In 2022, Scope 3 emissions were 23.03 mn t CO₂eq (2021: 23.33 mn t CO₂eq) and are related to the total product sales volumes of OMV Petrom as a stand-alone company. Scope 3 emissions from the use and processing of our products account for 85% of our impact in terms of GHG emissions. Therefore, the development of low-carbon products and new energy solutions to reduce this major impact is in our focus to address Climate Change and Energy Transition.

Results (KPI, other indicators)

- ▶ Scope 1 emissions totaled 3.93 mn t CO₂eq
- ▶ Scope 2 emissions totaled 0.08803 mn t CO₂eq
- ▶ Scope 3 emissions were 23.03 mn t CO₂eq

See also [Performance in detail – Environmental Performance](#)

GHG Emission reductions Scope 1 have impact on emissions intensity and can be viewed in the tables summarizing emission intensity. Annual CO₂eq emissions Scope 1 are grouped per certain business output using the following measurement units: E&P: t CO₂eq/toe, Petrobrazî Refinery: t CO₂eq/t throughput, CCP: t CO₂eq/MWh, consolidated into a Carbon Intensity Index of OMV Petrom operations, based on weighted average of the business segments’ carbon intensity.

Progress

- ▶ Reduced the 2022 GHG Intensity of our operations (Scope 1) in by ~24% vs. 2010 and by ~11% vs. 2019

Outlook

We will continue our program for phasing out routine flaring and venting, as well fugitive methane emissions.

Our planned energy efficiency projects also play a crucial role in reducing our carbon footprint. Examples of projects planned to be implemented starting 2023 and included in E&P’s Energy Efficiency Program with a capacity of 17 MW:

- ▶ Solar to Power (S2P) and Combined Heat and Power (CHP) to start operating at Brădești in Asset Oltenia
- ▶ Solar to Power (S2P) and Gas to Power (G2P) to start operating at Cosmești in Asset Valahia
- ▶ Wind to Power (W2P) “pilot” project in Asset Moldova starting operating

Also, Petrobrazî Refinery’s Advanced Process Control System (APC) in Catalytic Reforming is planned.

Another initiative planned for 2023 is replacing the lighting in Petrom City with LED technology, as part of a complex modernization project.

Our ambition is to reach over 200 charging points for alternative fueled vehicles by 2025, and 500 such points installed in our network by 2030.



Flaring and venting

Climate Change and Energy Transition

Why is this important?

One important measure to lowering our GHG footprint is to gradually phase out routine flaring. Flaring and venting are controlled processes by which greenhouse gases, including methane are released into the atmosphere. These releases have a significant effect on the environment and thus have an impact on OMV Petrom's environmental performance.

Our commitment

According to the World Bank's global initiative "Zero Routine Flaring by 2030," we are committed to eliminate routine flaring. By 2025 we committed to achieve less than 0.2% methane intensity⁶ in E&P, detect and reduce fugitive emissions and to not implement any new projects with routine flaring and venting.

We measure

We measure, monitor, or perform mass balance calculations to determine the following:

- ▶ Volume of gas flared
- ▶ Volume of gas vented
- ▶ Hydrocarbon flared
- ▶ Routine flaring and venting
- ▶ Hydrocarbon vented
- ▶ Methane emissions

⁶ Methane intensity refers to the volume of methane emissions from E&P operated oil and gas assets as a percentage of the volume of the total gas that goes to market from those operations; methane intensity [%] = methane emission [Sm³] / marketed gas (sales) [Sm³].

We act

As claimed by the **OMV Group Environmental Management Standard**, all oil and gas fields are to be developed in a sustainable manner so that the field's associated gas is managed without routine flaring and venting. Routine flaring and venting of associated/ free gas as a means of gas disposal to facilitate liquid (oil and condensate) production (this includes Early Production Facilities) is prohibited.

We are using the Leak Detection and Repair (LDAR) program as the basis for developing reduction projects in accordance with best practices in the industry and the best available technologies and we also continue implementing projects to phase out routine flaring and venting.

We check

- ▶ Advanced process control in place
- ▶ All production audits include flaring and venting checks

We train

Carbon Management trainings which include aspects on flaring and venting are delivered to the relevant functions within the company (HSSE, production, maintenance, operators), through various means including classroom training, workshops or on the job training.

Our key actions

We continued our pipeline integrity program and compressor station modernization (modernization of facilities) and LDAR Program which consists of identification of the leaking components and the implied repairs to minimize losses.

At OMV Petrom, several initiatives to reduce methane emissions, routine venting, and flaring were undertaken and finalized in 2022, many of which focused on upgrading the compressor stations.



Within E&P, modernizing, replacing, and/or optimizing gas processing and transportation infrastructure contributed to the reduction of flaring, venting, and fugitive methane emissions. For example, in late 2022, a new gas treatment station for Low Temperature Separation (LTS) at the Icoana compressor station (E&P Valahia asset) was brought on stream. As a result, gas that would normally be flared was made available for sale. Consequently, GHG emissions will be reduced onward due to the elimination of routine flaring. Additional operational measures for optimizing flows and processes in E&P operations, e.g., rerouting gas flows and optimizing turnarounds, also contributed to the significant reduction of venting and flaring volumes.

Leak Detection and Repair (LDAR)

In 2022, we continued to implement Leak Detection and Repair (LDAR) programs to reduce our fugitive emissions.

Important steps have been taken to prevent and mitigate fugitive emissions, such as the pipeline integrity program in E&P and the LDAR program in both E&P and R&M. This program serves as the basis for developing reduction projects in accordance with best practices in the industry and using the best available technologies.

- ▶ In late 2021, the non-profit Clean Air Task Force (CATF) measured methane leaks at OMV Petrom sites using a specialized optical gas imaging infrared camera (e.g., FLIR GF320). Following the report, OMV Petrom launched an investigation and immediate action was taken to stop the leaks during 2022. Over the past ten years, OMV Petrom has invested more than EUR 1 bn in modernizing the upstream production infrastructure, including measures to reduce methane emissions. In addition, LDAR programs are routinely run both upstream and downstream to detect, prevent, and eliminate fugitive emissions. We will continue to allocate substantial funds to focusing on the upgrade of our facilities to closed production systems. As a prerequisite for our methane reduction measures, we prioritize monitoring and measuring emissions.



Flaring and venting

Climate Change and Energy Transition

Our key actions



- ▶ In 2022, the Methane Emissions Program (Operations CH4llenge) established at OMV Petrom E&P focused on LDAR programs and continued the relevant actions within the Measuring, Reporting, and Verification (MRV) program.

Details on the flaring and venting related projects implemented in 2022 can be found in the [Scope 1](#), [Scope 2](#), [Scope 3](#) section of the report.

Results (KPI, other indicators)



The results on flaring and venting for 2022 are presented in the [Performance in Detail – Environmental Performance](#) section in this report.

Progress



In 2022, the methane intensity was 0.48% (2021: 0.74%).

Outlook



We will focus on the continuation of our programs:

- ▶ Fugitive methane emissions reduction through process optimization, field modernization, and integrity improvement measures in E&P
- ▶ Phasing out routine flaring and venting in E&P
- ▶ LDAR program
- ▶ Continue the relevant actions for Measuring, Reporting and Verification (MRV) program



Energy Efficiency

Climate Change and Energy Transition

Why is this important?

OMV Petrom operates large facilities and is a major energy consumer as an integrated oil and gas company. The amount of energy we use has a significant climate impact. The efficient use of energy contributes to less energy consumption and the reduction of GHG emissions.

Our commitment

The **Energy Policy Statement**, applicable to all business divisions, reflects our commitment to continuously improve the energy performance across all business segments in which we operate. Internal governance on energy efficiency is performed by two bodies: Energy Efficiency Council and Energy Efficiency Committee.

According to the 2030 Business Strategy, new energy solutions are envisaged to consolidate OMV Petrom's portfolio to prepare and monitor low carbon business roadmap for execution.

Our binding targets for 2020-2030:

- ▶ Minimize greenhouse gas emissions
- ▶ Increase share of renewable energy consumption
- ▶ Improve energy efficiency performance

We measure

- ▶ The energy performance indicators and estimated consumptions through the ongoing management programs; we analyze the data and identify new programs for the next period
- ▶ We are continuously monitoring the legal requirements in the energy field and conduct internal audits as part of the Energy Management System according to ISO 50001

We act

We set targets and monitor and measure the processes and their key characteristics with the aim of improving our environmental performance, including energy consumption.

Each division within OMV Petrom has its own energy performance indicators that are monitored, recorded, and reviewed regularly. We have set targets for the Refinery to reach energy index ratings and assess areas for improvement in energy efficiency.

We check

Auditing for certification is performed to maintain our certification under ISO 50001.

We train

- ▶ Training is performed according to the energy management system (Energy Efficiency Auditor course and refresher sessions)
- ▶ We have certified Energy Efficiency Managers for all divisions, as per the legal requirement for companies with and energy consumption higher than 1,000 tep/year

Our key actions

All relevant businesses within OMV Petrom must adhere to the **Group's Environmental Management Standard**, which requires responsible energy use, the conservation of primary energy resources, and the implementation of energy management plans in accordance with ISO 50001.

Our efforts to improve energy efficiency are strongly related to technology advancements, process optimization, that aim to reduce energy consumption while maintaining operational output and bringing a contribution to the GHG emission reductions.

The main projects implemented in 2022:

01 E&P Division

Asset Moldova

- ▶ Modernization of the Bărbuncești Compressor Station: the 12 XOB Compressors were replaced with three new screw compressors and frequency converters in order to improve energy efficiency. Installing frequency converters will also improve the gas compression and transport processes.
- ▶ Relocation of 3 engines from CHP Comănești to 3 new locations for the capitalization of thermal and electrical energy.

02 G&P Division

The air conditioning systems were replaced with new generation equipment in several gas metering stations with the aim of reducing electricity consumption.

03 R&M Division

At Petrobrazi Refinery, one fired gas heater was replaced with a steam preheater, which brings fuel savings of about 2,222 MWh/year.

Results (KPI, other indicators)

- ▶ In 2022, our **total energy consumption** was 44.19 PJ
- ▶ **70% OMV Petrom sites** are covered by our **ISO 50001** certified Energy Management System

Outlook

For 2023, we have in plan to conduct an energy audit in our HQ, to assess the performance of the energy equipment, whether energy management procedures are being followed and are effective and to identify any energy efficiency growth opportunities.

We will also continue implementing energy efficiency initiatives, at division level, to optimize overall energy consumption.



Run

RESPONSIBLE OPERATIONS

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Run Responsible operations

At OMV Petrom, we shall achieve business and climate ambitions by prioritizing the health and safety of our employees, customers, and partners, focusing on resource efficiency and environmental protection, and acting with integrity and transparency towards all our stakeholders.

The transparent integration and achievement of responsible operation goals is strategic for the long-term performance of the company and its supply chains. We constantly take measures to prevent or mitigate adverse impacts from operations; we have production management practices involving protection of health, safety, security, and environment, as well as business principles and supply chain management.

The progress on our promise

	2025 targets	2030 targets	Status
Health, Safety, Security, Environment	▶ Achieve Zero Work-Related Fatalities	Achieve Zero Work – Related Fatalities	0
	▶ Keep leading position for Process Safety Event Rate (2017: 0.18)	Maintain leading position in the industry in Process Safety Event Rate	0,38
	▶ Achieve Total Recordable Injury Rate (TRIR) of 1.0 per 1 mn hours worked	Stabilize Total Recordable Injury Rate (TRIR) at below 1.0 (per 1 mn hours worked)	0,051
Business Principles & Economic Impacts	▶ Raise Business Ethics awareness for all OMV Petrom employees through trainings and compliance communication programs	NA	491 participants
Supply chain	▶ > 20 supplier audits, covering sustainability topics by 2025	All new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects (baseline 2022)	11 audits
	▶ All new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects (baseline 2022)		100%
	▶ Yearly spend with local suppliers to be at least 85% out of total Procurement spend	Yearly spend with local suppliers to be at least 85% out of total Procurement spend	82%

Health, Safety, Security

We have adopted Health, Safety, Security as vital core values of our commitment to protect our people, assets, reputation, and environment. Our vision “ZERO harm – NO losses” guides all our actions to responsible conduct of the business as well as to prevent incidents and maximize efficiency.

Our Core Management and Due Diligence Processes

The General HSSE framework defines targets, action plans, periodical monitoring, reporting and top management involvement, implemented along focus areas and initiatives, transposed in an annual HSSE plan, in compliance with local guidelines, legislation and international best practices. The implementation of the plan is monitored quarterly for analysis by responsible management representatives.

HSSE management system within OMV Petrom

At OMV Petrom, we strive to achieve performance with zero incidents through a robust **HSSE management system**.

The Company Vision, Mission, Policies and Strategy define the main directions. Specific regulations and process descriptions are setting the rules and applicability of our management system. The OMV Petrom HSSE regulations include:

- ▶ OMV Group-wide HSSE regulations (HSSE Policy, HSSE Directive, Group Standards and Group Procedures)
- ▶ OMV Petrom Corporate HSSE standards and procedures
- ▶ OMV Petrom Business Divisional HSSE Standards and Procedures
- ▶ Business Unit/Site-specific HSSE Work Instructions

The HSSE Directive provides a framework for how HSSE aspects are managed within the OMV Petrom Group in order to protect people, environment, assets and reputation in line with our HSSE Policy, with the Major Accident Prevention Policy and in view of our HSSE Vision “ZERO Harm – NO Losses”. The Directive sets out a set of standardized HSSE terms and definitions used within the company and aligned with definitions internationally used across the industry.

The HSSE Management System has been designed to be consistent with existing international models (e.g., ISO 9001, ISO 14001, and ISO 45001). The management process therefore reflects the cyclical ISO system of continuous improvement following the “plan, do, check, act” (PDCA) process.

Moreover, auditing is our pro-active way and one of the main tools for checking compliance with legal and internal requirements and for identifying opportunities for improvement. **The HSSE audit approach is defined within the “HSSE Audits” Group Standard and is consistent with ISO 19011:2018** Guidelines for Auditing Management Systems. Entities with high HSSE risk activity have priority and are subject to audits more frequently than those with low HSSE risk. The risk criteria relates to occupational and process safety performance, environmental and carbon management, security threats and opportunities as well as criticality of the operations for business.

All employees and contractors are encouraged to bring to the attention of line management any unsafe conditions and behaviors, in order to identify and resolve potential issues that might otherwise lead to future incidents or accidents.

We use Synergi HSSE reporting tool for planning and monitoring, gathering data on hazards, near-misses, incidents, and findings from HSSE walks or audits. Synergi is also used for the definition of required actions and follow-up for an efficient and effective analysis of collected HSSE data.


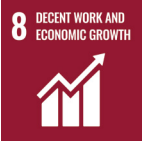

We encourage employees and contractors to speak up on any unsafe condition or action they observe, either directly to line managers or through our Synergi tool.

Health, Safety, Security

A database with investigations and lessons learned is established in the Group wide HSSE reporting tool Synergi. Based on Root Cause Analysis, corrective actions identified are recorded and followed up for implementation. Formal audits of actions effectiveness were carried out in 2022 in operational sites (e.g., Petrobrazil Refinery). A Community of Practice for investigations was set-up, with regular communication on the topic. A Group Senior Management Investigation Panel is held each quarter to analyze major events, investigation outcomes and mitigation plans.

HSSE competencies management within OMV Petrom: The HSSE learning catalogue is accessible through the My Success Factors platform under the Learning module. Additional training sessions are performed according to local legal requirements.

Our **Health, Safety, Security approach and actions** contribute to the following **UN Sustainable Development Goals**

SDGs	Our approach and actions
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> 	<p>SDG 3 ► target 3.3 and target 3.9 by taking action to ensure minimization of contagious disease spread (COVID-19), deaths or illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 	<p>SDG 8 ► target 8.8 by having systems in place for labor rights and promotion of safe and secure working environments for all workers</p>
<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 	<p>SDG 12 ► target 12.4 by employing a more sustainable management and efficient use of natural resources</p>



Health

Health, Safety, Security

Why is this important?

The health of our employees is an essential component, protected by individual responsibility and supported by OMV Petrom as a responsible employer. Therefore, the health programs and services are designed to improve and maintain employees' wellbeing, physical and mental health, as people are our Company's core asset.

Our commitment

A key commitment of the **HSSE Policy** is to protect people, the environment, assets, and reputation while continuously improving our activities. Our HSSE Vision "ZERO Harm – NO Losses" focuses on improving working conditions and providing medical services and programs for our employees. Considering our employees' health profile, we have developed and implemented health services, programs, and campaigns to address the most important health impact issues, raise awareness, promote health and prevent health problems.

We measure

To monitor employees' health, the Group owned company PetroMed Solutions SRL (PetroMed) provides services, including legally required occupational health examinations, general medical consultations, medical emergency support, as well as preventive medicine consultations for our employees.

A **Private Health Insurance program** offered by OMV Petrom to all employees since 2014 has financially supported many colleagues in difficult medical situations. The program continues to offer a complex medical coverage at the most competitive cost in Romania.

We act

The **Health Management Department** is responsible for developing the Health Strategy and integrating health services and programs. A network of 21 workplace clinics is used to deliver occupational health services by PetroMed, our in-house health service provider. As part of HSSE Risk Management Standard implementation, occupational health hazards are identified, assessed and control measures are implemented according to the standard. A set of guidelines has been developed – based on international guidelines from IOGP/IPIECA – to assess risks such as chemical agents, psychological strain, and physical injuries. The medical team supports the local HSSE Team to develop and maintain complete and updated occupational risks records at each site.

Group Health Standard

To ensure a high level of healthcare for our employees, we have established a **Group-wide healthcare** standard. In addition to targeted health promotion campaigns, systematic assessments of health risk mitigation and curative care, the standard also describes the main principles, the roles and responsibilities and communication lines.

Health: ON! Platform

Our Health: ON! Platform, active since 2014, integrates all health programs and initiatives offered by the Company. Its attractive and interactive communication encourages employees to become co-creators of health while encouraging voluntary utilization of health programs according to their specific needs. The Platform covers services and benefits related to occupational health, prevention (health promotion and awareness campaigns, such as "Passport for health", or discounted medical subscriptions with the main private medical networks), curative health (covered through PetroMed clinics and OMV Petrom Private Health Insurance), emergency health (First Aid).



We check

To ensure the common corporate healthcare standard is implemented and followed throughout the Group, the health audit program serves as an evaluation tool. Clinics and medical partners are audited every three years and clinics report a self-conducted audit every year as part of the program. The health management approach is evaluated based on audit results to identify areas for improvement.



We train

The Health Management Department coordinates and delivers First Aid training through the Training Product Management Department. In this process, the Health Management Department's role is to organize and deliver the training to employees on each location as legally required. According to the Health Standard, the provision and training of First Aiders must comply with local legal requirements of minimum 10% of blue-collar workers or 5% of white-collar workers trained.



We plan

The Annual HSSE Plan includes health targeted actions and programs related to health promotion and awareness. We continued to focus on the response to the COVID-19 pandemic to ensure a healthy and safe work environment for our employees, contractors and partners and maintain OMV Petrom's system-critical business activities

- ▶ we promoted and facilitated vaccination against COVID-19, respecting an individual's right to choose not to be vaccinated against COVID-19, in accordance with local legislation
- ▶ we provided employees with reliable information to facilitate an informed decision and minimizes the possible influence of misinformation, and up-to-date information regarding return to office measures and decisions
- ▶ we assumed the costs to enable vaccinations, approved by local and/or international health authorities



Health

Health, Safety, Security

Our key actions



The focus of 2022 was pandemic management: COVID-19 response and vaccination campaign, as well as health promotion

#ergotime

We focused on ergonomics for our employees within the Health: ON! Platform. We developed a video-campaign, called #ergotime, which involved a series of short videos in which our PetroMed physiotherapist offered useful information about ergonomic equipment, but also tips and tricks on how to improve posture at the office and avoid health issues.

Passport for health, the 7th edition

Organized on a yearly basis by the HSSE Health Management Department with the support of PetroMed, the campaign aims to set prevention as a proactive approach within the community, to encourage employees to participate in voluntary health programs and adopt a healthy lifestyle and to strengthen identity towards a culture of healthcare in OMV Petrom. The competition was open in hybrid format to both colleagues with or without intranet access with the support of local PetroMed clinics and we registered around 1.200 participants. Healthy lifestyle and prevention, 2 essential topics, were tackled in 2022 through webinars delivered by experts on each topic and articles on the Intranet.

HUMAN for HUMAN

The **Health: ON!** Platform brought a new support for all employees: "HUMAN for HUMAN", a campaign dedicated to mental wellbeing was launched to provide ways on how our colleagues can maintain their work-life balance, and how they can manage the stress associated with different situations that could erode their sense of wellbeing. The campaign is planned to be extended in 2023.

Results (KPI, other indicators)



- ▶ Over the past years, we increased the number of preventive medical consultations, providing our employees with specific screenings and vaccination campaigns
- ▶ We've provided access to vaccination against COVID-19 and influenza through the PetroMed clinics and this benefit also proved to be successful and well-received among our colleagues. 1,720 persons were vaccinated full year 2022.
- ▶ In 2022 we continued cardio-vascular, hepatic and diabetes screenings, registering a high attendance from our colleagues (7,036 persons were registered to each one of these established programs)
- ▶ We added 4 new preventive programs: prostate cancer screening, breast cancer screening, colorectal cancer screening and chronic hepatitis screening. In total we registered a number of 2,886 participants to the prostatic cancer screening, 855 to the breast cancer prevention program (only in Petrom City), 721 registered to the colorectal cancer program and 2,658 participants in chronic hepatitis screening

Outlook



- ▶ Health Risk assessments will be performed locally
- ▶ 2 health promotion campaigns will be developed: Mental wellbeing for increased awareness among OMV Petrom employees and managers regarding work-life balance and Cardiovascular and Healthy Aging to promote prevention as a proactive approach in our community



Occupational Safety

Health, Safety, Security

Why is this important?

Safety is of utmost importance and is part of OMV Petrom recruitment, promotion and individual performance management processes. As a high-risk industry, OMV Petrom's operations involve hazardous substances that pose a fatality risk to employees, contractors, and neighbors.

Our commitment

Our revised Strategic commitments are to have Zero work-related fatalities and to stabilize the total recordable injury rate to below 1.0 per 1 mn hours worked.

To ensure a safe working environment for its employees and contractors, OMV Petrom adheres to the highest standards. The Group HSSE Policy, HSSE Directive and corporate regulations provide the framework for safety management. These include the standards of "HSSE Risk Management", "Occupational Safety Management", "Contractor HSSE Management", "Hazardous Substance Management", "Personnel Transportation", "Reporting, Investigation and Classification of Incidents", and "HSSE Audits". Corporate regulations are sustained, whenever required, by divisional procedures, standards and local work instructions.

We measure

To monitor our safety performance, the established KPIs are reviewed on a quarterly basis by the Central Safety Steering Committee and based on the results, we define and implement improvement measures. The improvements and monitoring occur at divisional, business unit and operational site levels.

We act

Health, Safety, Security and Environment are integral parts of OMV Petrom's business and the long-term success depends on the continuous improvement of the quality of the activities while protecting people, the environment, assets, and reputation.

Risk management is an important part of the occupational safety system. As part of the risk management process, hazards are identified, risks are assessed, and mitigation and control measures are defined and implemented.

Risk assessments are performed or included in different processes as:

- ▶ **Workplace risk assessment** – an evaluation required by both legislation and the internal Risk Management Standard when work conditions change, or accidents occur
- ▶ **The Permit to Work System** – a formally documented process used to authorize and manage works identified as significantly hazardous by making sure all the safety measures are in place before work starts. The main part of the Safe Systems of Work is Job Safety Analysis or task risk assessment
- ▶ **Management of Change (MoC)** – a process applied whenever a change is introduced that could have negative or positive consequences for: human (health & safety), environment, quality and customers, financial and asset loss, reputation and media attention, and compliance (external and internal)
- ▶ **Journey Management** – an assessment before a trip; template and requirements mentioned in the Group Standard "Personnel Transportation"
- ▶ **HSSE risk of contracts** – a risk assessment conducted in the pre-awarding phase of the contracting process; the assessment is determining the level of HSSE risks associated with the contracted activities



In 2022 we continued to monitor our employees' driving performance and Road Safety awareness via IVMS (In Vehicle Monitoring System) which was enhanced with new hardware and software capabilities (e.g., not wearing seatbelt considered in drivers' monthly score, 2 smartphone apps supporting drivers and coordinators).

Contractors need to apply similar HSSE selection and management of their (sub)contractors, according to our Group Standard **Contractor HSSE Management**. The Standard describes the HSSE management throughout a contract lifecycle and it is developed according to the best practice in Oil and Gas, the IOGP Report 423 with HSSE management guidelines for working together in a contract environment.

We check



The ISO 45001: 2018 Certification covers 60.87% of our sites in all OMV Petrom Business Divisions.

Risks are evaluated and mitigation measures are monitored within the EWRM process, documented in a Group wide database (Active Risk Management System) and reported to top management twice a year or as needed. Senior management is directly involved in the review of risks identified as a top priority.

Audits are conducted regularly on sites, based on a Group HSSE audit program, which includes audits at contractors. Inspections and site visits are performed on a regular basis by the operational HSSE organization. From all these actions, positive findings are shared within the organization to be applied in similar activities, while opportunities for improvement and nonconformities are analyzed together with the owners for identifying improvement measures and further on to establish improvement action plans and monitor their fulfilment.

We are paying more attention to improving our HSSE walks and safety walks by encouraging open dialogue during these activities. This initiative promotes the understanding of challenges in the operating fields and increases trust between the workforce and management

Occupational Safety

Health, Safety, Security

We train



Training is the most important tool for updating workers and managers about workplace hazards and controls, so they can work more safely. Training is defined in the Group Standard “HSSE Awareness and Competencies” that outlines the HSSE requirements for various categories of employees. All staff is required to comply with the company’s HSSE Policy, internal HSSE regulations and relevant legislation. For achieving this, all OMV Petrom employees receive regular training in their roles and responsibilities related to HSSE.

Information on safety alerts and lessons learned from incidents is specifically shared with the entire organization as well as with contractors through various communication channels. For example, in 2022, the two e-learning materials developed by the Group about the risk of dropped objects and the risk of working next to high-voltage power lines were made available, promoted and facilitated for access to the whole OMV Petrom organization. The safety alerts and lessons learned are the subject of analyses and debates in workshops, training and periodical meetings with contractors.

Focus on Contractors Safety

The safety of OMV Petrom contractors is just as important as the safety of our own employees. For this reason, we request contractors to work according to our standards and we check compliance during the entire lifecycle of the contracts. The Contractor HSSE Management Process begins with the HSSE requirements in the scope of work and the description of HSSE KPIs and it continues in tendering with the HSSE evaluation and capability audit, when required. Before starting the contracted work, we reinforce our expectations and requirements during kick-off meetings, HSSE induction, site specific trainings, and other joint meetings.

We continued to deliver specific training on how HSSE requirements and tools are embedded in the source-to-contract process, the learning process being enhanced in 2022 with an e-learning tool.

We continued the event series started in 2021 with two HSSE forums that gathered participants from OMV Petrom, with the main objective to build a community of experts to share HSSE experiences from these activities and strive to find and apply solutions for improvements. In terms of road safety, the focus in 2022 was on freight transportation; the main activities performed involving contractors included:

- ▶ Development of new specific leading indicators for contractors’ monitoring for high-risk contracts, indicators supported by a specific financial penalty system correlated with the risk and exposure of the contract
- ▶ Held 1st Road Safety Cross divisional Forum for main High risk and Logistic Contractors with cross divisional internal and external high-level participation
- ▶ Road safety task force lead, 4 Transportation safety management system audits vs. legal and contractual requirements to selected main high-risk contractors (3 from E&P and 1 from R&M)

Aiming to provide HSSE advice and in the meantime to verify the HSSE performance of the activity performed by contractors, we continued in 2022 with 42 HSSE Management System audits, regular inspections, joint HSSE or safety walks, service quality meetings, HSSE forums and workshops. The outcomes of all these activities were used to share information and encourage improvement of HSSE performance within OMV Petrom and contractors’ organization.

We plan



As part of the HSSE Plan 2023, we defined safety focus areas as well as the main activities and goals. These were cascaded to operational sites and, together we established the steps for achieving our targets. In 2023, we will continue to focus on the following areas:

- ▶ Contractors (HSSE) Management
- ▶ Process Safety
- ▶ Safety Culture

Our key actions



In 2022 we continued the journey for safety culture development through a series of activities, including:

- ▶ Follow up on DuPont safety culture assessments by establishing an action plan for OMV Petrom, based on identified commonalities and specific action plans for operational sites in accordance with their needs
- ▶ Improve open reporting culture
- ▶ Keep the high commitment with the good practice of safety committees’ meetings
- ▶ Increase transparency and applicability of HSSE Motivational Management through celebrating success and recognizing and rewarding of safe behavior, by line management – Safety Awards Event on May 9th, the celebration of the winners nominated for a good safety performance.

During this reporting period, the “Digital individual training booklet” was implemented for OMV Petrom employees working in headquarter. This legally required training documentation has been transformed for around 2,500 employees in an easier process, which links the training database to an electronic signatures flow.

In the area of contractor management, we worked on:

- ▶ The development of a tool for managing HSSE contractual documents
- ▶ The improvement of subcontractor management with revised responsibilities and new contractual clauses for specific qualification and monitoring requirements
- ▶ Road Safety management and monitoring through the development of 4 new HSSE performance indicators

Occupational Safety

Health, Safety, Security

Results (KPI, other indicators)



- ▶ Combined OMV Petrom Group LTIR value for YTD 2022 (0.24) is above IOGP LTIR benchmarking for 2021 (0.22)
- ▶ TRIR 2022 = 0.38, below above IOGP TRIR benchmarking for 2021 (0.77) and OMV Petrom target (1.00)
- ▶ 60.87% of our sites are certified on ISO 45001: 2018
- ▶ 29 formal joint health and safety committees (meetings on quarterly basis) with management and employee representatives were organized
- ▶ 5,400 employees were trained in health and safety by accessing our electronic system, totaling 98,000 hours of training

Progress



Our safety culture improved in 2022 as a result of open reporting, Life Saving Rules implementation, and Motivational Management. Moreover, we improved the tender process in Contractors HSSE Management and the monitoring of HSSE performance in contracted activities, as well as process safety management and transportation safety.

Outlook



We plan to continue our work on the improvement of:

- ▶ HSSE in contracting (e.g. HSSE filing and subcontractor management)
- ▶ Road safety performance, through actions established by our dedicated task force



Process Safety

Health, Safety, Security

Why is this important?

Process Safety Management (PSM) is fundamental to the moral and business obligations of the company. The consequences of a process safety incident may not only result in a loss of life but can seriously damage the value of the business.

PSM involves the proactive identification, analysis, evaluation and safeguarding of releases of hazardous substances and process accidents that could occur because of failures in process technology, procedures, or equipment. Costs resulting from a failure to manage are far reaching to the business and will take significant time to recover financially as well as reputationally within the industry and public domain.

Our commitment

Maintain a leading position for the Process Safety Event Rate hierarchy, around 0.18. We strive for the continuous improvement of our safety performance, reflected in the continuous knowledge improvement and experience sharing in the process safety domain, we maintain our external collaboration with high-profile organizations European Process Safety Center (EPSC - an industry funded network with the role to provide an independent forum for the leadership and support of process safety within Europe). OMV Petrom is part of Technical Steering Committee and a series of working groups including PS Fundamentals, Digitalization, Semi-quantitative Risk Evaluation Methods and Energy Transition.

OMV Petrom is part of the Center of Chemical Process Safety Beacon (CCPS) project. The monthly newsletter on process safety topics is delivered to company employees as lessons learnt from PS experience from other companies and industries.

We measure



We are continuously monitoring the leading and lagging indicators to ensure major hazard risks are reduced as much as possible. Tier 1 and Tier 2 Process Safety Events (PSEs) are considered as having the highest significance and are to be reported externally for industry benchmarking. These events are measured annually for a consistent overview of the Company's process safety performance. As part of the Group, we have adapted the four-tier framework of process safety KPIs in alignment with American Petroleum Institute (API), (recommended Practice 754) and IOGP Report 456.



We act

Process safety is one of OMV Petrom's highest priority, and we allocate all the resources needed, both human and financial, to minimize the risk of major accidents occurrence.

The organization has dedicated process safety teams who are implementing the projects and activities, in line with the Process Safety Management system requirements, which is aligned with the Group HSSE Directive and the Group Management System.

Our Major Accident Prevention Policy defines the way in which process safety incidents could be prevented.

The **PSM system** covers all activities which are recommended by relevant legislations and best available practices.

In E&P, the dedicated resources and focus on reducing risk at facilities and pipeline networks are prioritized by analyzing risks in the Integrated Risk Register (IGRR). The IGRR inclusion has enabled Senior Management to have visibility of where the highest Risks are, and where to prioritize the allocation of resources.

Gaps in process safety management at facility level are identified, mitigated and resolved by developing and implementing actions from process safety road maps for all of our facilities.

We check



Process safety performance is periodically reviewed during the Safety Task Force meetings at different levels in organization where projects, initiatives, objectives and KPIs are discussed, and decisions are made.

Process safety performance is presented and reviewed by the top management and the senior management of the company during the quarterly Safety Task Force.

Process safety pyramid and dashboard is quarterly developed. A Process Safety Annual Report is developed at asset/refinery level and provides a clear overview of process safety related performance at local level.

All PSEs are registered and monitored in the Synergi reporting system, and a quality check of the data is performed on a monthly basis. The scope of this quality check process is to enhance the process safety incident reporting, which makes the analysis process more efficient in generating meaningful conclusions on performance, leading to the identification of improvement actions to prevent the reoccurrence of such incidents.

All Tier 1 and 2 PSEs are investigated, and lessons learnt are disseminated within the organization. All incidents are identified and promptly reported. We also monitor Process Safety Tier 3 events to assess the performance of barriers to process safety events and obtain an overview of challenges the safety systems are facing. The aim is to identify and correct weaknesses within the barriers at facility level.

Audits are performed for Major Accident Events (MAE) and legal compliance verification.

Spill prevention

The wells are designed in accordance with the industry standards, and a Well Integrity Management System is in place to guarantee that the technical integrity of wells is preserved throughout their life cycle, and that oil leaks are avoided.

Process Safety

Health, Safety, Security

We check



We apply internal and industry standards when designing wells, such as the OMV Petrom Well Engineering Technical Standard including OMV Petrom Technical Requirement, i.e., for Casing Design and Operational Well Barrier Integrity, the OMV Petrom Well Management Systems for the well lifecycle internal documents, in line with international standards: API, ISO 16530 and NORSOK. Blowout preventer (BOP) is an important safety device for offshore drilling. BOPs are installed and tested for each drilling and workover program. We run cement bond logs after drilling new wells, to get an image of cement quality. For the active wells, we perform visual inspections frequently, and functional testing of the valves occurs periodically according to the Offshore Operations schedules.

The Company complies with the Directive 2013/30/EU on safety offshore oil and gas operations. The objective of this Directive is to reduce as far as possible the occurrence of major accidents, and to limit their environmental consequences in case of an event. An independent verification body issues annual well integrity reports during our drilling and workover operations.

Digital Tool for Well Integrity

Enhanced monitoring for spill prevention have been implemented in OMV Petrom through an industry-recognized digital tool for well Integrity set up to assess each well integrity risks, to prioritize the inspections and implement the appropriate risk reduction measures. By the end of 2022, the number of wells digitally monitored from an integrity point of view reached 4,000 units, representing 53% from the total of 7,500 active wells in operation.

Pipeline integrity

We continued to focus on the Pipeline Integrity Management Program in E&P and embedded the Integrated Risk Register in our current activities, which helps us prioritize the interventions to the high-risk pipelines.

The Pipeline Inspection program is also functional and is expanding to include all categories of pipelines. The results obtained support us in planning the priorities in the next inspection period.

Through cleaning, inspecting, and adding inhibitor chemicals along with modern corrosion monitoring techniques, the integrity and durability of our pipelines will be improved by the implementation of the Corrosion Management Plans created in 2020/ 2021. A Pipeline Inspection program is in place, managed and planned within the SAP Computerized Maintenance Management System (CMMS). In addition, OMV Petrom continues to reduce the number of kilometers of pipelines through several field optimization projects, which will reduce the exposure risk by removing numerous aging pipelines whilst maintaining optimal production.

We train



We organize various process safety training, workshops and knowledge sharing events, to ensure our staff is qualified for the job. We make use of the Process Safety Network, the online platform that helps us to better communicate and share knowledge with our colleagues across the Group.

We plan



The Annual HSSE plans include the process safety initiatives, prioritized and budgeted accordingly.

Our key actions



The actions are included in the HSSE Strategy and annual Plans, Safety Leadership Program and Safety Culture Program, Continuous improvement of process safety management, Learning from incidents.

A Process Safety roadmap was developed to further improve process safety performance. Starting with 2022, we performed the integration of a risk reduction plan for the years 2022 – 2025 into all existing and new PS roadmaps, including MTP approval to close out IGRR Actions to reduce PS risk exposure by 80% until end of 2025 (based on IGRR status end of year 2021). The roadmap includes the improvement of process safety skills and competences of employees and relevant contractors, by using Process Safety CBT (computer-based training) modules in a training program. On a quarterly basis the implementation of the process safety initiatives and objectives are monitored, and feedback is sent to OMV Petrom business divisions.

In 2022, we worked specifically on:

- ▶ Training on Process safety topics for Retail business unit (around 60 people trained)
- ▶ Developing Process safety roadmaps and SMART actions within PS roadmaps for facilities without roadmap
- ▶ Improving quality of Process safety reporting in Synergi by quality checks and providing feedback to the reporters
- ▶ Improving quality of data in IGRR (integrated risk register) by quarterly review
- ▶ Knowledge sharing in Process safety by quarterly Group Process safety network workshops/meetings
- ▶ Increasing awareness and competency of our own people and contractors using Process safety Computer based training Program (PS CBT)
- ▶ Integrating risk reduction actions/plans in new and existing Process Safety Roadmaps
- ▶ Legal compliance audits as per approved audit plan (including occupational and process safety topics) - 3 audits conducted

Process Safety

Health, Safety, Security

Our key actions



The following key Process Safety indicators (KPI's) were established, with actions developed for E&P:

- ▶ 12 Process Safety Road Maps per Asset for onshore facilities (for offshore it was completed in 2022)
- ▶ Quarterly IGRR updates, including High and Medium Risk for all actions resulting from safety studies and safety audits
- ▶ 11 high risk pipelines replaced by the end of 2022
- ▶ Development of 45 Corrosion Management Plans for pipelines, facilities and new projects
- ▶ Process Safety Computer based training and Management of Change quality checks

Audits in 2022

As a continuation of Audits commenced with desktop reviews, site visits were conducted at Petromar Offshore and Poiana Lacului Tank Farm (Asset Valahia). The reports were finalized and issued with recommendations, and the action plans were developed and are monitored on a monthly basis for timely close out, budget allocation, including the monitoring of highly critical actions in the IGRR, for overall prioritization.

From a legal compliance perspective, 3 audits were conducted in Assets Muntenia and Moldova and in the Operation Business Unit (Local Ploiești Office) from the G&P Business Division.

In R&M, the effective integrity management of Petrobrazi Refinery is supported by a clear program of inspections, established to ensure maximizing the operational life of the equipment, as well as safe and legal provisions for reducing all the identified risks. This practice continued in 2022 with key inspections programed for piping, vessels, boilers, atmospheric and pressurized tankage and pipelines.

The Asset Integrity Data Assistant (AIDA), is the SAP system module in place that supports relevant data management from the recording and tracking of inspection results to relevant open cases for proper maintenance and remediation.

Results (KPI, other indicators)



See details in our section [Performance in detail](#).

	2021	2020	2019	2018
PSE Rate Benchmark				
EPSC all results (API & ICCA & CEFIC)	0.98	0.84	1.20	10
EPSC only ICCA	1.71	1.70	2.10	1.50
EPSC only API	0.39	0.34	0.53	0.51
OMV Petrom	0.14	0.11	0.11	0.13

	2022	2021	2020	2019
Process Safety Events				
Tier 1	2	1	3	3
Tier 2	1	7	4	4
Total	3	8	7	7

Progress



In 2022 the number of Process safety events (Tier 1 and Tier 2) decreased from 8 in 2021 to 3 in 2022 (2 Tier 1 and 1 Tier 2 PS events). These are the results of implementation of PS plans, initiatives and specific activities in all Business divisions.

The PSE rate in 2022 is 0.051.

Outlook



We will continue the Process safety improvement actions, projects and initiatives according to the 2023 HSSE Plan, which includes developing new Process Safety Roadmaps, and the continuation of the following:

- ▶ Execution of actions defined in existing Process Safety Roadmaps
- ▶ Quarterly update of IGRR
- ▶ Performance of Management of Change (MoC) Quality audits according to audit plan and report quality in Synergi
- ▶ Implementation of PHA Compliance monitoring in Synergi including collecting data (type and date of study) on PHA studies and developing a PHA program for facilities without PHA study
- ▶ Improvement of Process safety skills and competences employees and relevant contractors by a Process Safety training program for period 2022 – 2025 using existing Process Safety CBT (computer-based training) modules
- ▶ Improvement of the quality of process safety reporting in Synergi by training, quality check of process safety entries in Synergi and providing feedback to the reporters

Product Safety

Health, Safety, Security

We are committed to the safety of our products!

Safety data sheets are available to customers and stakeholders on our website and include comprehensive information on potential health, safety and environmental issues, providing customers and employees with guidance on the safe handling and use of our products. Moreover, our internal standard Management of Hazardous Substances stipulates measures to ensure regulatory compliance and to guarantee that risk assessments are conducted for all products or hazardous substances in products considering the following:

- ▶ REACH compliance - processes and workflows are in place to ensure compliance with the EU Registration, Evaluation, and Authorization of Chemicals (REACH) Regulation and EU Regulation on Classification, Labelling, and Packaging (CLP) of substances and mixtures
- ▶ We follow the guidance published by the European Chemicals Agency
- ▶ Participation in REACH consortia as well as working groups via the oil and chemical industry trade associations are part of our initiatives

OMV Petrom products which are mainly fuels follow all the EU regulatory assessments for health and safety which include REACH and CLP Regulations, the information being provided in the Safety data sheets. Product safety is ensured with technologically advanced solutions used to deliver safe top-quality products, while taking action to ensure responsible use of our products. Therefore, our significant products are 100% assessed for their environmental, health and safety impacts.

Looking forward, our objective is to continue to minimize potential chemical hazards and risk associated with the products in our portfolio and focus on low carbon products and e-mobility. OMV Petrom is well positioned to take action in providing low carbon products in the future, supporting the transition to a low carbon environment.



Corporate Security

Health, Safety, Security

Why is this important?

Our behavior, actions, and decisions are guided by the OMV Petrom Vision "ZERO harm - NO losses". As a result, our security and resilience services align with the vision by focusing on increasing the effectiveness and efficiency of the security operations, developing detection and prevention of complex malicious threats, and enabling an efficient framework for crisis management and business continuity.

Our commitment

We are fully committed to protect our people, assets, operations, and reputation against malicious threats. Additionally, we are committed to continuously improving organizational preparedness to adequately respond to, and to recover from adverse events while maintaining business continuity. The commitments are laid out in the [HSSE Policy](#).

OMV Petrom is placing a special focus on the adoption of Voluntary Principles on Security and Human Rights in delivering security services, assessing and monitoring the related risks, identifying customized strategies and solutions, in an ongoing effort to be more effective in ensuring that our security operations do not violate human rights.

We measure

- ▶ We monitor the performance of the security services contractors through the implemented KPIs and improve the quality of security services provided.
- ▶ We report and analyze all security incidents occurring on OMV Petrom locations through the Geographical Information System Mapping software.

- ▶ We assess security risk levels on a permanent basis to ensure efficient threat detection and ultimately to classify risks for all our operational sites triggering necessary protection measures improvements.



We act

We design and implement physical security frameworks to integrate seamlessly and proportionally all components through risk-based resources allocation such as guarding, technical security systems, procedural and organizational measures, in order to deter, detect, prevent, and respond to intentional criminal threats against people, assets, operations, and reputation.



We check

Security services are subject to an annual Audit Program that includes safety, human rights, and other requirements related to the security activity.



We train

- ▶ For security personnel induction, particular attention is placed on the Human Rights policies and principles as well as acknowledging the OMV Petrom specific procedures, HSSE provisions, and improving the overall quality and efficiency of the security services offered.
- ▶ Training drills are conducted periodically to prepare personnel to respond according to our Incident Response plans focusing on saving lives, property protection and minimization environmental damage.



We plan

We are keen to constantly improve our preparedness by developing site security plans and emergency response plans to set the framework for an efficient response to all incidents.

Our key actions



- ▶ We continued the transition from **traditional to digital** security, so we deployed modern security technologies for all newly built or modernized operational sites and selected existing facilities to mitigate security vulnerabilities of the operational facilities
- ▶ We developed an optimized physical security framework for E&P onshore operations to increase efficiency and efficacy for security operations. New contractual clauses were negotiated and agreed with service providers, communication and protection equipment was selected and tested. The new security operating concept was designed to ensure increased deterrence and faster response times. All the associated risks were assessed, and mitigation measures agreed during the Management of Change process
- ▶ Concealed theft of petroleum product was tackled through increased cooperation with law enforcement authorities, continuous assessment of the threat environment, new channels for internal awareness were created
- ▶ We assessed our pandemic lessons learned and international best practice, and we included them in the **Crisis Management framework** as the basis for increased response capability. A business impact analysis tool was developed and rolled out in the training package to enable developing business continuity strategies based on processes criticality levels.
- ▶ We continued to ensure legal compliance while applying the risk-based flexible resources allocation for all Company sites through provision of Security Risk Assessments for all new sites and revisions were performed for the facilities where threat environments has changed or structural changes occurred resulted from business developments, or due to expiration of the validity legal period.
- ▶ Continuous improvement of the S&R Quality Management System is a permanent focus: thus, in preparation for 2023 recertification (Lloyds Register Quality Assurance) we ensured that the processes are followed and considered any improvement opportunities.

Corporate Security

Health, Safety, Security

Our key actions



- ▶ Improved employee awareness of security and resilience principles and behaviors by designing and delivering new security training: HSSE Basic for employees and HSSE for Managers.
- ▶ As resulted from the human rights risk assessment on security services performed in 2021, we continued the training on human rights for the security personnel and revised the existing contractual provisions. All security contracts have been updated with the specific provisions of Human Rights related clause. Human rights topics were assessed during the first- and second-party audits performed by the HSSE department. We continued to engage with local and central authorities for a constant communication in all aspects related to the security of operations and assets, exchanging regularly information related to incidents, trends and threats evolutions.

Progress



In 2022 we performed training with regards to Human Rights policies and principles for the entire security workforce (100%) present on OMV Petrom sites.

Outlook



In 2023 we will continue to implement the security and resilience strategy, focusing on the key factors of digitalizing the security operations integrated with redesigned guarding concept for a more efficient response and improving our preparedness through concise, fit-for-purpose actionable response plans.

Human Rights topics will continue to be included in security services providers' annual training programs, as well as verified during S&R's annual second party audits.



IT Security

Health, Safety, Security

Why is this important?

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

Our commitment

Our internal IT⁷/OT⁸ Security Directive details the IT/OT Security Framework, which aligns and manages topic- or domain-related security standards and policies. Approximately 50 regulatory documents are included in the Security Framework, which is aligned with ISO 27000-series recommendations for IT controls and domains. OMV Petrom is committed to securing its services operating in dedicated areas, including filling stations, as well as meeting PCI-DSS⁹ requirements.

⁷ 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.

⁸ 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.

⁹ Payment Card Industry – Data Security Standard (PCI-DSS)

We measure

Incident Reporting and Escalation Processes

OMV Petrom operates continuous 24/7 security monitoring. Potential findings are processed via Security Information and Event Management (SIEM)⁷ intelligence and supplemented by Level 1, 2, and 3 analysts. Escalation procedures exist to ensure timely remediation of security incidents on a 24/7 basis. OMV Petrom's Cyber Defense team classifies incidents and triggers the incident response process, then activates all required functions via alerting processes, also supported through voice messaging 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.

We act

The **Information Security Management System** (ISMS) we operate is based on ISO 27000 and certified accordingly, with external surveillance and recertification processes applied annually. A full recertification assessment was successfully completed in July 2022 and the OMV Petrom certification period was extended until 2025. 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

To maintain a strong perimeter for our physical and cloud environments, we implement new tools, individual detection strategies, and response plans to reduce the risk of security breaches. Our technical housekeeping measures ensure up-to-date hardware and software, as well as adequate information security procedures. We implement security patches and provide guidelines to ensure consistent hardware and software lifecycles.

Continual detective and reactive measures are implemented to identify existing risks, security gaps, and vulnerabilities. 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 complete recovery. Examples of such measures include:

- ▶ permanent vulnerability scans on cyber assets
- ▶ breach and Attack simulations to evaluate potential attack surfaces
- ▶ running continuous internal and external penetration tests on critical applications/systems
- ▶ external audits as quality insurance (ISO 27000, PCI-DSS, NIS, etc.)

We train

To keep our employees' information security awareness at an appropriate level, we conduct regular and intensive training programs. A variety of formats are used to deliver awareness initiatives, including general topics of information security interest, ad hoc demands for timely countermeasures on dedicated use-cases, or even target-group focused topics:

- ▶ Mandatory e-learning including knowledge check
- ▶ Topic-based videos
- ▶ Classroom trainings
- ▶ Anti-phishing-mail campaigns
- ▶ My News platform to share news via the intranet and internal blog posts.

IT Security

Health, Safety, Security

We train



Business Continuity/Contingency Plans and Incident Response Procedures

OMV Petrom tests its business continuity plans and incident response procedures annually, through cyber emergency exercises. The cyber emergency exercises, which are run with external experts, focus on specific, 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 that is discovered as the scenario unfolds and is related to the security incident at hand. The audience of this scenario usually consists of an extended number of participants up to 30 participants, including representatives from the IT Security, senior IT Management, and OT Security teams, among others. After each injection, a corresponding review and evaluation of the process is conducted, including an appraisal determining lessons learned.



Our key actions

In 2022, OMV Petrom performed the following activities:

- ▶ Our information security awareness program included a variety of formats for employees, focusing on measures dedicated to email phishing threats as this is the main source of potential attacks
- ▶ We maintained an extensive IT security program to bundle all projects related to IT security and aim for further IT maturity development. Consequently, there is an increased level of resilience and preparedness against cyber-security-threats
- ▶ IT security penetration tests were continuously conducted at OMV Petrom as part of its internal and external processes ensuring a detailed technical layer of security surveillance

- ▶ OMV Petrom implemented a tool which enables the user to classify their information in terms of confidentiality and hence to apply the related security measures to protect these data accordingly
- ▶ As part of OMV Petrom's Cyber Defense initiative, we implemented a tool to simulate breach & attacks to continually validate its resilience and vigilance level



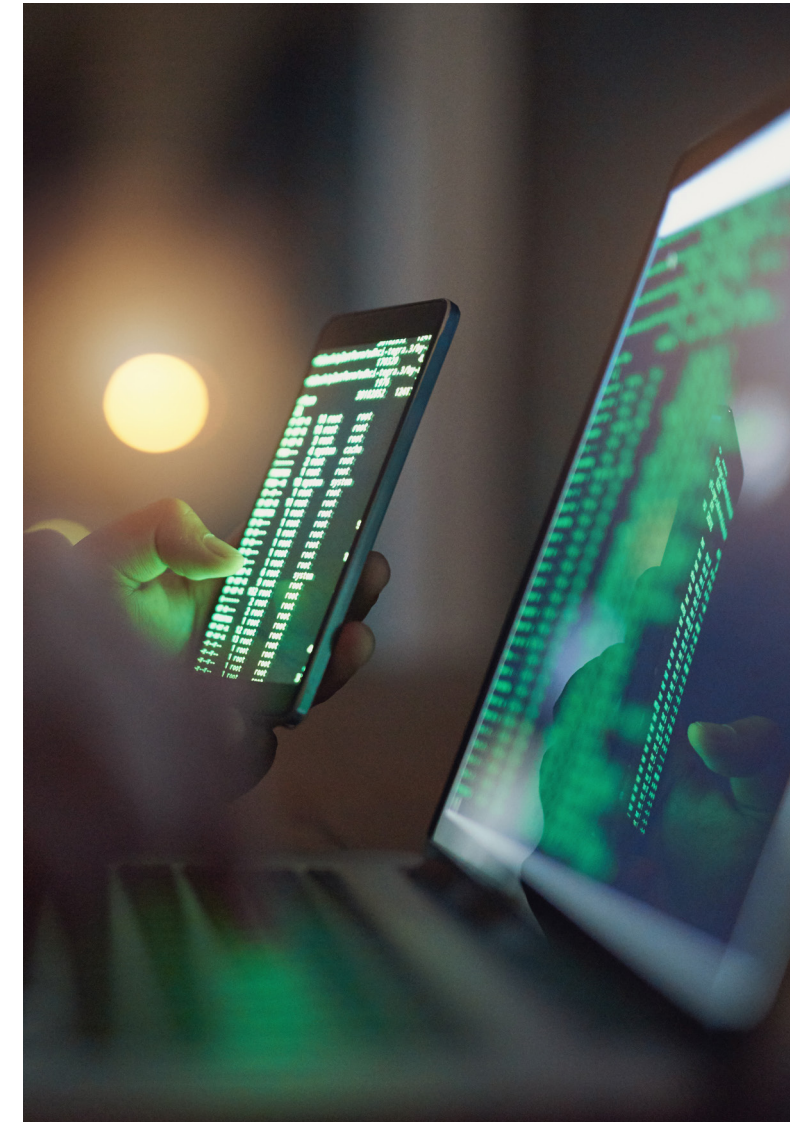
Results (KPI, other indicators)

- ▶ 0 noteworthy cyber security incident
- ▶ 50 regulatory documents of the IT security framework reviewed & updated
- ▶ Approx. 70 awareness measures on different types of formats conducted
- ▶ Approx. 500 projects guided to ensure coverage of defined security requirements



Outlook

A major part of the Group's commitment is continuous improvement and implementing related measures. As part of the strategic objectives and core endeavors, we will further improve the basic IT maturity level, further enhance cyber-defense capabilities and threat resilience beyond what has already been established and ensure comprehensive information security governance structures are certified according to multiple frameworks (ISO, PCI-DSS, NISG, BSI). An additional focus is placed on topics in the context of the emerging IT & OT areas, particularly considering cyber-attacks and to secure critical infrastructure assets and facilities from both functional perspectives.



Environment

The **OMV Petrom Group's HSSE Directive** establishes principles and rules for environmental management and serves as the framework for managing HSSE topics. This aligns with our HSSE Policy and vision of “**ZERO harm – NO losses.**” Additionally, the Environmental Management Standard is in place to further support the OMV Petrom Group's commitment to minimizing the impact along the value chain, by establishing key responsibilities. An Environmental Management System (EMS) consistent with ISO 14001 and minimum requirements listed including energy use, air emissions, GHG and climate change, water, waste, and biodiversity management are included in the standard. Our Environmental Management System, certified according to ISO 14001, covers around 53.85% of OMV Petrom Group's sites. Certified operations in accordance with ISO 14001 in 2022 included:

- ▶ OMV Petrom S.A., E&P Business Division, Gas Pipeline Management System, Workover and Drilling Management System
- ▶ OMV Petrom S.A., R&M Business Unit: Petrobrazî Refinery, fuel Storages and Petrom City
- ▶ OMV Petrom Marketing S.R.L. (OMV branded filling stations), OMV Bulgaria OOD and OMV Srbija DOO, R&M Business Unit: Petrobrazî
- ▶ OMV Petrom S.A., G&P Business Unit: CCPP Brazî, gas and power supply activities

The OMV Petrom Group Environmental Management Standard, as approved by the Executive Board, stipulates the 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. Prior to new operational activities or new country entries, environmental risk assessments are performed. This includes evaluations of local legislation and the potential impact of our activities on sensitive and protected areas, as well as the effects on endangered species. Additionally, environmental and Social Impact Assessments (ESIAs) for new developments are submitted to the local regulator or lender (whichever is applicable) for review, public disclosure, and approval. An Environmental and Social Management Plan is prepared to include preventive and mitigation measures as well as the monitoring program.

Strategic risks and opportunities are assessed in a top-down process, while a bottom-up process is also in place with a standardized methodology to assess both physical and legal compliance risks in our operations. The resulting environmental risk database includes information on existing controls for environmental risks and future actions required, which include environmental communication through events, awareness campaigns and round tables. Environmental risks and opportunities include regulatory, operational, reputational, and financial drivers, managed as part of OMV Petrom's EWRM processes, described in the Risk Management section. The Active Risk Management System (ARMS) is an IT tool used to monitor and manage environmental risks, and used also to integrate environmental risk scenarios with other HSSE and business risks. Clearly defined risk policies and responsibilities are in place for mitigation for each phase of project implementation.




OMV Petrom's environmental costs and investments according to EMA (Environmental Management Accounting) methodology developed by IFAC (International Federation of Accountants) are reported within set boundaries that include OMV Petrom S.A., OMV Petrom Aviation SRL and OMV Petrom Marketing SRL

Environment

Total environmental costs (accounting for environmental protection expenditure, including depreciation and environmental investments for put into operation) amounted to EUR 388.34 mn (2021: EUR 174.49 mn) in 2022, out of which environmental investments for assets put into operation in 2022 totaled EUR 30.01 mn (2021 EUR 28.59 mn). In 2022, we paid EUR 0.0727 mn (2021: EUR 0.076 mn) in environmental fines and penalties related to incidents.



Our approach to **Environmental protection actions** contribute to the following **UN Sustainable Development Goals**.

SDGs	Our approach and actions
	SDG 3 ► target 3.9, by our protection measures related to hazardous chemicals and air, water, and soil pollution and contamination
	SDG 12 ► target 12.4, by employing an environmentally sound management of chemicals and all wastes
	SDG 15 ► target 15.5, by mitigation of our impact on biodiversity through studies and measures

Water

Environment

Why is this important?

As an integral part of our operation, water is used in the entire flow of operations, including drilling, steam generation, and cooling. Smaller quantities of water are also used for non-industrial purposes. To optimize extraction rates, some of the water used in operations is recycled back for reinjection to pressurize hydrocarbon reservoirs. Offshore operations use desalinated water, while Petrobrazi Refinery and CCPP Brazi use recycled water. The impact of our operations, including E&P, R&M and G&P, extends from the use of freshwater to the discharged water. This has the potential to impact both our communities as well as other local businesses in terms of water resources.

Our commitment

OMV Petrom's approach to water management is in line with the Group's water framework that includes a Water Ambition Statement and a Water Strategy. The strategy consists of five strategic pillars: transparency, risks and opportunities, water efficiency and treatment, training and awareness.

Water Ambition Statement

- ▶ 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 internal 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 employee is responsible for minimizing the impact of our activities on water resources

We measure

The impact of our activities on both groundwater and surface water is systematically monitored on a case-by-case basis, according to the requirements specified in the environmental permits and in the water management permits. The main indicator tested for water quality is Total Petroleum Hydrocarbons (TPH).

We act

The water management activities' key goals are to reduce water consumption, utilize water resources efficiently and treat wastewater appropriately. Group HSSE Directive and Group Environmental Management Standard are internal directives that govern our water management activities and reflect our commitment to minimize the environmental impact of our operations, including impact on water resources. In order to comply with local environmental regulations and obtain all the required permits both for water withdrawal, use and discharge, OMV Petrom works with local regulatory and river basin authorities. We follow the regulatory EIA process (Environmental Impact Assessment) for new construction sites, which involves public consultation with stakeholders on environmental topics, including water quality issues, for which claims may also be handled within our Community Grievance Mechanisms.

Water Management Plans are implemented in compliance with the Environmental Management Standard, in order to secure sustainable long-term production with minimal environmental impact including quantitative impact related to water withdrawal.

We check

The presence of pollutants, such as oil (petroleum) in effluents discharged, into water bodies is measured and monitored in accordance with the environmental permit and the water management permit (NTPA 001/2002 - Norms regarding the Maximum Allowable Discharge Concentrations for pollutants in municipal and industrial wastewater discharged into natural waters in Romania). OMV Petrom's water management activities pursue socially equitable water use. An adequate standard of living is a commitment of OMV Petrom's water management activities and this is reflected in the Human Rights Matrix. This commitment also extends to our suppliers who sign and commit to the Code of Conduct. OMV Petrom regularly carries out supplier audits to ensure compliance with our human rights requirements. The EMS 14001 is regularly audited for surveillance/recertification.

We train

We address water topics in environmental training, which also includes employee training on the implementation of the Response Plan in case of accidental water pollution.

We plan

We continue the revision for updates of the Water Management Plans at operational level.

Water

Our key actions



All relevant sites undergo high-level water risk assessments. To identify operations in areas at risk of water scarcity or water stress, we use international tools and indexes, including Verisk Maplecroft’s **“Water Stress Index”** by World Wildlife Fund, as well as our own assessments, as needed.

In 2022, E&P operations generated 36,928 ML of produced water (2021: 39,460 ML) – a by-product of oil and gas production. Following treatment, around 94% of it was reinjected in the underground. The rest of the produced water was treated and discharged into surface water bodies, in accordance with the provisions of our environmental permits. The vast majority of formation water treated and discharged to surface water comes from Asset Crişana in E&P, treated in the state-of-the-art water treatment plant at Suplacu de Barcău.

Effluent discharge quality standards are set in OMV Petrom complying with local regulations. As part of the OMV Petrom Group’s Environmental Management Standard, all activities are required to minimize effluents’ impact on the environment and local communities, and specific requirements are outlined for offshore and onshore wastewater discharge. The direct discharge of wastewater on land, in wetlands, or in other bodies of water without prior treatment is not permitted. The standard furthermore stipulates that no discharge may alter or diminish the value of the receiving environment. A systematic monitoring of all discharges is required, as well as a management strategy for any environmental impacts. To mitigate the impact related to water discharges, we apply best practice in terms of wastewater treatment technologies, and water saving options such as reuse - recirculation or reduction through upgrades.

Results (KPI, other indicators)



Full water-related data can be found in [Performance in Detail - Environmental Performance](#) section of this report.

Progress



In 2022, in total we used 53,161 ML of water, consisting of groundwater, surface water, water from public supply, sea water and produced water (2021: 56,347 ML). Out of the total water withdrawn in 2022, 4,540 ML was groundwater.

The Freshwater Withdrawal Intensity Index of OMV Petrom’s operations decreased by 1.02% in 2022 vs. 2021, based on a 2% increase in R&M, a stable intensity at Power Plants (CCPP Brazi, Petrom City Power Plant) and a 7% decrease in E&P¹⁰.

Outlook



We will continue to optimize our water infrastructure and facilities, with a focus on minimizing environmental impact. To this end, key projects such as the rehabilitation of outdated production parks, replacement of cooling towers in older compressor stations, and the upgrading of old produced water pipelines will be given priority in the upcoming years. These initiatives are based on a thorough risk, and they need an assessment to ensure an optimal water management for the Company’s operations.

¹⁰The scope of Freshwater Withdrawal Intensity Index of OMV Petrom’s operations covers all operated assets and those with more than 50% stake, excluding OMV Petrom Marketing, OMV Petrom Aviation and OMV Petrom Global Solution.



Waste

Environment

Why is this important?

Waste generated by oil and gas activities must be properly managed in order to prevent potential harm to public health and the environment. Waste quantities produced with potential impact include both hazardous and non-hazardous wastes generated from our ongoing operations, as well as from site closures.

Our commitment

We are committed to reducing emissions and discharges of pollutant substances and waste.



We measure

Waste streams measured include solid and liquid hazardous waste such as oily sludge, waste chemicals, catalysts, contaminated soil and construction debris. Demolition waste such as concrete not containing dangerous substances, welding waste, water-based drilling wastes, as well as municipal waste, paper and metal, are the main non-hazardous waste streams.

Waste management registers in accordance with applicable legal requirements are kept at each site. The Synergi tool also collects waste data. Clear responsibilities are set regarding the review and final approval of waste data including shipment documents to be archived.



We act

As part of the **OMV Petrom Group Environmental Management Standard**, all businesses and activities are required to identify and use the lowest hazardous material option as well as reduce both raw

materials use and waste generation in compliance with all applicable environmental laws and regulations. To manage waste responsibly, we use authorized partners while following a hierarchy of priorities, starting with prevention of waste where possible, followed by reuse, recovery, and recycling, and finally, as a last resort, safe disposal according to internationally accepted best practices. Waste management, along with other environmental topics, is integrated into awareness campaigns and internal workshops. In site closures or in case of spills, we rely on third-party support for containment intervention, surface clean-up, and emergency management as well as management of certain waste streams from clean-up or closures.

We train



According to legal requirements, environmental training includes waste management and hazardous substances for on-site personnel in charge of environmental tasks.

We check



The EMS 14001 is regularly audited for surveillance/ recertification.

Our key actions



According to OUG 92/2021, programs to prevent and reduce waste generation were implemented at the operational level and submitted to the Environmental Agencies.

Surface abandonment works in E&P – site closure waste management

Waste amounts reported cover both production waste and waste from one-time projects. In 2022, OMV Petrom E&P generated 665,420 t of total waste (2021: 605,172 t). We diverted from disposal by recycling, recovery and preparing for use 77% of the total waste generated throughout the year.

The hazardous waste amounted to 282,603 t and mainly included site closure soil from wells and facilities abandonment as well as tank sludge. Non-hazardous waste included scrap metals and clean concrete from decommissioning activities. In 2022, from the contaminated soil treated in our bioremediation plants, 98% resulted as bioremediated soil for use as backfill material, and 2% resulted as non-hazardous soil waste that qualified for landfill disposal.

OMV Petrom waste management infrastructure consists of 11 bioremediation plants, four landfills, and eight temporary storage platforms. Bioremediation will reduce the hydrocarbon content of the waste soil, and based on the results of the sample analysis, the bioremediated soil is further used as backfill soil or sent to OMV Petrom landfills or third parties' landfills.

In 2022, we executed works for surface abandonment of 746 wells and 40 facilities in E&P. Contaminated soil, construction waste and scrapped metallic ferrous and non-ferrous materials were the main waste streams generated. We treated 157,131 t of contaminated soil in our bioremediation plants with a recovery rate of around 97.7%. The clean concrete represented around 98% of the construction waste, which amounted to 261,328 t, and we delivered it for further use in OMV Petrom and externally. We recycled around 13,000 t of scrapped metallic ferrous and non-ferrous materials through authorized companies. We directed the other waste to specialized waste facilities for either recovery or disposal.

Site restoration for non-operational assets in R&M – responsible management to the end-life of operations

In R&M, we maintained the high performance on waste recovery rate of our demolition projects. In Petrobrasi Refinery, we achieved a 99% waste recovery rate for demolition projects finalized in 2022.

Waste

Environment

Our key actions



In 2022 we continued the site restoration of the remaining two depots Constanța and Oradea, from a total of 39 former fuel terminals, with sites remediated up to initial pre-operational state, according to legal provisions in place. A site restoration for the former petroleum products terminal of Zalău ANRS was also initiated. In addition to the 222,000 m³ of soil/subsoil contaminated with petroleum products generated and treated in the previous years, around 27,575 m³ contaminated soil were excavated and treated.

We achieved a recovery rate of 99% for the contaminated soil treated, which we further used for on-site backfills or send to authorized landfills. We performed periodic monitoring during and after site rehabilitation, as requested for each site by the environmental authorities. The site status (e.g., land covering by grass, soil compaction) is quarterly monitored for one year after our works are finalized.

The decontamination works of the former petroleum products terminal Constanța are conducted under close surveillance of the Museum of National History and Archeology Constanța (MINAC) according to national legislation, due to the site's high archaeological value. During the archeological investigations performed by museum experts, a series of archaeological artefacts with important value were found, documented and preserved according to strict national procedures.

Results (KPI, other indicators)



See waste related indicators in the [Performance in Detail – Environmental Performance](#).

Outlook



We plan to continue our decommissioning and demolition projects for E&P and R&M divisions as scheduled, cleanup the land and properly manage all resulting waste. We will also continue the revision and update of the Waste Management Plans at operational level.



Spills

Environment

Why is this important?

In the Oil and Gas industry, oil spills are a critical environmental issue, potential impacts including breaches of environmental regulations, health and safety issues and environmental damage, as well as direct financial losses for shareholders due to the remediation costs and reputational risk. Improvement of our spill prevention and control measures is mandatory to minimize our potential impact.

Our commitment

HSSE – Health, Safety, Security, and protection of the Environment have the highest priority in all activities. We aim at preventing spills and appropriately managing the response in case of occurrence.



We measure

Major spills, minor releases, and quantities spilled are all monitored. In order to prevent and reduce oil spills and leakages in our operations at sea as well as on land, appropriate spill prevention and control plans have been implemented.

We act

To protect human health and property, we immediately intervene in case of severe incidents generating spills. The **OMV Petrom's Environmental Management Standard** requires that spills of substances harmful to the environment must be prevented and appropriately managed if they occur, by assessing and cleaned up immediately after their occurrence. Actions are taken to remediate all spills and to prevent reoccurrences. We repair leaks in a timely manner, while effective clean-up and remedial measures are employed to ensure that the impacted land is further suitable for its initial intended use. Any grievances including those related to spills are handled in a rigorous manner. See our [Grievance Mechanism](#) section under Business Principles and Economic Impacts.

Following containment, surface clean-up and emergency management, remediation measures are carried out in accordance with applicable legal requirements including further clean-up, restoration, rehabilitation, management of environmental receptors by case, while natural attenuation remains an alternative if agreed with environmental authorities. Potential liabilities related to spills including cleaning and remediation costs are covered by provisions made in our accounts.

To ensure a successful oil spill response, we are backed up by international specialized service providers in case large oil spills occur offshore, events which require considerable equipment and expertise.

We check

Spill prevention verification activities are presented in our [Process Safety](#) chapter in this report.



We train

As part of our efforts to respond to oil spills and reduce their environmental impact, we continued to conduct emergency drills, including pollution scenarios, and assigned employees receive training on our Pollution Prevention Plan.



We plan

To assist personnel at our sites, appropriate spill prevention and control plans for specific business conditions are in place. These plans specify clearly defined responsibilities and actions required to stop and contain the spill and to mitigate its effects. Techniques for preventing the spill from further spreading, as well as collecting the spilled substance and contaminated material, are also included in the spill prevention and control plans. Protocols for clear communication and coordination are outlined in the local plans, particularly where national or international response resources may be required.



As a result of an offshore oil spill prevention and contingency plan, the response strategy aims to reduce the probability of oil spill risks and maximize readiness to provide timely remediation measures in the unlikely event of an oil spill.

Our key actions



In 2022, we recorded one major hydrocarbon spills (2021: two major hydrocarbon spills). A total of 2,196 minor releases occurred in 2022 (2,140 minor releases occurred in 2021). Total hydrocarbon spillage was 224,206 l (2021: 48,761 l). The major spill occurred in E&P due to pipeline integrity failure and intervention actions are provided below.

The level 3 hydrocarbon spill occurred in Asset Moldova, Taşbuga Area, between July 7th and 11th. An oil-water mixture spill was an event in the Taşbuga mountainous area, 600 m downhill from a partially buried pumping pipeline connecting Park Taşbuga to Tank Farm Alboteşti, belonging to production sector Moineşti. The Loss of Primary Containment (LOPC) event lasted for 84 hours, when the pumping was stopped. Instrument readings and calculations estimated that we lost 198 m³ crude oil and 270 m³ produced water.

Pipeline operating pressure was approximately 1.5 bars. The oil spill extended downhill through the forest, via a concrete ditch and continued for another approximately 300 m to a fluid collection point, several days after spill occurrence, triggered by heavy rain. The estimated affected area is more than 4,000 m², underground in the sandstones and above ground along the ditch. The spill was identified late as it was not visible above ground until July 12th. The oil-water Loss of Primary Containment (LOPC) occurred after cracks in the pipeline appeared due to advanced and mostly external corrosion on the buried section of the pipeline close to Park Taşbuga. The total length of the pipeline is 11.6 km and the section affected by advanced corrosion was 601 m.

Results (KPI, other indicators)



The 2022 results are presented in the [Performance in Detail – Environmental Performance](#) section in this report.

Outlook



Our actions will continue to focus on the improvement of pipeline integrity to prevent loss of containment as summarized in the [Process Safety](#) section of the report.

Non-GHG Air Emissions

Environment

Why is this important?

Air pollutants other than GHG from the operations may impact air quality and can have adverse effects on humans and the ecosystem. Odor also causes public concern as a nuisance. To prevent any such adverse effects, every operational environmental permit includes emission limits based on local or EU legislation, as well as a monitoring and reporting system. Air pollutants other than GHG include SO_x, NO_x, CO, particulate matter/dust, non-methane volatile organic compounds (NM-VOC).

Our commitment

Strategic commitment - HSSE - Health, Safety, Security, and protection of the Environment have the highest priority in all activities.

We measure

Monitoring of air emissions is conducted for pollutants according to environmental permits. In the Petrobrazî Refinery, we monitor emissions of pollutants such as SO_x, NO_x, CO, particulate matter/dust, and (NM) VOC in accordance with European and national legislation. Additional monitoring stations have been installed in our aim to find measures to improve air quality.

We act

In accordance with the OMV Petrom Group Environmental Management Standard, all OMV Petrom Group businesses and activities are required to understand the impacts of their air emissions on local and regional ambient air quality. To minimize, monitor and control air emissions systematically, we aim to apply technologies which are compliant with Best Available Techniques (BAT). In particular, to minimize emissions, Petrobrazî Refinery follows BAT Reference Document for the Refining of Mineral Oil and Gas - Industrial Emissions Directive 2010/75/EU and the Brazi Power Plant - BAT Reference Document for Large Combustion Plants - Industrial Emissions Directive 2010/75/EU.

To reduce emissions of volatile organic compounds, we use Low NO_x combustion technology flue gas cleaning systems, Coker closed blowdown system at Petrobrazî Refinery and internal floating membrane at benzene tank.

We recognize the right to clean air as a human right for the employees and neighbors, therefore we comply with all legal requirements for air quality protection around our operation facilities by ensuring proper equipment is in place. In case of any deviation from normal operating conditions occurs, the event is thoroughly analyzed for proper remediation and repairs are planned to prevent reoccurrences, as required by our internal rules for incident investigation.

We check

The EMS 14001 is regularly audited for surveillance/recertification.

We train

Air protection is included in the Environmental training offered to employees with environmental tasks assigned.

Our key actions

Dust and odor control during cleaning and remediation works

In 2022 OMV Petrom continued to close and restore sites that were formerly fuel terminals or abandoned facilities.

Best practices employed include air quality measures such as water spray curtains, dust protection nets, forced ventilation, off-site bioremediation of the most contaminated soil. Dust-producing activities are minimized in periods of strong wind simultaneously with a more intense wetting of the surfaces as well as covering the soil piles. Control during soil excavation and transport involves optimized transportation routes to minimize nuisance to the community and always secure the loads, clean the wheels at the site exit to avoid contamination of public roads and sprinkle the access roads on-site. We also have periodical communication with the community and the authorities, and our solutions are agreed with all relevant involved parties.

In R&M, at Petrobrazî Refinery the LDAR Program according to BAT-Reference Documents (BREF) is ongoing. This program's objective is to reduce fugitive emissions from the plant's technological equipment (e.g., vents, flanges). Continuing the program started in 2021, targeting accessible fugitive emissions sources from Tank Farm and Aromatic units and covering the screening of inaccessible sources, 92% from the leakages identified were fixed as concluded by the monitoring results in 2022. The program will run periodically, according to a schedule, in all Petrobrazî Refinery installations.

Progress

The tanks modernization program at Petrobrazî Refinery continued in 2022 and included modernization of one volatile product tank and commissioning of one new tank, according to BAT. The cost of implementation was EUR 8.6 mn and contributed to the reduction of the environmental impact due to VOCs.

The LDAR program continued in E&P for the 18 facilities screened in 2021, for which corrective actions were implemented and completed in 2022.

Results (KPI, other indicators)

The 2022 results are presented in the [Performance in Detail – Environmental Performance](#) section in this report.

Outlook

Best practice in controlling and managing odor are to be established according to new-emerging methodologies. In 2021, we initiated a pilot project to develop the Odor Management Plan for one representative facility within one Asset of E&P. The pilot project was planned to be finalized in 2022. However, the Romanian national legislation is not yet complete, a methodology for the implementation of the Odor Law, promulgated a year and a half ago, is overdue. Therefore, completion of our Odor Management Plan is pending.

Biodiversity


Why is this important?

Valuable biodiversity resources are to be protected in oil and gas areas of operation. Within OMV Petrom, current operations and new developments must consider the potential impact on biodiversity.

Our commitment

All our efforts prioritize health, safety, security, and protection of the environment. At OMV Petrom, protection of the environment includes protection of biodiversity.


We act



Environmental Management Standard of the Group includes requirements on biodiversity, meaning that all OMV Petrom activities shall minimize disturbance to protected areas and local flora and fauna. The HSSE Policy is part of our EMS, communicated and verified in the certification process. Impacts and mitigation measures are outlined in accordance with the permits obtained for each of our sites. Additional measures implemented are included in EMS 14001. Mitigation and remedial measures are implemented for significant impacts identified in agreement with the environmental authorities during the regulatory assessment procedure. Permitting and assessment procedures are applicable in all operation countries, at OMV Petrom Group level.


When significant impacts have been observed or predicted, the mitigation hierarchy is followed, and action planning prioritizes the avoidance and minimization of impacts rather than restoration and offsetting.

We check




The EMS 14001 is regularly audited for recertification, and monitoring is performed according to our permits in place during works and operation.

We train



As part of the EMS 14001, training on biodiversity is provided in the larger context of environmental training. Biodiversity topic is on the Agenda of the Environmental Workshops in the Group held on a regular basis.

Our key actions




In 2022, we worked specifically on the inventory of protected areas potentially impacted by our activities. 10 major operational areas were identified as parts of the property area inside or adjacent, within the 1 km buffer, to NPAs.

In 2022, we continued with a Biodiversity Impact Assessment for Petromar Asset. Following the desktop assessment reviewing the official GIS database for Natural Protected Areas (NPAs), the new Study's result revealed that the operations do not have a significant impact on biodiversity values in those protected areas. From the assessment conducted by external parties, it is concluded there is no direct pressure on biodiversity from oil & gas activities. The only threats for biodiversity could be considered from potential major accidental events for which OMV Petrom is considering the risks management.

The total surface area inside the NPAs is accounting approximately 2% of the total operational surface in Romania. We operate inside various types of NPAs such IUCN Category II-V, RAMSAR, Natura 2000, Biosphere Reserve and World Heritage Sites. Most of these NPAs are Natura 2000 sites.

The [following table](#) indicates the results of the study finalized at the end of 2022 indicating proximity to NPAs and associated IUCN Red List species and national conservation list species with habitats in areas affected by operations.


Results (KPI, other indicators)




NPA Inventory results

Type of protected area	Inside an OMV Petrom operational area boundaries	Adjacent (within 1 km) to an OMV Petrom operational area
IUCN Category II - V	5	10
RAMSAR	3	4
Natura 2000	10	10
Biosphere Reserve (UNESCO)	1	2
World Heritage Site (UNESCO)	1	1

Progress



Outlook



In 2022 we completed the mapping of all our sites in a formal and harmonized way to determine if any are in EU or internationally protected areas.

In accordance with the operation permits, we ensure that we conduct our activities to the highest standard for protection of biodiversity resources, also applying recommendations from the recent studies, which focus on vigilance for prevention.

Business Principles & Economic Impacts

We base our business principles on integrity and trust. As a signatory of the UN Global Compact, we are committed to respect and promote the 10th Principle regarding the fight against corruption, and we strive to combat and prevent bribery and corruption.

A non-negotiable value that takes precedence over all other considerations is adherence to ethical standards and every single person at OMV Petrom is committed to this goal, from top management to every employee. Additionally, we also require our business partners to share our commitment to and understanding of our ethical norms.

The OMV Petrom Compliance Department’ goal is the management of risks associated with corporate ethics across the Group, including companies with operations outside of Romania. The company’s vulnerability to business ethical concerns is examined and evaluated by the Compliance department, which also develops procedures to protect the organization from those risks and offers advice on how to prevent and manage them. To effectively manage OMV Petrom’s risk exposure, controls must be continuously monitored and evaluated for effectiveness.

The Executive and Supervisory Boards have the ultimate duty for ensuring OMV Petrom behaves ethically while creating economic benefit. Instead of being centralized in one department, responsibility for economic effects and business principles is shared across several departments. Our Compliance Management System is implemented Group-wide.

The tax function, which is a part of Group Finance, overseen by the CFO and the Supervisory Board, keeps an eye on the Group’s tax policy and the risks associated with it. Finance managers typically handle tax compliance, and local tax managers, shared service centers, or outside tax consultants handle it at the level of the legal entity. The Compliance division of OMV Petrom reports to the CEO of OMV Petrom, and the Tax division reports to the CFO of OMV Petrom.

OMV Petrom’s Public Affair Department directly reports to the OMV Petrom’s CEO and maintains trustful relations with national, regional, and European decision makers on political and public administration topics.

OMV Petrom has a strict zero-tolerance policy for bribery, fraud, theft, and other types of corruption. For our activities, community grievance mechanisms are in place, along with data protection management, public advocacy, and tax transparency.



Our **Business Principles** as implemented contribute to the following **UN Sustainable Development Goals**.

SDGs	Our approach and actions
<div>1</div> <div>NO POVERTY</div>	<p>SDG 1 ► target 1.4 - through our grievance mechanism in place to ensure that we address issues raised related to equal rights in our community and related to ownership and control over land and other forms of property</p>
<div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	<p>SDG 16 ► targets 16.3, 16.5 and 16.6 - through our strict zero tolerance policy for bribery, fraud, theft, and other types of corruption and implementation of our Code of Business Ethics</p>
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div>	<p>SDG 17 ► target 17.16 - by engagement in multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the Sustainable Development Goals</p>

Business Ethics

Business Principles & Economic Impacts

Why is this important?

Ethical conduct is essential for developing a positive reputation and gaining and preserving the confidence of our business partners, clients, and stakeholders.

Our commitment

OMV Petrom Code of Conduct, Code of Business Ethics, and Whistleblowing Platform Directive are part of our core policies and commitments. These are fundamental documents and have been approved by our Executive Board. In 2021, the Whistleblowing Platform Directive has been updated to address all areas relevant for OMV Petrom activity, in accordance with the provisions of EU Directive 1937/2019 on the protection of persons who report breaches of Union law (the Whistleblowing Directive). We also have the OMV Petrom Compliance Management System fully operational. Through training and compliance programs for targeted OMV Petrom employees, we strive to raise awareness of business ethics.

We measure

We constantly monitor the level of training of the people who work for us, and we keep a close watch on potential conflicts of interest.

We act

In order to avoid, monitor, and detect potential lapses in business ethics and to foster a business ethics culture inside the firm, OMV Petrom has a fully operational compliance management system that consists of internal rules, processes, and controls.

The compliance management system gravitates around the Code of Conduct and the Code of Business Ethics.

The OMV Petrom Executive Board has signed both the Code of Conduct and the Code of Business Ethics, and they are both binding in all the countries in which the business operates. **The Zero tolerance policy towards bribery, fraud, theft and other forms of corruption** is clearly stipulated in the Code of Business Ethics that is endorsed by the Executive Board. The Code of Business Ethics is communicated to all OMV Petrom employees via all the communication channels available in the organization. Moreover, all OMV Petrom's employees, including the ones working in OMV Petrom's subsidiaries in Romania, Bulgaria, Moldova and Serbia and all external staff who work under secondment agreements must comply with the Code of Business Ethics.

In the spirit of the EU Whistleblowing Directive and following its relevant topics such as corruption and bribes, conflicts of interest, competition law, and capital markets law, OMV Petrom created an internal Whistleblowing Directive, which presents how employees and external workers can confidentially and anonymously make a whistleblower complaint.

We check

The Compliance Management System of OMV Petrom is periodically reevaluated and in 2013 and 2017 the System was audited based on IDW PS 980 International Standard, in terms of design, implementation, appropriateness and effectiveness.

Under the EWRM exercise, the risks are reevaluated twice a year.

The entire range of OMV Petrom operations were assessed for risks related to corruption. The risks identified in the assessment of the Compliance Management System are facilitation payments, unlawful gifts and hospitality, unlawful donations, undisclosed conflicts of interests, unlawful activities of intermediaries and lobbyists.



We train

In order to follow our strategy, it is of paramount importance that every single employee is in line with our ethical beliefs and principles. Two of the main training offered are on business ethics and antitrust law.

The compliance team participates in training sessions and workshops to discuss their nation-specific experiences from the whistleblower programs. Workers' awareness on corporate ethics is raised through the available training and the compliance communication program.

We plan

Our planned actions include regular mandatory trainings on business ethics for white-collar employees and mandatory Competition Law trainings for all employees in the most risk-exposed areas via dedicated e-learning applications, as well as direct business ethics trainings for managers (virtual or in-person), and mandatory direct Competition Law trainings for managers and employees in the most risk-exposed areas (virtual or in-person).

Business Ethics

Business Principles & Economic Impacts

Our key actions

In 2022, we worked specifically on:

- ▶ Enhancing the awareness campaign on the importance on whistleblowing through the following actions:
 - ▶ A message from the CEO was sent on the intranet to encourage employees to speak up on unethical conduct
 - ▶ For easier access to blue-collar employees, an awareness letter was attached to the pay slips every 3 months
 - ▶ OMV Petrom's values of trust and integrity were emphasized through the means of an awareness letter sent to all contractors and dealers, also re-iterating the availability of whistleblowing channels
 - ▶ A dedicated topic on whistleblowing was introduced in the business ethics training
 - ▶ The Code of Business Ethics was revised to specifically include provisions on money laundering topic
 - ▶ A new compliance poster was shown on the available info screens
- ▶ Making available starting March 2022, a new app for OMV Petrom employees, installed on the company smartphones. The Compliance App aims to support and facilitate the employees' communication with the OMV Petrom Compliance team. The App provides quick access to the Integrity Platform, and it offers on-the-go access to relevant compliance regulations and documentation, and a simple way to contact OMV Petrom Compliance with questions.
- ▶ Launching the renewal campaign on conflict of interest, targeting all the white-collar employees
- ▶ Continuing to deliver compliance refresher sessions through our training program with virtual and face-to-face sessions in OMV Petrom and our subsidiaries in Bulgaria, Serbia and Moldova



Results (KPI, other indicators)

- ▶ E-learning trainings on Competition Law: 43 participants
- ▶ Virtual face-to-face trainings on Business ethics: 292 participants
- ▶ Virtual face-to-face trainings on Competition law: 156 participants

Spot checks ▶ **quarterly spot checks** on the topics of conflict of interests and gifts & invitations.

Whistleblowing ▶ **zero relevant whistleblower reports** in the Integrity platform.

Incidents of corruption ▶ **zero incidents** resulting in contracts with business partners or employees terminated or not renewed due to corruption.

Public legal cases ▶ **zero public cases** involving corruption brought against the organization or its employees during the reporting period. However, there are 2 legal actions pending with regard to competition law matters in subsidiaries in Moldova and Bulgaria. Our performance is detailed in the [Performance in Detail](#) section of this report.

Incidents of anti-competitive behavior or violations of the anti-trust and monopoly legislation ▶ **zero incidents**

Progress

In March 2022, the new Compliance App was installed on the company Smartphones and was ready to use by the OMV Petrom employees. It provides a user-friendly modern communication channel to facilitate contact with the Compliance team and to send compliance reports or access compliance tools.

Our efforts to develop business ethics awareness among all OMV Petrom personnel through trainings and a compliance communication program show how far we've come.



Outlook

We will continue to provide the following:

- ▶ E-learning Business ethics mandatory every 2 year for all white-collar employees
- ▶ E-learning Competition law mandatory every 2 year for all employees in the most risk- exposed areas
- ▶ Direct Business ethics trainings (virtual or face-to-face) mandatory every 3 year for managers level 1-4
- ▶ Direct Competition Law trainings (virtual or face-to-face) mandatory every 3 year for managers and employees in the most risk-exposed areas



Community Grievance Mechanisms

Business Principles & Economic Impacts

Why is this important?

The Grievance Management Process at OMV Petrom Group is part of the Compliance Management System, which ensures compliance with applicable legal provisions and internal regulations to reduce noncompliance risks and financial consequences for the company as well as increase efficiency and effectiveness of dialogue with stakeholders and communities.

Our company has consistently emphasized the importance of stakeholders' engagement in creating thorough social risk management procedures. Building connections with the local community will increase trust and encourage local support for our programs.

It is essential that the grievance process operates transparently, credibly, and fairly for all parties involved. Good grievance management builds trust as part of wider community relations activities and contributes to the success of OMV Petrom Group's social performance. The process establishes how the managers of the specialized departments within the Organizational Units (OU) handle the grievances, respectively receiving, registering, reviewing, establishing measures, resolving grievances, as well as transmitting the responses in time. When our business determines that it has contributed to or caused detrimental effects, we pay for or help with their redress through legitimate processes.

Our commitment

By 2025, we plan to evaluate the effectiveness of the community grievance mechanisms at all our sites against the UN Effectiveness Criteria¹¹ standards.

We measure

- ▶ We register the number of Grievances, by category
- ▶ We measure the number of received grievances vs. number of resolved grievances
- ▶ We measure the number of grievances resolved through remediation

We act

All concerns are addressed effectively, transparently and in a timely manner.

We check

All grievances are investigated and resolved in a non-judicial manner, with community members having access to remedies, depending on the case. Our Compliance department audits the data in the database to ensure the information accuracy and, where applicable, makes recommendations for improvement. Grievances are closely monitored to ensure they are resolved in a timely manner.

We train

Compliance department trains and supports all grievance management employees and provides ongoing support and guidance.

Our key actions

Asset Valahia (E&P)

In 2022, we started a process of grievance assessment to determine the underlying reasons and in particular are assessed recurrent grievances from Asset Valahia. The steps carried out so far are:

- ▶ We performed an analysis of historical data regarding recurrent grievances

- ▶ We looked into studies on previously polluted areas conducted to assess the state of natural attenuation in the present, aiming to reduce the number of complaints
- ▶ We updated information in the grievances database (such as property related griever's documents vs. the field visits followed by drawing up updated plans)
- ▶ We implemented GDPR protocol for safer management of grievances' correspondence

Petrobrazí Refinery (R&M)

The call center is running at peak efficiency:

- ▶ There were 80 calls received, out of which 72 were answered
- ▶ 84 emails were also received and responded to
- ▶ The call center (green line) was linked prominently to OMV Petrom/ Petrobrazí Refinery webpage
- ▶ The call center was promoted between February and May 2022 through media channels (Facebook, Google Ads – Display Adds and Responsive Add) with landing page leading towards OMV Petrom/ Petrobrazí Refinery webpage

Results (KPI, other indicators)

In 2022, we registered a total of 701 grievances related to society, human rights and environmental issues (total grievances), 403 of the grievances were related to social impacts generated by the operations and 298 grievances were related to environmental impacts (out of which 284 related to land contamination). 557 were solved, together with an additional 110 from the previous year. Out of the 557 solved grievances (for 2022), 30% of them were solved through remediation.

Progress

Out of the total number of 701 grievances received, a total of 79.5% were resolved.

¹¹ legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue

Community Grievance Mechanisms

Business Principles & Economic Impacts

Outlook

The target is to assess Community Grievance Mechanisms of all sites against UN Effectiveness Criteria by 2025. As the COVID –19 restrictions have been lifted, we plan to assess at least two sites in 2023.

Asset Valahia (E&P)

The assessment performed to identify root causes of grievances registered, especially for the recurrent complaints, is to be completed by the end of 2023. The main steps planned are:

- ▶ Ongoing investigation and analysis of root causes based on historical data from internal database (SNOW) and investigation studies performed in 2022
- ▶ Additional investigation studies at selected historically polluted sites are to be performed to evaluate the current status of natural attenuation
- ▶ Update and monitor of information in the grievance database (griever's documents – i.e., property related - vs. our updated drawings and plans based on most recent field visits)
- ▶ Improve linkage of information from the internal Land management system and the SNOW grievances databases for better management of claims related to land rentals and environmental compensation

Petrobrazî Refinery (R&M)

At the Petrobrazî Refinery, the call center service:

- ▶ Will continue to be rolled out in Prahova County communities in 2023. An assessment of the results will be completed after one year of implementation
- ▶ The working procedure will be slightly adjusted to endorse the actual flow
- ▶ Based on the assessment for one year of functioning, the call center will be actively promoted in the community through media channels



GDPR

During 2022, the Data Protection team was primarily focused on consolidating employee understanding and observation of data protection matters.

Several webinars and workshops on specific topics were delivered, such as: GDPR Fines, Data Retention & Deletion, Data Breach, Employees' Roles & Responsibilities in Data Protection, etc. Moreover, the General Data Protection e-learning training was made available and mandatory to complete by all employees with access to the company internal platform. Also, many blog articles and news articles were published.

For employees without access to the internal platform, information on Data Protection was provided together with the printed pay slips, and via the Info Boards displayed at all company's locations, including offices and working points.

Several customized training sessions were prepared and delivered for approximately 600 employees involved in business activities, which involve risky personal data processing. Therefore, employees from Marketing, People & Culture, Human Resources Administration, HSSE received customized training.

To consolidate data protection awareness and success, specific InfoBulletins were delivered to top and middle management, to keep them informed. In addition, an Internal and External Data Protection Audit Plan was prepared and implemented.

At the beginning of the year, an assessment of high risks in Personal Data processing activities was performed, and the marketing and communication activity was audited.

To mitigate the risks identified, an implementation plan was prepared and started. At the same time, three data processors were selected to undergo an external audit.

Following the resulting actions, the Data Protection activity became more digitalized, structured, and simplified to facilitate the interaction with the business. In this respect, the Data Protection Department developed:

- ▶ A detailed assessment of the IT application connection to the Register of Activities that includes a digital consent form and an withdraw consent form. The Business Process was updated.
- ▶ An automated workflow for IT data breach was implemented together with IT Sec and Cyber Defense to increase the reaction time of the responsible teams in case of a data breach

In addition, several tools were developed and implemented for Data Protection Department's needs as following:

- ▶ A digitalized Data Subject Request (DSR) record to facilitate the reporting needs to Management, authorities, and data subjects themselves
- ▶ An online restricted section in the Data Protection Platform that enables the communication with the video monitoring service provider to increase the reaction speed in fulfilling the DSR requests
- ▶ A digital form to improve documentation and for the external and internal data protection audits requested by the General Data Protection Regulation

Public Policy

Business Principles & Economic Impacts

OMV Petrom strives to earn stakeholders' confidence by implementing a high standard of corporate governance, transparency, and predictability.

We follow political and regulatory initiatives (both at EU and at national levels) in our areas of interest, including energy, environment, climate change, trade activities, through a dedicated department of Regulatory and Corporate Public Affairs. In the absence of a lobby law in Romania, OMV Petrom cannot record lobby activities and expenditures for 2022. We collaborate and promote our position on business and regulatory related topics through public advocacy channels, such as through business sector confederations, energy sector federation and a few professional associations where we are members. The company's position papers are drafted and presented via professional associations and public disclosure through press statements or position papers submitted and registered with the authorities. The list of professional associations can be found [annexed](#) to this report.

OMV Petrom 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 Petrom's association activities make an important contribution to the broader national 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

OMV Petrom does not support political parties. Donations to political parties are not permitted as per the Code of Business Ethics. Accordingly, we made no political donations in 2022. Moreover, the OMV Petrom Group prohibits political party activities on its premises.

Indirect Political Engagement

A responsible and transparent cooperation between the private sector and public stakeholders is an important pillar for our activity and for economic development by ensuring that we are acting in a socially responsible manner within the laws of the countries in which we operate.

OMV Petrom actively participates in industry associations at EU and national levels to stay at the forefront of regulatory and public requirements. OMV Petrom representatives make OMV Petrom's position clear on issues tackled by the associations in which we are members. The company aims to inform EU and national policies by engaging with major industry associations such as Employers Confederation "CONCORDIA", the Oil and Gas Employers' Federation, Foreign Investors Council and Romanian Association for the Promotion of Energy Efficiency.

Transparency

We are fully compliant with all reporting obligations at national and EU levels, as well as all transparency requirements. Interaction with governments and regulators takes place at European, national, and local levels.

Monitoring of Participation in Industry Associations

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 association's positions on issues so we can consider whether we can continue to participate. The OMV Petrom reports regularly on the alignment between the industry associations in which we are members and OMV Petrom's position on climate change policies.

2022 Actions

The following key activities were carried out across the Group in 2022:



In 2022, the EU Green Deal, the Fit-for-55 package, RePowerEU were the most relevant regulatory issues for OMV Petrom, along with EU Taxonomy Regulation. We participated in the relevant public consultations via professional associations.

The conflict between Russia and Ukraine raised new issues and required additional and specific activities related to our role in energy supply. In line with the European legislation, we focused on identifying sustainable projects in the energy sector supported by external funding sources to contribute in achieving the decarbonization goal with a special focus on security of supply, energy efficiency and encouraging renewable energy by bringing added value to the economic system.

Outlook

In 2023, the Fit-for-55 package as well as RePowerEU will bring important requirements and opportunities for the OMV Petrom. OMV Petrom will pay particular attention to any planned public consultations. Unpredictable occurrences related to the security of the energy supply will come from the conflict between Russia and Ukraine, necessitating creative responses. As a crucial component for more sustainable energy, we will regularly assess the external funding prospects projects development to facilitate our clean energy transition.



Tax Transparency

Business Principles & Economic Impacts

Taxes generated by our business activities are substantial and diverse. We pay corporate income taxes, royalties, production taxes, employment and other taxes. In addition, we collect and remit payroll taxes as well as indirect taxes, such as excise duties and VAT. We contribute significantly to the economies of the countries in which we operate by collecting and paying taxes.

Specific policies and commitments

At OMV Petrom, we are committed to complying with tax laws in a responsible manner and to having open and constructive relationships with tax authorities. To address tax matters, we have in place a comprehensive system of internal regulations and multiple standards and instructions, which also detail the roles and responsibilities of the business units, departments and management representatives involved in tax matters. Moreover, in 2020, OMV Group published a new [Tax Strategy](#) valid throughout 2022. More detailed information on tax governance, control, and risk management can be found in the Tax Strategy and in the [Annual Report](#).

Our tax compliance supports OMV Petrom Group's business and reflects our commercial and economic activity. Neither OMV Petrom Group nor its subsidiaries engage in aggressive tax planning that involves artificial structures that are merely designed to save taxes, nor do they engage in transactions without economic substance designed to secure undue tax advantages. We adhere to all applicable tax rules while attempting to reduce the chance of ambiguity or disagreements. We perform transactions between OMV Group companies on an arm's-length basis and in accordance with current applicable OECD principles.

OMV Petrom Group companies are established in suitable jurisdictions, considering our business activities and the prevailing regulatory environment available. OMV Petrom 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 Petrom's business ethics principles and our Code of Conduct.

Since 2016, OMV Petrom has provided mandatory disclosures under the Payment to Government Directive (according to Chapter 8 of the Annex 1 of Ministry of Finance Order 2844/2016, transposing Chapter 10 of the Accounting Directive 2013/34/EU of the European Parliament and of the European Council) and has published its payments made to governments in connection with exploration and extraction activities, such as taxes, royalties or license fees, rental fees, entry fees and other considerations for licenses and/or concessions, in the consolidated financial statements.

For more details, see the Consolidated Report on [the Payments to Governments](#) on our website.

OMV Petrom actively participates in initiatives to update or modify the fiscal legislative framework through its representatives, either independently or as a part of a coordinated effort of professional associations (e.g., [Foreign Investors Council](#), [American Chamber of Commerce in Romania](#), [FPPG](#)). Additionally, OMV Petrom actively participates in conversations with tax authorities and in the preparation of letters and position papers, either independently or through the aforementioned associations.

Since 2015 OMV Petrom has obtained, from Romanian tax authorities, five unilateral Advance Pricing Agreements ('APA'), in relation to significant transactions carried out with related parties. Some of these APAs have been changed or extended throughout time, while others have not been renewed when they expired. Currently, an APA is still in effect through the end of 2024, and the Company plans to apply for a new APA in the early 2023 timeframe.

OMV Aktiengesellschaft (AG) files a Country-by-Country Report (CbCR) with Austrian tax authorities for OMV Group which is part of the OECD's Base Erosion and Profit Shifting (BEPS) Action Plan 13. In compliance with fiscal tax legislation in place, members of the OMV Petrom Group, acting as constituent entities of OMV Group, notify national authorities, where required, about the submission of the CbCR in Austria. The CbCR is an annual tax return that breaks down key elements of the financial statements by tax jurisdiction. At the same time, OMV Petrom SA, in its constituent entity capacity, fully complies with notification requirements and annually submits, to Romanian tax authorities, the mandatory CbCR Notification.

Management and Due Diligence Processes

Risk assessment

We regularly conduct risk analyses that take into account tax risks in order to evaluate our present and potential financial and non-financial risks, determine how these trends will affect OMV Petrom, and then create the necessary defenses or responses. Through a well-defined process, we report significant internal risks to the Supervisory Board at least twice a year. The Executive Board sets the tone for a strong risk culture throughout the firm and drives OMV Petrom's dedication to the risk management program. As part of our internal control procedures, we adhere to OMV Petrom's risk management framework. By integrating risk management strategies at the operational level with a strong and intricate set of controls and processes, we are able to identify, evaluate, and manage tax risks.



Outlook

Currently, among initiatives of the EU, OECD Member States and the Romanian Government, taxation is a vital guiding tool towards an eco-friendly, green economy. Initiatives include:

- ▶ The Fit-for-55 package to reduce EU net greenhouse gas emissions by at least 55% by 2030 will have an impact on the taxation of inefficient and polluting fuels.
- ▶ OECD/G20 inclusive framework 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.

Common European Council, European Parliament, and European Commission agreement on the proposed public Country-by-Country Reporting Directive (CbCR). Romania transposed into its domestic legislation the provisions of EU Directive on the public CbCR in September 2022; such provisions will come into force as of 1st of January 2023, while the filing deadline for 2023 is set in 2025 (i.e. 12 months after deadline for financial statements submittal).

Supply Chain



OMV Petrom imposes the same legal requirements and internal standards applicable to OMV Petrom, on its suppliers, in order to mitigate supply chain risks such as forced labor, slavery, human trafficking and corruption. 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. As part of our contractual agreements, our suppliers must also accept the [General Conditions of Purchase](#), which detail our business standards (e.g., labor rights).

The Supply Chain material issue is centered on our dedication to implementing sustainable procurement practices. This chapter and other sections of the report provide detailed information on how each area of the supply chain topic is managed. [The Mapping Our Specific Sustainability Risks](#) section provides details on specific Supply Chain risks and effects.

Our **Supply chain** actions contribute to the following **UN Sustainable Development Goals**.

SDGs	Our approach and actions
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	<p>SDG 8 ► targets 8.7 and 8.8: by taking action through rules imposed along the supply chain aimed to eradicate forced labor, end modern slavery and human trafficking, and protect labor rights and promote safe and secure working environments</p>
<div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div></div>	<p>SDG 16 ► target 16.5: through our supply chain rules towards corruption</p>
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	<p>SDG 17 ► target 17.16: by engagement in of our suppliers in partnership s that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustain-able Development Goals</p>

Supply Chain

Supply Chain

Why is this important?

To implement sustainable procurement, a company must consider the economic, social, and environmental effects of the products and services it plans to purchase. Our goals at OMV Petrom are to promote innovation, increase value contribution, and facilitate supply chain expansion. We accomplish this by utilizing our knowledge of sourcing and logistics to make certain that the best products and services are offered throughout our supply chain. Our organization places a high priority on maintaining complete compliance with all applicable legal requirements, as well as with internal standards for human rights, environmental protection, and safety, while managing our supply chain.

Our commitment

We strive to continuously control and reduce the carbon volume of the products and services we consume. OMV Petrom is wholly dedicated to responsible resource management and reducing global warming. We won't be able to develop cooperative low-carbon programs to steadily reduce carbon emissions in the supply chain and contribute to Paris Agreement targets unless we collaborate with our suppliers. For this reason, OMV Petrom joined the CDP Supply Chain in 2021.

Together for Sustainability (TfS) - In 2021, OMV as a Group joined TfS. The TfS program is based on the UN Global Compact and Responsible Care® principles. Being a member of Together for Sustainability helps OMV Petrom to further embed sustainability into its day-to-day business operations and further cascade sustainability requirements within our supply chain.

During TfS audits and assessments, suppliers are screened in detail on their approach with regard to the Environment, Social Responsibility, Labor & Human Rights (e.g., Employee Health & Safety, Working Conditions, Social Dialogue, Career Management & Training, Child Labor, Forced Labor & Human Trafficking, Diversity, Discrimination & Harassment, External Stakeholder Human Rights), Ethics, and the Supply Chain.

We aim to continuously increase the number of sustainability evaluations (respectively TfS audits and EcoVadis assessments) of our suppliers. In this regard, we defined TfS related targets for 2025 and 2030:

- ▶ By 2025, we aim to run sustainability evaluations (respectively TfS Audits and TfS Assessments) for all suppliers covering >80% of the Procurement spend.
- ▶ By 2030, we aim to extend sustainability evaluations (respectively TfS Audits and TfS Assessments) to all suppliers covering 90% of the Procurement spend.

Also, our short- and medium- term targets are:

- ▶ Over 20 supplier audits covering sustainability topics by 2025
- ▶ By 2030 all new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects (baseline 2022)
- ▶ By 2030 yearly spend with local suppliers to be at least 85% out of total Procurement spend

We measure

Through supplier audits and assessments on five dimensions - financials, strategy & organization, supply chain, sustainability & HSSE, and cyber security - we gauge our suppliers' performance and their adherence to the contractual criteria.

We act

OMV Petrom imposes all legal requirements and internal rules and standards applicable to OMV Petrom on its suppliers. Our suppliers are obligated to fully comply with the content of our Code of Conduct.

If OMV Petrom discovers non-compliance with applicable policies or if non-compliance is not promptly resolved, OMV Petrom has the right to end partnerships with suppliers.

We check

Risk assessment

Understanding a supplier's risk is crucial when determining whether and how to work with them. Through SAP Ariba, we started getting daily alerts regarding our registered suppliers in 2019. These allow us to keep an eye on their risks in the following four categories: operations, regulatory and legal, financial, and environmental and social. These risk alerts aid in the process of proactive risk management. Additionally, we have a screening procedure in place to make sure that parties which have been sanctioned by the EU or other international bodies, such the United Nations, are not accepted as procurement partners.



Supply Chain

Supply Chain

We check



Audits/ Inspections

As part of the prequalification procedure or during the execution of the contract, OMV Petrom undertakes supplier audits. The audits' objectives are to assess our suppliers' performance and specify the steps that will allow them to improve upon it and adhere to OMV Petrom policies. During the audits, we pay special attention to the financial stability of our suppliers, their strategy and organization, supply chain and sustainability (e.g., human rights, carbon management, environmental management, certifications, and social responsibility) as well as their cyber security performance.

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 on 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). In 2022, all the audits with in-scope sustainability elements were performed remotely.

As part of OMV Group, we are committed to increasing the number of supplier audits: over 20 supplier audits covering sustainability topics shall be performed by 2025.

Supplier Selection

Supplier prequalification is part of precontractual activities during which OMV Petrom 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.

Following prequalification, the Procurement Department together with business representatives select the best suppliers based on a pre-defined 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.

Supplier Engagement

In 2022, we have intensively and actively engaged with our suppliers on sustainable procurement practices. For all suppliers invited to respond to the CDP Climate Change Questionnaire, two awareness sessions were organized to help suppliers understand how to complete the questionnaire and why OMV Petrom needs this information.

Additionally, in March we held the first Sustainability Supplier Day with the goal of building a stronger, more sustainable supply chain by interacting and exchanging experience. Together with our suppliers we addressed topics like Circular Economy, Climate Protection and Collaboration & Innovation throughout 6 breakout sessions.

We train



We conducted several awareness sessions on sustainable procurement. A significant number of buyers from OMV Petrom participated in these sessions. The main topics covered during the discussions included: what sustainable procurement entails, TFS, EcoVadis assessments, supplier pre-qualification and what can be done to incorporate sustainability into core procurement processes and day-to-day operations (e.g., carbon footprint of purchased good and services, sustainability in tenders).

We plan



Sustainable procurement and low-carbon procurement were also topics included in the agenda of our annual strategic supplier meetings.

Our key actions



We are continuously working to manage our supply chain in compliance with all applicable legal requirements as well as our internal standards for human rights, environmental protection and safety. We are doing so by constantly monitoring the risks associated to our suppliers and by carefully selecting them. Regular audits of our suppliers are performed to help us minimize risks while helping our suppliers increase their performance. Engaging with our suppliers to raise awareness on sustainability matters and sharing information to find way to better work together is also a necessary process.

Local Procurement

By promoting economic growth, we hope to assist the local communities in the areas where we are active. Local purchases support the neighborhood 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. In 2022, OMV Petrom's spend with local suppliers was 82.1% (e.g., in Romania alone the spend with local suppliers being 82.1%).

Supply Chain

Supply Chain

Our key actions

Carbon footprint of the Supply Chain

Our goal is to continuously control and reduce the carbon impact of the products and services we acquire. OMV Petrom is wholly dedicated to responsible resource management and reducing global warming. We will not be able to define cooperative low-carbon projects to steadily reduce carbon emissions in the supply chain and fulfill our obligations under the Paris Agreement without engaging with our suppliers.

As part of CDP Supply Chain, 43 suppliers located in Romania were invited to answer the CDP Climate Change questionnaire in 2022. Suppliers were selected based on spend, their estimated carbon emissions volume and the carbon intensity of the goods and services purchased from them. We also 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 Petrom.

Sustainable procurement and low-carbon procurement were topics included in the agenda of our annual strategic supplier meetings. We asked the supplier about their carbon reduction targets in place in addition to reporting their emissions, and we requested them to discuss with us any activities or projects to decrease carbon emissions in which they would like us to contribute.

By 2025, suppliers covering 80% of our procurement spend, will be required to assess their carbon footprint as a foundation to define and run joint low-carbon initiatives together with OMV Petrom. We also aim that all suppliers covering over 80% of our annual procurement spend will have carbon reduction targets in place by 2030.



Results (KPI, other indicators)

- ▶ We reached 11 audits for local suppliers performed by the Procurement department with sustainability and environmental aspects included
- ▶ 65 buyers located in OMV Petrom attended awareness sessions on sustainable procurement
- ▶ 43 suppliers located in Romania were invited in 2022 to answer CDP Supply Chain questionnaire on Climate Change
- ▶ Local order rate in 2022 for OMV Petrom was 82.1% (spend with local suppliers in Romania is the same percentage 82.1%)
- ▶ 274 new suppliers were screened using environmental and social criteria therefore 100% of the new suppliers, during supplier pre-qualification prior sourcing projects



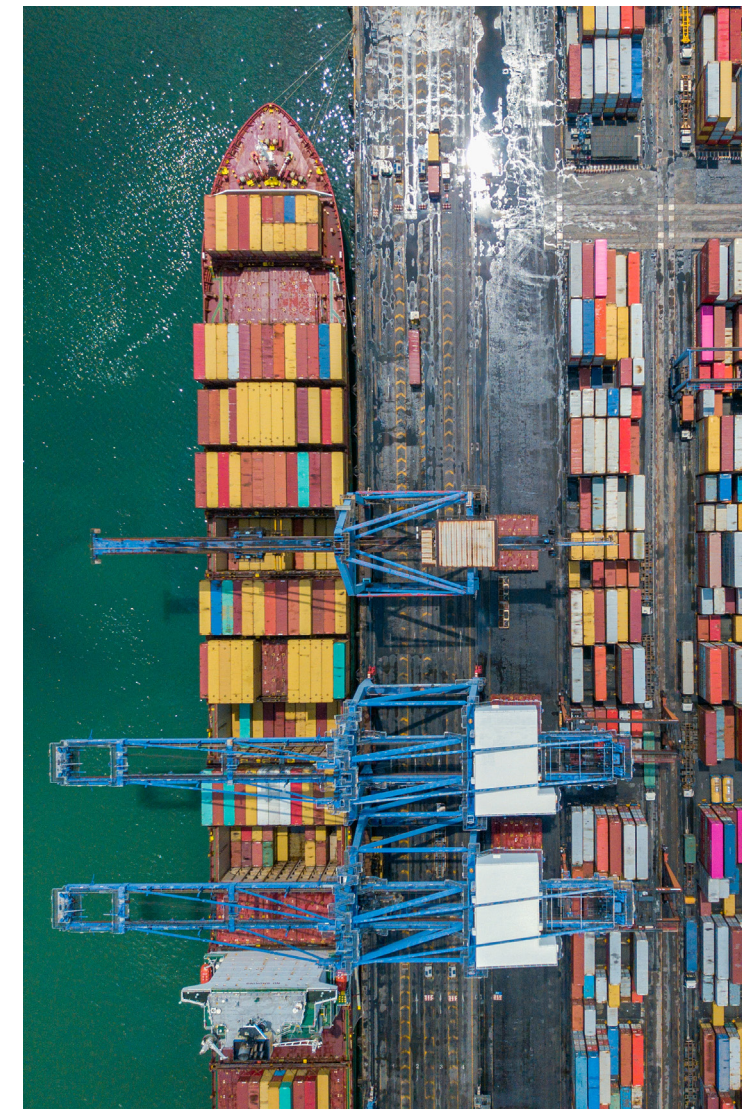
Outlook

Sustainable procurement will remain a top concern in the coming years as procurement processes continue to advance in many ways. Our three future focus areas will be as follows:

- ▶ Sustainable suppliers (e.g., only suppliers who meet our sustainability requirements will be eligible to participate in tenders)
- ▶ Sustainable sourcing (e.g., we aim to integrate sustainability criteria into award decisions, such as CO₂ emissions per kg product)
- ▶ Low-carbon procurement (e.g., we aim to continuously manage and decrease the carbon volume of purchased goods and services)

We intend to expand the CDP Supply Chain project launched in 2021 and increase the number of supplier engagements in the upcoming years.

A dedicated Sustainable Procurement department was established in April 2022, responsible for defining the Sustainable Procurement agenda, and for implementing and monitoring Sustainable Procurement ambitions and targets.





Foster

PEOPLE & COMMUNITIES

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People & Communities

During 2022, we continued to make a positive impact in the communities in which we operate, by listening to our stakeholders and addressing their concerns and supporting the transition towards sustainable development.

We follow the Universal Declaration of Human Rights (UDHR), UN Global Compact Principles, and the International Labor Organization (ILO) guidelines to protect fundamental human rights as international standards that recognize and protect the dignity of all people. To achieve this, we operate according to fundamental responsibilities in human rights, labor, and community involvement.

We also seek to engage with local communities to help prevent or reduce the risks and direct or indirect impacts resulting from our operations' activities.

OMV Petrom's sustainable business is built on the engagement and commitment of our employees while maintaining our constant position among Romania's top employers.

Our commitment involves setting medium and long-term targets and taking action on the following flagship areas:

The progress on our promises

	2025 targets	2030 targets	Status
Employees	▶ Increase the share of women at management level to 32%	▶ Increase share of women at management level at 35%	31%
	▶ Measure and maintain the level of engagement of our employees	▶ Increase average number of annual learning hours to a min. of 30 hours per employee	~28
		▶ Measure and maintain the level of engagement of our employees	Engagement Score 73% according to 2022 survey
Community Relations	▶ Assess Community Grievance Mechanism of all business divisions against UN Effectiveness Criteria		
	▶ Maintain social license to operate through yearly community relations and community development strategies, plans and budgets, based on social impact needs and risks assessment in OMV Petrom operations	▶ Maintain >80% local communities covered by social investments every year	EUR 40 mn social investments in projects that covered 99% of local communities
Human Rights	▶ Train all OMV Petrom Group employees in human rights	▶ Train all OMV Petrom Group employees in human rights	2,238



Employees

We believe that people make it happen.

In 2022, the **new People & Culture Strategy 2030** was launched, supporting the implementation of the Business Strategy and driving change in our organization. This serves as the foundation for building and sustaining a solid talent pipeline that will enable us to achieve our goals and is built on four strategic pillars:

01

New Ways of Working

02

Growing Talent

03

Organizational Evolution

04

Employee Experience

We also started a process of re-designing our values through an inclusive and participatory Group level, inspired by the philosophy of “fingerprints of the many”. Our colleagues from OMV Group were involved in the process of shaping the new way of working while delivering on our ambition of ‘Reinventing Essentials for Sustainable Living’. A **Change Agent Network** with more than 70 colleagues globally, including colleagues from OMV Petrom, was created and workshops on Values & Behaviors and **AI (Artificial Intelligence)** were held to help us co-create our **new values** that will set our future ways of working. In 2023 the plan is to launch and start embedding the new values.



Our approach regarding **People & Communities** contributes to the following **UN Sustainable Development Goals**.

SDGs

Our approach and actions



SDG 3 ► target 3.3 by working to combat communicable diseases (COVID -19)



SDG 4 ► target 4.3, 4.4, 4.5 by ensuring equal access to men and women, increasing skills and prevention of discrimination



SDG 5 ► target 5.1 by ensuring there are no forms of discrimination against women through our policies



SDG 8 ► target 8.2, 8.5 through diversification, technological upgrading and innovation, decent work and equal treatment of all employees



SDG 10 ► target 10.3 by ensuring to eliminate all discriminatory policies and practices



SDG 13 ► target 13. 1 by our afforestation initiatives

Diversity, inclusion, and non-discrimination

Employees

Why is this important?

We actively leverage diversity to create business value and we are aware that age, nationality, and gender diversity bring a solid contribution when it comes to how we approach different challenges encountered. Diversity, Equity and Inclusion (DE&I) practices have a strong impact on people and teams, improve engagement and job satisfaction and are contributing to the sustainability of business.

Our commitment

We set a goal to increase the number of women at management levels and develop the next generation of talents, while also improving employee engagement and employee journey.

This year, along with the new People and Culture Strategy, we launched the DE&I Vision that encompasses three pillars:

01

Diversity of thought and experience, thus our aim is to become an organization where our difference(s) are embraced and used as a catalyst for growth and creativity.

02

Equitable opportunity – our actions are targeted towards actively removing barriers so that each one of us will grow and contribute to the success of our companies.

03

To ensure an **inclusive and safe space**, through building a culture of trust and respect, working together for everyone to bring their full selves at work.

We measure

We track the diversity of our employees by age, nationality, gender and management positions, as well as parental leave for both women and men.

We act

The continuous involvement of Executive Board Members in a series of internal and external **events and programs** emphasizes the importance our Senior Management grants to DE&I.

We offer dedicated programs each year:

- ▶ Mentoring programs for diverse target population: Advanced & Core Mentoring Program for employees who will develop for management positions
- ▶ Cross Company Mentoring Program for diverse working experience and networking
- ▶ HERenergy for young women professionals with technical backgrounds
- ▶ DE&I Events: International Women's Day and DE&I Month

We train

- ▶ Our Diversity, Equity and Inclusion Month includes a diverse series of blogs and interactive events to promote diversity, equity, and inclusion.
- ▶ SHEnergy program meant to support Women to build-up a strong career in management by the mean of developing their soft skills and creating a strong internal network continued this year with 9 participants.
- ▶ 37 colleagues completed the Understanding Unconscious Bias online learning sessions.

We plan

To deliver the 2030 DE&I roadmap, we shall also launch the roll out plan for the training concept on DE&I.

We will continue to develop relevant learning, events and programs for women and generations, as well as develop and implement of impactful practices and programs related to employees' wellbeing, parents and employees with special needs/ disabilities. We also plan to launch a guide for employees with disabilities meant to raise awareness on the topic for all employees.

Workforce diversity is one of the objectives in our recruitment processes. All our programs dedicated to students and young professionals are also focusing on achieving a gender balance.

Our key actions

We continued working to ensure a diverse and inclusive workplace.

Events

International Women's Day 2022, #BreakTheBias: The focus was on creating a bias-free environment, in which everybody – irrespective of their gender, background, sexual orientation – can thrive. One important area was **improving women's equality by raising awareness around biases, stereotypes and discrimination**. We unfolded two group-wide online events gathering over 165 participants:

- ▶ For the **#BreakTheBias Guest Speaker Event**, we invited an external speaker (female international football player) to take part and share her personal story of how she experienced bias, especially in a very male-dominated sport, and how she contributed to breaking the bias as a leader of the football team.
- ▶ With the DE&I Quick Poll Insights & Discussion, we gave an insight on the feedback we received via the quick poll 2022, that provided us valuable input for creating the new DE&I strategy.


Diversity, inclusion, and non-discrimination


Employees


DE&I Month dedicated events to women, generations, parents, disabilities organized by the DE&I coordinators from the Group that aimed to bring useful information and interactions to all employees.


October DE&I Awareness Month


Theatre Play "Female Role Models"	Generations Keynote Speech
Parenting Experience Exchange Keynote Speech	Disabilities Information Event
Unconscious Bias Panel Discussion	


5 events:
 


1 Live event
 


4 MS Teams Live Events
 


3 external speakers
 


9 internal speakers
 

8 moderators
 

~ 130 participants/ session
 

~ 650 participations in total
 

5 topics:
 

1 Dedicated SharePoint Page
 

Female Role Models |
 Generations| Disabilities|
 Parenting | Unconscious Bias

various resources (DE&I tips, podcasts, videos)

DE&I Team in OMV Petrom implemented the following events:

- ▶ **Parenting Experience Exchange** – where 3 parents from 3 different cultures and companies talked through their common challenges, experience and best practices on how to ensure a proper balance between work and family life. More than 140 participants took part in this first edition.
- ▶ **Unconscious Bias Panel Discussion** – an online event where Executive Board Members from OMV Petrom, OMV and Borealis shared their views on the most common biases in the working place. The audience (165 participants) interacted with the speakers and exchanged their opinions on the topic.
- ▶ In December we organized the first post pandemic physical event for parents and children: **“Bring your kids to work ... to celebrate Christmas”**. A total of 150 children who attended had the opportunity to learn more about the Oil&Gas Industry.

Diversity, Equity & Inclusion Project Streams

In 2022, we launched Parenting and Disabilities working streams that would help us articulate and achieve our DE&I vision.

- ▶ **Parenting stream** organized the events above-mentioned (Parenting Experience Exchange and Bring your kids to work).
- ▶ **Disabilities stream** aims to create awareness on the topic as well by the developing tools & behaviors meant to create an inclusive space for our colleagues with disabilities or special needs. Among their first deliverables (2023) there would be a Guide for Disabilities to include general information about disabilities related aid toolkit as well as common sense recommended behavior when interacting with a person in need.

We launched a mentoring program dedicated to women (HER ENERGY) and continued the mentoring programs for students and interns.



Results (KPI, other indicators)

- ▶ 31.1% women at management level
- ▶ 32 mentees and 36 mentors participated in our mentoring programs
- ▶ No incidents of discrimination were registered in 2022



Outlook

- ▶ In 2023, we plan to continue measuring Engagement in our organization by conducting the **Pulse Check**, which we consider an integrator for wellbeing, people development and leadership practices.
- ▶ At the same time, key actions will be dedicated to building-up on our DE&I Streams: Parents, Wellbeing, Generations, Disabilities and Women.
- ▶ We will continue to deliver high quality events and learning in order to increase commitment and interest on DE&I, and to create a strong volunteer network.

Labor rights, working practices and conditions

Employees

Why is this important?

OMV Petrom is committed to being a fair and responsible employer. Maintaining and promoting labor rights is essential for achieving legal compliance on a local and international level as well as ensuring that our global workforce can develop professionally and fulfil their personal aspirations in line with the business needs.

Our commitment

OMV Petrom fully supports freedom of association, recognizes the right to collective bargaining, and opposes forced or compulsory labor, child labor and any form of employment discrimination.

We measure

Employees' rights and obligations are outlined in their individual employment contracts and in the applicable collective labor agreement.

We act

We constantly inform and consult with the employee representatives on developments in the company's activities that may affect their interests. We communicate on our internal platform all aspects of collective bargain agreements. The active involvement of our People and Culture (P&C) local teams ensures the timely information of leaders and employees at all the levels of the company. In this respect the operating model in P&C and the integrated approach of projects from both strategic and operational perspective ensure efficient people

processes. MySF and EmployeeSelfService are internal applications we use for P&C and personnel administration.

Our personnel policy is based on long-term employment. Both staff and the organization should 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, and 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 maximum possible care and sensitivity. All our employees are covered by mandatory notice periods under employment law or collective bargaining agreements in the event of restructuring. In situations where, despite training, transfer, or development programs, staff release becomes unavoidable we make every effort to consider the economic and social consequences of those affected.

The company provides a notice period of 30/60 days (depending on the employee's age) in the event of an individual or collective dismissal for reasons not attributable to the employee and compensates the employee according to the employee's seniority as determined by the collective labor agreement. Also, a minimum notification period of 30 calendar days is also required by applicable legislation, in the event of the transfer of an undertaking. In 2022, 100% of our employees were covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring.

We check

We respect the rights of our employees, and we fulfill all our obligations in accordance with the relevant legislation, individual labor contracts, and collective labor agreements. In this respect, various communication channels are available to ensure constant communication for the implementation of employee's rights, such as Employees Front desk,

constant dialogue with dedicated BP and employee administrators for regular requests or petitions, parity commissions intended for an integrated approach of the employer and trade unions in respect of interpretation and implementation of the applicable internal regulations.

We assess all our suppliers to identify any potential risks related to human rights violations, potential cases of forced or compulsory labor or any other incidents that may impact our partnerships and operations.

Our key actions

Since October 2021, we sign and communicate electronically the individual labor agreements and addendums, any decisions, conventions, notifications, information letters, certificates or other administrative documents issued in relation to the employment contracts or for the implementation of specific procedures (recruitment, relocation, etc.). The electronic signing and communication of all these documents is performed according to the labor legislation and can be used also in the relation with authorities.

As part of the continuous improvement plan, we implemented new capabilities of electronic signing flow mainly to increase the number of documents signed electronically and to improve the user experience and functionalities. Flow expiry date, notice of flow expiration, recurrent notifications, new roles were added to the documents flow to facilitate the communication chain. A dashboard for a better overview of the most recent documents entered the signature flows. As a result of the proven usefulness of the new capabilities of the signing flows, they have been made available to all departments, thus increasing the added value of P&C products to the entire organization.

Over 5,100 colleagues are using qualified electronic signatures for the main categories of labor documents as well as other electronic approvals used for other regular administrative requests. By implementing shared computers, almost 90% of our colleagues have access to electronic signatures and workflows.



Labor rights, working practices and conditions

Employees

Our key actions



100% of our employees have the right to exercise freedom of association and collective bargaining agreement. In 2022, 86.26% of our employees were represented by our local trade unions. Based on a trusting and efficient social dialogue, a series of issues concerning the majority of employees have been addressed successfully.

New support measures for new ways of working had been aligned with the representative trade union to increase flexibility of working conditions, work-life balance and health and safety at home by upgrading the teleworking conditions.

Also, steps have been taken to provide a predictable approach of compensation employees' earnings in consideration of the external environment challenges, considering local aspects and OMV Group global decisions.



PetrOmbudsman

PetrOmbudsman Department - Out-of-the-box vector of change

The PetrOmbudsman Department was created over eight years ago, as a counsellor for OMV Petrom's staff, however its mission is far more complex than that. For a more in-depth look, the services provided by PetrOmbudsman can be viewed as a two-level house. On the ground floor, it provides reactive services, like mediation, listening or coaching, in situations when a person has a conflict or a difficult relation to manage. On the second floor, it supplies proactive services. These are called outreach activities and their aim is to develop people's soft skills and help them avoid entering unpleasant workplace situations.

In 2022, PetrOmbudsman organized a wide range of workshops available for staff, on topics like Assertive Communication, Conflict Management and Empathy. Many were provided in person, both in Romania and to colleagues in OMV Bulgaria. Some of these workshops were also extended to the wider population, like OMV Petrom Filling Stations Partners and people in the local communities – high school pupils & teachers.

In its efforts to create a more pleasant working environment, the department also held sessions focused on team needs, called "Talks4teams" and sessions named "Employee Experience Talks", which capture challenges and impressions from employees with less than 2 years of experience in the company. The monthly "Book Club" was another popular people initiative.

On international level, one of PetrOmbudsman's learning and growth moments of 2022 was the European Ombudsman meeting in July, where discussions revolved around topics relating to: support tools offered by companies during the COVID-19 pandemic, the war in Ukraine and development of organizational policies regarding Diversity, Equity and Inclusion. In its efforts to promote such initiatives, PetrOmbudsman has been part of an inter-departmental team aimed to endorse a more inclusive mindset with regards to disabilities.

Skills Development and Training

Employees

Why is this important?

We foster a learning culture where our employees continuously increase their knowledge, skills, and performance to meet our business objectives. Our activities require highly qualified employees able to adapt to the challenges brought by the changing technologies and market demands.

Our commitment

Maintaining a skilled, highly qualified and performant workforce.

We measure

We monitor the number of training hours per employee, per different categories of employees and by gender as well as the number of employees receiving regular performance and career development reviews.

We act

Training curricula is adjusted based on the needs assessment, by combining internal and external training programs. COVID-19 transformed traditional classroom training, and we are now increasingly focusing on e-learning and digital content platforms where we encourage our employees to select the subjects better suited to their needs.

We check

All trainings are evaluated based on criteria including content quality, instructor performance, ability to adapt to the audience and achieved outcomes. After an internal analysis & feedback, improvements are considered and implemented to increase the content quality and select the most suitable topics for the next training period.

We train

Our training team works closely with each department to ensure training is tailored according to their business and people needs.

We plan

We implement innovative learning programs that help our teams increase their technical competencies, improve their soft skills, enabling them to be a part of our company's transformation and growth.

Our key actions

- ▶ **GROW Leadership Program** is a practice of new ways of working, a personal help for leaders to better manage their own life and their teams and is based on a micro-learning concept. The program contributes to the development of leaders in the organization, as well as their teams, on 3 key competencies: Save Time, Develop & Empower People, Collaborate. The program runs for a period of 10 months, the second wave taking place from April 2022 to February 2023.
- ▶ **"Drive It! - Career talks"** – A series of career meetings, part of the development program, with a focus on diversity in the R&M and G&P Divisions at Group level. The participants had the opportunity to have discussions in which the focus was on their career and development, to learn from the shared experience of the leaders and to receive information and advice that could help them in their own development.
- ▶ **Get to Know & Grow** is a talent development initiative focusing on Core Top Talents employees led by OMV Petrom Executive Board Members and consists in development talks between Executive Board Members and Core Top Talents in a cross-divisional set up.



- ▶ **First Time Leaders 2.0** was designed to build leadership skills for employees taking over a leadership role for the first time, adapted to their management level. It includes useful information on OMV Petrom's leadership models, their role as a leader, highly effective teams, virtual leadership, and change management.
- ▶ **Communication Kit for Managers** – Continuing the initiative started in 2021, we prepared a quarterly Communication Kit to disseminate to all management levels an overview of the main messages in the organization, based on each quarterly internal webcast with the Executive Board. The kit includes a guide with tips and tricks on how to better communicate in the meetings with their team.
- ▶ **Crowdsourcing on internal career mobility** – Launched in 2022, it is a project intended to encourage our colleagues to see internal mobility as an opportunity. Their ideas on how to boost internal mobility were collected and the 3 best proposals were selected to be further implemented.
- ▶ **Purpose Learning Week – Advancing Circular** is one of the three enablers for our refreshed Group Purpose – “Re-inventing essentials for sustainable living”. In 2022 was organized a Group-wide learning week on Advancing Circular, where we provided deeper insights into circular economy through a series of exciting and interesting live events.
- ▶ **Future Work Learning Challenge – Part of “Hello Hybrid” project**, launched in 2022, the first edition aimed to build the competencies needed to thrive in the hybrid work environment. During the program, colleagues at Group level have dived together into surprising insights and experiences, with focus on 4 key topics: New Ways of Working, Self-Management, Collaboration and Inclusion.

Skills Development and Training

Employees

Results (KPI, other indicators)



- ▶ **GROW Leadership Program** – The program was extended to the second line of management; approximately **200 employees** benefited from the program
- ▶ **"Drive It! - Career talks"** – **30 inspirational meetings** with senior leaders from our organization
- ▶ **Get to Know & Grow** – Since its launch, our OMV Petrom EB Members participated to one-on-one meetings with employees from different departments; in 2022, the target was **100%** covered
- ▶ **Future Work Learning Challenge** – **55** participants successfully completed the program
- ▶ **Purpose Learning Week – Advancing Circular** – The events gathered more than **1,800** participants across the Group
- ▶ Our employees received 213,464 hours of training

Awards



Our **GROW program** was awarded at the 2022 HR Excellence Gala organized by HR Club, the Association of HR professionals in Romania. Furthermore, the project will be published in the "HR Club Best Practices Manual", 2022 edition, as a best practice example in Human Resources.

Outlook



In 2023, we plan to **finalize the new set of values** and embed them in our activities. Moreover, we continue to explore the ways in which we can contribute to living our new purpose, Reinventing essentials for sustainable living, through the **Working Together Week**. Additionally, for the next year, a **Sustainability Academy** will be created to help the upskilling of our team and, also, a **purpose-led transformational leadership program** will be implemented to help leaders drive the change.



Talent attraction and retention

Employees

To ensure that we build a team of remarkable professionals eager to contribute to OMV Petrom's growth, we are constantly developing strategies and programs aimed at attracting and retaining talents. A high retention rate increases employee morale and improves the work culture which boosts productivity and helps us promote our company as an employer of choice.

We monitor the number of new employees' hires and employee turnover by age group and gender, we also track parental leave data and measure the engagement of our team.

We focus on building multiannual talent attraction programs and attracting Fresh Graduate employees in order to develop the next generation of talents.

A series of projects dedicated to the new generation of professionals were implemented during the reporting year, as follows:

OMV Petrom Excellence Scholarship 2021-2022 program

OMV Petrom has been permanently involved in developing the young generation, supporting education and performance. Annually, OMV Petrom offers a monthly scholarship to students with technical background and very good academic results in Exploration & Production and Refining & Marketing Divisions. Through the 3rd edition of OMV Petrom Excellence Scholarship 2021-2022, **67 students** passionate about Energy industry received private scholarship and developed projects, guided by **39 mentors**. For the next year, we plan to continue this program and offer opportunity to discover Energy industry and our company to another **80 students**.

Fresh Graduates Program – Evolvers Program, 12th edition

From a Fresh Graduate to an Engineer! Or how small is a big step.

The "Fresh Graduates" program aims to welcome recent graduates with the opportunity to start their careers in the Exploration & Production division. This year, **20 motivated people** eager to build their career in the Energy industry **joined the company**. We offer a 3-year

professional development plan, which includes mentoring, a career plan, involvement in innovative projects, mixed learning methodologies that combine technical and soft skills development through a direct professional experience, team interaction and special trainings. In addition, they are all included in the Integrated Graduates Development (IGD) Plan designed to prepare and upgrade for the next professional level. Since 2011, up to 600 graduates have become our colleagues.

Open4U – internship program is back, 10th edition

"Open4U" internship program celebrated in 2022 its 10th edition, with up to **110 students** onboarded in a hybrid journey, each of them being guided by a mentor. The program is dedicated to top undergraduate and MA students with a diverse academic background (technical, IT, economic, socio-humanistic). Our program brings the young generation closer to OMV Petrom and offers them the opportunity to make the first steps in their career, while working closely with our experts during a 2-months internship. Students can learn about the specific activities of the Energy industry, discover our business environment and be part of great teams. "Open4U" internship program was launched in 2012 and, so far, more than 800 students were part of this experience and shared their enthusiasm and passion for learning with us.

Her Energy Academy – Personal Branding program for female students

In 2022, we have launched the **first edition** of the "Her Energy Academy", a Mentoring and Personal Branding program powered by OMV Petrom in partnership with an NGO. This program brings together **20 young female** students with a technical background and aims to help and guide them on their way to a successful career in the energy field. For **6 months**, they participated in workshops, seminars, onsite study visits that addressed various topics such as self-knowledge, employability, personal branding, and critical thinking, mentoring sessions with leaders from OMV Petrom also took place, providing the opportunity to create close relationships, receive advice, encouragement, and know-how to shape their career.

ChatBot – internal recruitment

ChatBot is one of the newest colleagues in OMV Petrom, an intelligent IT system that facilitates communication and access to information in an expanding list of areas of activity.

Driven by the needs to streamline the time spent answering frequently asked questions from employees and increase accessibility and transparency regarding the internal recruitment process, our virtual assistant is programmed to have conversations on various pre-set topics, simplifying and standardizing the process of communication with employees. Through its interactions, the database gets constantly updated.

OMV Petrom – the Most Desired Employer in the Energy Industry

We are glad and honored to be included also in 2022 in the Top of the Most Desired Employers in Romania. The ranking placed us on the first position in the Energy industry section and on the 15th position on the Romanian market.

Pulse Check 2022 was launched at Group level. The overall **Engagement Score of 73%** places OMV Petrom **above** the scores of European Oil, Gas and Consumables Industry and Romania's average benchmarks.

Outlook

- ▶ Continue the programs for talent attraction and retention e.g. Open4U internship, OMV Petrom Excellence Scholarship, Her Energy Academy
- ▶ Increase awareness and visibility for programs in Universities
- ▶ Extend the target group and the candidate pool to include new profiles according to the new business strategy





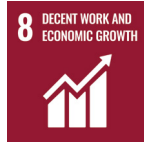

Community Relations

At OMV Petrom, we regularly collaborate with the local communities to prevent or reduce risks and other direct or indirect consequences of our operations. We aim to balance the need for long-term solutions with the day-to-day realities that require immediate decision-making and short-term action. We prioritize concerns at the local level, take into consideration regional differences, and take appropriate measures to ensure the long-term, sustainable development.

A series of internal procedures and standards are in place to ensure our community stakeholder engagement and actions.

- ▶ The OMV Petrom Group Environmental Management Standard defines the process of carrying out Environmental and Social Impact Assessments (ESIAs). Preventive and mitigation measures as well as the monitoring program to ensure implementation of the proposed measures are documented in an Environmental and Social Management Plan for each new development project. The final ESIA report is submitted to the local regulator or lender (whichever is applicable) for review, public disclosure and approval.
- ▶ The OMV Petrom Code of Conduct is a mandatory standard of conduct for everyone who represents us. It recognizes OMV Petrom's social and environmental responsibilities within our sphere of influence.
- ▶ The Community Relations and Community Development (CRCD) Handbook lays out the procedure for the required management process to be followed in order to enable OMV Petrom Group organizations to maintain the social license to operate. In order to promote corporate success, CRCD focuses on developing and upholding open and trustworthy relationships with community stakeholders. The CRCD supports the development of community ability to deal with problems, seize opportunities, discover common ground, and reconcile divergent interests. Community development is how we manage positive change.
- ▶ The Sponsoring Strategy ensures the transparency on the effective use of financial resources provided as sponsorship, both in cash and in kind. It represents the Standard for implementing the sponsorship process at OMV Petrom, creating the foundation for strategic sponsorship and the set of guidelines for sponsorship activities. Every project that OMV Petrom sponsors must support UN Sustainable Development Goals and must adhere to our Code of Conduct for business.
- ▶ The Sustainability Directive is our internal documentation of processes and accountabilities, which includes Social Responsibility, Community Relations, Development & Social Investments, Human Rights, Volunteering, and NGO Relations. We run our business ethically, preserving the environment and improving the communities where we do business.
- ▶ During regular business, OMV Petrom signs a number of contracts that govern the compensation to landowners for the company's use of their lands. This process is governed by a working instruction and the rates agreed in these contracts are market rates, commensurate to the location, land characteristics and possible uses, etc. In 2022, in relation to this process, there were no concerns or other notable aspects that require mentioning. Furthermore, in 2022, there were no cases of resettlement created due to the local business operations.

As such, we bring our contribution to the **UN Sustainable Development Goals** related to wellbeing of our **communities**.

SDGs	Our approach and actions
	SDG 1 ▶ target 1.4 - through the series of internal procedures and standards for our stakeholder engagement and actions implemented
	SDG 3 ▶ target 3.3 - through our health initiatives within our communities
	SDG 4 ▶ target 4.7 - through initiatives addressing education, environment and vulnerable people
	SDG 8 ▶ targets 8.5 and 8.6 - through stable workplace initiatives, actions in the community and youth programs
	SDG 13 ▶ target 13.1 - through our private project of national interest dedicated to energy efficiency in buildings

Community development investments

Community Relations

Why is this important?

We contribute to the growth of local communities through our community and social investments, which are focused on preventing and mitigating social risks, establishing OMV Petrom as a socially responsible company.

Our commitment

We carry out the operations in communities in accordance with the UN Principles on Business and Human Rights, thus advancing the 2030 Agenda for Sustainable Development. We are committed to maintaining our social license to operate through yearly Community Relations and Community Development goals, plans, and budgets, based on an evaluation of the Social Impact Needs and Risks.

By 2030, we target to keep at least 80% of local communities covered by yearly social investments.



We measure

We measure the community investment impact in terms of the number of volunteers and their hours, the number of beneficiaries reached and share of our local communities assisted.



We act

As part of our Social Impact Assessments (SIA) framework, consultation is conducted at the beginning and during every phase of a project, including through the available community grievance mechanism. Our social projects are prioritized, planned, and managed in partnership with local stakeholders and the budget is allocated yearly.

We check

Our projects are evaluated to reduce risks to the local communities. Therefore, we collaborate with the communities to prevent, minimize, and manage any adverse effects.



We volunteer

We offer employees opportunities to actively engage in driving responsible and sustainable behavior.

In 2022, we launched a mechanism for corporate volunteering. Employees are granted **one paid working day off per year to volunteer** related to the situation in Ukraine.



We plan

Community Consultation and Social Impact Assessments

Our community relations and development management strategy are based on centralized goals and objectives that will be carried out by staff members who are accountable locally using local resources. We do a Social Impact Assessment (SIA) before beginning a business initiative in the communities, which includes prior free and informed consultation with and consent from local stakeholders. To promote synergies and efficiency, the SIA is occasionally incorporated into the Environmental Impact Assessment (ESIA). Through the commissioning, operational, and decommissioning or abandonment phases of the project life cycle, the SIA seeks to guarantee that the opinions of the local community are taken into account and addressed.

Any possible impact on human rights is fully addressed, according to our internal regulation for conducting SIAs. We perform baseline studies, community needs assessments, stakeholder analyses, and a study of social risks for each business project. Whenever it is needed, SIAs are conducted in a participatory manner by directly consulting



with potentially affected communities. Our standards require that the outcomes of the SIA are communicated to affected stakeholders. Site-specific strategies for community relations and development, stakeholder engagement plans as well as Community Grievance Mechanisms are further employed.

We adhere to national laws, financial obligations, and international norms to provide a transparent community connection process. We have designed a distinct set of internal standards, procedures, and directives for Community Relations and Community Development, Stakeholder Engagement, E&P Process of Community Engagement, Sponsorship Strategy, and Grievance Mechanism.

We engage in frequent communications with a range of stakeholders, people from our communities that we are meet in daily business and whom we consider key dialogue partners in achieving goals. The local needs identified through the SIA process and feedback received after consultation sessions become benchmarks for prioritizing investments.

The community relations team from all Business Divisions creates targeted community involvement plans, social impact assessments, and management plans as well as exit strategies to guarantee that any potential social repercussions are addressed in the event of decommissioning or exit.

The OMV Petrom Sustainability corporate level function governs and steers the implementation of the community relations and development plans in the company, receives regular reporting and feedback from stakeholders, monitors and ensures that the Group guidelines, policies, and regulations are correctly implemented. The framework for managing community interactions is based on centrally controlled policies, roles, and objectives, as well as locally sourced resources. To track and direct the local implementation of our site-specific community relations and development strategies and plans, we hold organized, frequent alignment sessions with our community development professionals. For each Business Division, community relations and development management initiatives are created in accordance with its unique business strategy.

Community development investments

We plan



One best practice example for community consultation is the '*Memorandum of understanding*', which we signed with Prahova County Council, County School Inspectorate, County Emergency Situation Department to properly identify relevant CRCD projects in partnership with local stakeholders

We drive the largest private afforestation program, and we created an action network around it. We have established a partnership agreement with the Minister of Forests, Waters and Environment and 6 national environmental NGOs to maintain ecological balance. In their turn, each NGO enlarges the partnership with county authorities for local afforestation and engages people from communities for volunteering.

Needs Assessments and prioritization

In our evaluation, we give priority to initiatives that have the potential to improve beneficiaries' lives over the long term and contribute to society as a whole. Key OMV Petrom focus areas for our community and social investments include **health, education, and environmental protection**. The SDGs, community needs highlighted through SIAs, and our ongoing community consultation process are all connected with community and social investments. Projects in partnership with local stakeholders to ensure a maximum social return on our investment remain our targeted priority every year. Our yearly planning includes a final selection of projects and budget allocation, and the project plans are designed based on consultation with major stakeholders in our local communities.

Our key actions



OMV Petrom Foundation

Launched in 2022, OMV Petrom Foundation is building programs and supporting long-term investments in Romania. The Foundation acts, through resources and solutions, to contribute decisively to the creation of a sustainable and fair society for all of us, by supporting education, environmental protection and improving the health care system. Thus, OMV Petrom Foundation aims to become an important pillar in the civil society through strategic long-term partnerships with other NGOs, central or local public authorities in the three key areas mentioned.

► Children's participation in Early Childhood Education and Care

"**Start in Education**" project targets 70,000 beneficiaries (preschoolers and parents) from 500 disadvantaged communities, mostly in rural areas, facilitating the children's access to educational resources through an educational kit, helping their parents manage early learning experiences through a Parent's school program and therefore contributing to enhancing enrolment in the kindergarten.

The program has a budget of EUR 2.7 mn.

► Together from day one

With a budget of EUR 2 mn, OMV Foundation launched its first project, "Together from day one", which includes three directions of intervention to help reduce infant mortality in Romania: a fund of EUR 1 mn to increase the equipment level of 45 maternity hospitals, 1 mobile intensive care unit - the first unit of its kind in Romania - specialized for the transport of critical neonatal patients, and 6 SMURD helicopters with the latest technology incubating systems, at European standards.

Education

► Prahova Fund for Education

This program supports through a grants competition relevant educational projects developed by non-governmental organizations, educational establishments, or public institutions in Prahova County.

In 2022 the Fund financed 8 community projects with **EUR 200,000** which transform the community and provide an enabling environment for children's development.

► Petrochemical School

The project aim is to assure a high quality and sustainable pipeline of blue-collar workforce – answering the needs of the R&M Division.

24 students enrolled in 2022 in Petrochemical School 3-year dual system program and receive monthly scholarships of up to 700 RON from OMV Petrom, plus 200 RON from the Romanian state. The future petrochemists will benefit from internships at the Petrobrazi Refinery, a modern and applied learning environment, including a laboratory equipped to high standards with the help of OMV Petrom. After completion of the three years of vocational education, students will acquire a professionally recognized professional qualification and will have employment opportunities within our company.

Community development investments

Community Relations

Our key actions



Environment

► RoEficientă

“România Eficientă” is a unique initiative in Romania, aimed to **create a culture of energy efficiency in the building sector**.

The project has two major dimensions: on the one hand, a dimension of information, education and public awareness and, on the other hand, one of major renovation works at nZEB standards, in public schools in Romania.

This is **the largest private project of national interest dedicated to energy efficiency in buildings** and has entered 2022 the stage of renovation of partner schools (“Elie Radu” High-School in Ploiești, Liliesi Secondary School – Băicoi, Prahova County) and technical documentation of a kindergarten (Ovidiu, Constanța County). In 2022, OMV Petrom granted for “România Eficientă” approx. **EUR 8 mn for the renovation of 6 other educational units until 2026**.

In 2022, “România Eficientă” received the external recognition as “Energy Efficiency Program of the Year”, within the Energy Gala Awards – The Diplomat Bucharest.

► Romania plants for tomorrow

In 2022, OMV Petrom reached **2 mn saplings** in its 3rd year of the campaign. This was possible with **more than 5,000 volunteers**, of which 400 OMV Petrom employees in 44 localities from 18 counties with the support of 6 non-governmental organizations.

The “Petro Forest” campaign in Moldova was launched in 2022, with the goal of planting 20,000 trees in the next two years.

Health

► Minutes of flight, for hours of life

The partnership with Blondie Association sustains a system through which children with serious medical conditions, from vulnerable families or at risk of abandonment, receive the necessary medical support for treatment and recovery with a budget of EUR 1.5 mn.

Main outcomes in 2022:

- 78 children (more than 80% newborns) and 4 adults were transported by plane to 10 countries
- 15 Ukrainian children with severe neurological conditions transported by plane to European countries for immediate medical support
- 1,300 mothers and children flown from Ukraine on 7 flights

► Support for public hospitals

Five public hospitals in Bicăz, Constanța, Marghita and Ploiești were supported with needed infrastructure and medical equipment with a total allocated budget of over EUR 5.2 mn.

Additionally, the Medical Services Caravan project provided mobile medical services to approximately 500 beneficiaries in 5 isolated communities in Prahova County.

Results (KPI, other indicators)

- **EUR 40 mn** social investments in projects that covered 100% of local communities
- Over **1,800** OMV Petrom volunteers
- Over **850,000** beneficiaries

The impact on the local communities resulted from our development and operations is assessed in the framework of our ESIA procedure aligned to the Romanian regulations, meaning that all projects are screened, and all impacts are mitigated in the permitting process.



Progress

Our social investment increased from over EUR 10.7 mn to over EUR 40 mn covering 100% of local communities.

The number of volunteers: over 1,800



Outlook

Projects to be continued in 2023 include:

- EUR 3 mn will be allocated to the continuation of “Romania plants for tomorrow” with the objective of planting one million trees in the main cities of Romania by 2025
- “Oilmen School” – More than 140 pupils will continue receiving the scholarships and the 4th generation (71 pupils) will graduate in 2023
- “Petrochemical School” – 24 students enrolled in the Pilot project for the 1st generation in dual system: petrochemical operators' qualification (3 years)
- “România Eficientă” will continue the renovation works
- A new health project that will provide free palliative care services to approximately 5,000 patients and 10,000 family members
- We will continue the support for Ploiești Emergency Hospital and the extension of the Medical Services Caravan at national level
- OMV Petrom Foundation will focus on early education and supporting health projects

Human Rights

OMV Petrom holds itself accountable for safeguarding the human rights of its workers, including those related to non-discrimination, fair pay, reasonable working hours, and employee representation, as well as for safeguarding these rights outside the walls of our business, in the community and the supply chain. Our external obligations in the area of human rights relate to equality and non-discrimination, security, primary healthcare, labor rights in the supply chain (including fair wages and working hours), education, poverty reduction, land rights, timely informed consultation with our communities as well as other relevant topics Our [Human Rights Policy Statement](#) outlines our commitments to human rights. It sets out our understanding and responsibility for the protection of human rights in our business environment. It is our guiding principle for dealing with human rights issues in all aspects of our daily business life.

The internal Human Rights Matrix further explains our commitments. It serves as the foundation for our operations in the area of human rights and as a key tool for its execution. The Group has set out its obligations in this area. This also covers sensitive areas of security arrangements and supply chain management. categorized into essential, expected, and desirable, our responsibilities cover relations with relevant stakeholders, such as employees, communities, contractors, business partners, and customers. The Matrix examined human rights issues in all business practices along the value chain; it serves as an umbrella for work already undertaken and allowed for the translation of practices into company directives.

The OMV Human Rights Matrix is a tool used to:


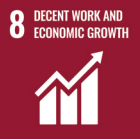
- ▶ map human rights responsibilities
- ▶ help managers assess identified gaps

Human rights issues addressed in the Matrix:

- ▶ equality,
- ▶ security,
- ▶ forced labor,
- ▶ child labor,
- ▶ health and safety,
- ▶ adequate remuneration,
- ▶ freedom of association and collective bargaining,
- ▶ property,
- ▶ procedural rights and effective remedy,
- ▶ social security,
- ▶ standard of living,
- ▶ education,
- ▶ minorities and indigenous rights and religions, and
- ▶ freedom of expression and assembly.



Our approach regarding the **Human Rights** contribute to the following **UN Sustainable Development Goals**.

SDGs	Our approach and actions
	SDG 4 ▶ target 4.7 - through our entire array of human rights issues addressed
	SDG 8 ▶ target 8.7 - by ensuring full compliance with UN Goal of eliminating all forms of child labor or forced labor.

Human Rights

Why is this important?

Human rights are inalienable, and every person is inherently entitled to them. Human rights represent a universal value that guides our conduct in every aspect of our activities. As a major regional energy player, we have a duty to foster an ethical company culture that recognizes moral obligations towards the members of the communities in which we operate. It is part of our deepest commitments to address social concerns and to increase awareness of operative and social risks within our core business.

When protecting human rights and avoiding becoming complicit in human rights abuses across our sphere of influence, we consider that our responsibility goes beyond the company's borders and we focus also on our employees, our business partners, our suppliers and contractors, the local community, government and state bodies, and the wider society.

We strive to conduct the business in alignment with our role as a good corporate citizen, with respect for people, security of our operations and protection of our company's reputation.

Our commitment

OMV Petrom respects human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, including the International Labor Organization (ILO) core treaties. Accordingly, OMV Petrom has signed the UN Global Compact and is fully committed to the UN Guiding Principles on Business and Human Rights as well as the OECD Guidelines for Multinational Enterprises. OMV Petrom's commitment to human rights is embedded in its business approach and supports our adherence to the UN Sustainable Development Goals (SDGs).

Following a process of peer research, feedback from benchmarking agencies, ESG rating agencies, reporting requirements as well as expected upcoming legal requirements, the Group has reviewed the Human Rights policy. This updated policy includes the CEO's personal commitment to human rights and includes new content in order to meet stakeholder expectations, business best practice, and expected new legislations.

The most notable updates include:

- ▶ Description of specific human rights commitments:
 - ▶ Rights of workers
 - ▶ Security & human rights
 - ▶ Vulnerable groups (children, women, human rights defenders, migrant workers, indigenous people)
- ▶ Commitment to just transition and right to environment
- ▶ Commitment to provide remedy to correct negative impact
- ▶ Due diligence updates

In the short and medium term, OMV Petrom's target is to train to all employees on the topic of human rights

We measure

The Sustainability Department at the OMV Petrom Group is responsible at the Group level for the coordination of activities and for reporting our performance on human rights, including awareness-raising and training.

No operations or suppliers were identified to have significant risk for incidents of child labor or considered to have significant risk of forced labor.

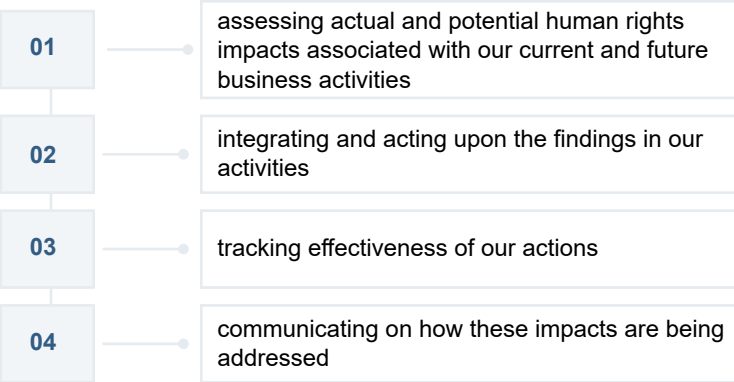
We act

All our social activities embed human rights aspects, and the responsibilities lay with the management of various departments to act and mitigate.

The Sustainability Department is in charge of site implementation of our policy related to human rights impact on communities, while the Procurement Department is in charge of managing human rights issues in the supply chain, HSSE Department is in charge of security-related human rights issues. Concerns related to labor rights are handled by the People & Culture Department

We regard grievance mechanisms as a key tool for preventing and managing adverse impacts on local communities, employees, and other stakeholders. Following the UN Effectiveness Criteria, we aim to address all grievances received, regardless of whether they stem from real or perceived issues and whether the complainant is identified or anonymous.

Following the UN Guiding Principles on Business and Human Rights, our Human Rights Due Diligence Process encompasses the following four steps:



Human Rights

We act



We are committed to a rightsholders' perspective, ensuring that next to business-related risks, actual and potential impact on our stakeholders' rights is professionally assessed and acted upon accordingly. This ongoing due diligence process thus makes use of external resources and expertise and includes external stakeholders, in particular impacted groups.

We check



Regularly, OMV Petrom contracts third-party experts to support in evaluating and mitigating the Company's exposure to human rights risks for our operations as well as for conducting due diligence in the case of new country entry risks.

In 2022, we increased our focus on Human Rights topics within our supply chain.

We train



An e-learning human rights course from MySF platform is provided to all employees with computer access. This training has been updated in 2022 following the revised Human Rights policy and it is mandatory for all employees to complete.

We plan



- ▶ New revised mandatory Human Rights training for all employees starting late 2022, both on- and off-line
- ▶ Inclusion of human rights topics on quarterly meetings with contractors
- ▶ Roll out of an internal communication campaign, in light of the revised group policy, to increase awareness of Human Rights topics

- ▶ Following the deployment of the new e-learning, in Q1/23, a material will be prepared to facilitate face-to-face training for those employees without computer access, for whom this offline training will also be mandatory.

Our key actions



In 2022, we worked specifically on:

- ▶ Revising the Human Rights policy statement
- ▶ Preparing learning tools for mandatory Human Rights topics and launching the new e-learning
- ▶ Starting internal awareness campaign for revised policy in particular and Human Rights topics in general
- ▶ Increasing awareness of Human Rights topics along our supply chain

In 2022 was set up a task force contained of representatives from Compliance, Procurement, HSSE, Sustainability, HR, and Legal and was developed a human rights violations prevention plan for OMV Petrom sites, both with the objective of intensifying human rights management in the business relationships. Some of the measures are the inclusion of human rights in quarterly meetings with contractors, awareness campaigns for our own staff and contractors, and the training of HSSE auditors on human rights.

Results (KPI, other indicators)



2,238 employees from OMV Petrom Group were trained on human rights through our e-learning course, which has also been updated in late-2022 with more extensive and detailed content; out of the total number 632 are women and 1,606 are men. Approximately 859 training hours were provided.

Progress



OMV Petrom's target for 2025 is to offer training to all employees as e-learning for those with computer access and face-to-face for those without computer access.

As an action plan to achieve this target, in 2022 we have launched an online training alongside the revised strategy. For the face-to-face training, materials were finalized by the end of the year and the training for the applicable employees will commence in 2023. A series of continuous communication campaigns to encourage the completion of the training are in due course.

Outlook



To ensure that all OMV Petrom Group employees receive human rights training, we will continue to update our human rights e-learning tool.

- ▶ Enhance internal communications towards own employees in light of revised group policy in order to:
 - ▶ Increase awareness of Human Rights topics in general
 - ▶ Ensure the completion of mandatory training, including dedicated training tools for employees without access to a PC
 - ▶ Empower employees to look out and speak-up in case of alleged violations of Human Rights
- ▶ Increase focus on Human Rights topics along our supply chain by the inclusion of such topics on quarterly meetings with contractors, renewed attention during supplier audits, targeted communications towards contractors (i.e. letters), potential spot-checks.



Leverage

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Innovation & Digitalization

In line with global trends and through an effective combination of our three key enablers: People, Hardware technology and Digitalization, OMV Petrom’s ambition is to become a leader in innovation and digitalization in the energy sector. Our open innovation approach and active collaboration with local and global partners enable us to constantly find and implement unique innovative approaches.

An estimated of EUR 3.7 bn is planned for investments in innovation and new technologies by 2030, including hydrogen, carbon capture

and storage, electro-mobility biofuels and other renewables, and electric vehicle charging. We are actively leveraging digitalization to implement programs that not only reduce carbon footprint and enhance HSSE capabilities, but also upskill our employees and increase overall efficiency.

To achieve our strategic targets, we will continue to explore opportunities to enhance our business potential, to invest in change, and to empower people who value sustainable innovation in their work.

The progress on our promises

2025 targets		2030 targets	Status
Innovation (&Circular Economy)	▶ Implement Enhanced Oil Recovery (EOR) pilots in E&P to increase the recovery factor of our oil fields	EUR 3.7 bn by 2030 investments for low and zero carbon business (such as: biofuels, CC(U)S, low carbon hydrogen, electro-mobility, photovoltaic assets)	Started viscous saltwater injection in the Vața oil field and some wells responded by doubling the rate
	▶ 50 kt 2 nd generation ethanol capacity	▶ Circular Economy – 150 kt/year until 2030 2 nd generation ethanol produced from locally sourced agricultural residues	Developed strong portfolio of projects and initiatives with different phases of implementation
	▶ CCU test in Petrobrazi Refinery	▶ Circular Economy – 450 kt/year until 2030 renewable diesel and sustainable aviation fuel from sustainable feedstock	Preparatory activities for the test in 2024
		▶ Innovation – We plan to invest EUR 2 bn in innovation and new technologies mainly in hydrogen and CC(U)S	New partnerships signed for 4 PV parks with a total capacity of ~450 MW
Digitalization		▶ Operate more than 1 GW of renewable power capacity, including through partnerships	120 charging points for alternative fueled vehicles
		▶ 500 charging points for alternative fueled vehicles	
	▶ Continually run programs to reduce our carbon footprint, to enhance HSSE capabilities and resource efficiency, and to upskill employees		



Innovation & Circular Economy

Innovation & Digitalization

OMV Petrom started to expand its low carbon activities by including new zero and low carbon products and services into the portfolio for which EUR 3.7 bn investments, around 35% of cumulated CAPEX by 2030, are committed.

Our decarbonization plans encompass a wide range of ambitious targets including renewable energy, sustainable fuels, and mobility. In the future, we anticipate investing up to EUR 2 billion (out of the total of EUR 3.7 bn) after the assessment of the technical and commercial viability of new technologies such as Carbon Capture, Utilization or Storage (CCUS) or hydrogen production. Carbon capture and storage is expected to contribute to the achievement of our target of capturing over 2 million tons of carbon dioxide each year by 2030, while hydrogen production will help decarbonize the industrial sector in Romania beyond 2030.

With the development and demonstration of innovative carbon capture and conversion technologies, OMV Petrom is an active partner in an ambitious European project addressing CO₂ emissions from major industrial sectors. 19 partners (companies, Universities, and NGOs) from seven countries participate in the “ConsenCUS” project, which focuses on testing technologies in three industries: cement production, magnesite production, and oil refining. The technologies that will be tested in 2024 at Petrobrazi will capture the CO₂ from flue gases released by the Cogeneration unit, further converting them electrochemically into marketable products.

In order to achieve the strategic goal of installing more than 1 GW of renewable capacity by 2030, a significant project will be carried out in collaboration with Complexul Energetic Oltenia. Four photovoltaic (PV) parks with a combined capacity of about 450 MW will be built by the two companies. The PV parks should begin supplying electricity to the national energy system in 2024, according to current projections. The four parks will enhance Romania's installed solar power capacity by almost 30%.

In 2022 we continued to develop a strong portfolio of **circular economy** projects and initiatives with different phases of implementation:

Bio-Ethanol 2nd Generation

OMV Petrom plans to exceed 15% biofuel from the total fuel production in 2030, with 450 kt/year of sustainable aviation fuel and renewable diesel and 150 kt/year of second-generation ethanol from straws

Sustainable Aviation Fuel (SAF)/ Hydrotreated Vegetable Oil (HVO) production

In Petrobrazi Refinery, the first batch of sustainable aviation fuel was produced by co-processing locally produced rapeseed oil. As such, Petrobrazi is the first ISCC certified refinery in the country to produce SAF and HVO. The SAF volumes produced at the Petrobrazi refinery for commercial flights will help reduce the CO₂ emissions by about 70% compared to the conventional fuel.

Another relevant example of circularity is our **unique public-private partnership** project between private companies, NGOs and 256 educational institutions, named “**Let's Click on Romania**”, where OMV Petrom sponsors 50% of the project. During this initiative, 4,000 computers were refurbished and donated to public schools and NGOs. With this occasion, we avoided the emission of over 576,000 kg of CO₂ which is approximately the CO₂ quantity absorbed by 29,262,600 trees in one day.

Advanced Recovery

OMV Petrom E&P continued to focus its efforts on implementing Advanced Recovery projects to increase the recovery factor of its oil fields and assess the feasibility of their full implementation. By reducing abrasion and corrosion, we aim to extend the lifetime of operational facilities. The OMV Group developed a special polymer lining for tubing that has been patented in 16 countries, including Romania (OMV Petrom), to insert crosslinked polyethylene pipes. Pilot tests were also conducted under different operating conditions on polymer flow lines.

The target for 2025 in E&P division is to increase the recovery factor of our fields with implementation of Enhanced Oil Recovery (EOR) technologies across a variety of fields, one of them is the injection of viscous saltwater.

The viscous saltwater injection started in Vața oil field in May 2022. After six months of injection of viscous saltwater, the first reaction could be observed and some wells responded by doubling the rate.

Innovation & Circular Economy

Innovation & Digitalization

Research and development activities

As Romania's only scientific research center dedicated to the oil industry, ICPT Câmpina continues to provide support and expertise to OMV Petrom - E&P as part of the new value center Business Excellence.

The professionalism and care with which every incoming request is treated here, has been acknowledged also by third-party audits performed by RENAR (Romanian National Accreditation Organism) or by SRAC (Romanian certification body with the largest recognition of the marks and certificates nationwide).

Furthermore, recently the capabilities existing here have been audited by CNCAN (National Commission for Nuclear Activities Control) which recognized the Reservoir Water and Environmental Evaluation laboratory as one of the remarkable laboratories in Romania.

The research activity continued this year with 44 ongoing projects, of which 26 were directly run by our own specialists, in many others ICPT being the main contributor. The topics covered by the research activity included:

- ▶ methods for increasing the oil field recovery factor
- ▶ risk reduction in the exploration and production activities (reviewing the geological age of mechanical cores and/ or sieve samples and correlating with rock samples from outcrops)
- ▶ corrosion mitigation
- ▶ improvement of water treatment performance in the injection processes
- ▶ CCS (Carbon capture and Sequestration) and geothermal domains

The close collaboration with OMV Head Office and the Technology Center & Laboratory Gaenserndorf continued this year, both laboratories being involved in the new area of research represented by CCS or Geothermal projects.



Through our innovation and **circular economy** activities, we support **UN Sustainable Development Goals** related to innovation and climate change.

SDGs	Our approach and actions
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	SDG 9 ▶ target 9.5 - by enhancing scientific research and innovation for upgrading the technological capabilities of our industrial sector
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	SDG 12 ▶ target 12.a - our circular economy initiatives and innovation contribute to strengthening the scientific and technological capacity in the region
13 CLIMATE ACTION 	SDG 13 ▶ target 13.1 - by focusing our innovation activities on decarbonization aimed at increasing economic resilience to climate change in our communities, minimizing the number of potentially affected members of community

Digitalization

Innovation & Digitalization

We continued our digitalization efforts in 2022 aiming to achieve a low carbon future, enhance resource efficiency, enhance HSSE capabilities and upskill our employees.

Our **Digital Motion in R&M** included the following digitalization activities:

01

Low Carbon Future

PBZ CDU predictive heat exchanger cleaning schedule - New digital solution implemented to predict the fouling degree of process heat exchangers. That will improve the accuracy of heat exchangers cleaning schedule, while reducing the heaters fuel gas consumption, minimizing CO₂ emissions and de-bottleneck feed rate constraints. One of the objectives is to contribute to a 4 kt CO₂ reduction until 2026.

PBZ CO2 Emissions monitoring dashboard - Digital solution to replicate the existing calculation and monitoring processes of site CO₂ emissions to support the overall CO₂ footprint reduction efforts, root cause analysis and faster decisional process. This is an enabler for further CO₂ reduction plans.

02

Enhance Resource Efficiency

Electronic Shelf Labels – We started to test electronic labels on OMV Filling stations in Romania, aimed at products with dynamic price changes that can happen multiple times a day to reduce paper waste. In the first 8 months over 500,000 price changes were automated in the pilot and saved ~ 0.3 tons of paper.

Digital archiving and paperless in RO depots – Reduction/ elimination of physical generation (printing) and manually archiving of paper documents in RO depots. Annual project saving: **2.000** packs → 5 tons of paper → 10-12 tons of wood. "A ton of recycled paper saves 17 mature trees from cutting" → we save annually over 80 trees from cutting.

Pricing Tool East – Predictive analytics for price forecasting is currently under testing with a potential of saving 460 hours per year.

Power quantity in our Gas & Power division – the mission was to build a scalable business by automating manual effort with Power quantity management and increase forecast accuracy due to structured data management.

Petrobrazil Digitalization Roadmap for the next 3 years' time horizon. That includes digital initiatives under execution like CO₂ calculation & reporting automation and Energy Balance as well as digital initiatives in idea/ concept phase like Site Wide Energy Management Tool, Digital Gas Detection, Waste Management Digitization and Artificial Intelligence in Process Units (with energy efficiency as part of the overall objective function).

03

Enhance HSSE capabilities

Mobile application for HSSE – mobile/ web-based application which should be used by different groups of employees from R&M division. The application is meant to engage them, encourage safe work practices, and to help us create a safer work environment and reduce workplace incidents.

04

Upskill Employees

OMV Petrom Digital Bootcamp – The Bootcamp is the innovation exercise which correctly frames a challenge, designs and implements the right solutions in a time to market approach, aiming to create value for the customer and for the company. Through our change agent network (70+ employees) we managed to co-create and ideate. Out of the 10 Bootcamps initiated, we have 5 solutions implemented on the market. The other 5 bootcamps helped scale the Design Thinking principles a step further, proving that learning by failure is a must in a constant transformational environment and builds resiliency. Resilience helped the organization develop a growth mindset, adopt the right behaviors and embrace the change.

Car Home – represents the outcome of an Innovation Process (using Design Thinking framework) where we started from a specific customer need (the need to manage car admin duties) and we turned it into a real-life app. The help of our digital community (200+ employees) across the company was crucial in successfully developing the application, that digitalizes the services in OMV and Petrom filling station and offers new features through a user-friendly and customizable interface. Employees contributed with user interviews, user testing capabilities (over 10 working sessions), rapid prototyping and bug tracking (over 300 bugs raised and fixed). In order to monitor and control the app's success we have also developed a set of KPIs like: No of Downloads, No of Active Users, No of Transactions, etc. that will be visible (tracked) starting Q1 2023.

Digitalization

Via our program **DIGITUP in E&P**, we performed a series of digitalization activities:

Enhance Resource Efficiency

OSI PI Deployment

150K tags configured on the server, collecting data from wells: process parameters, pressures, temperatures, flows, artificial lift system information (pumping type, speeds, operating parameters) and from surface facilities: process parameters (levels in separators, product flows, temperatures, pressures, export quality, flows to customers.

Facility Report Digitalization (FReD)

enables paperless process parameter capturing to PI and subsequent automatic data transfer to group wide systems such as PIMMS. In Q1 the pilot phase was completed for 6 facilities in Assets Moldova and Valahia, including the PIMMS integration and electronic signature for digital reports. Q2 rollout started and implemented in 121 facilities in Asset Moldova (complete) and Asset Valahia (3 production sectors). Until end of 2022 we will reach 420 facilities.

PMF Automation

3 use cases deployment allows the usage of new digitally integrated engineering platform, consolidating data from 6 source systems. Current manual workflows were automated.

Best Day

global product reduces manual work and downtime via automated algorithms to assist engineers and is a key contributor to overall goal of achieving +0.5% yearly production. 8,524 wells are deployed in the tool.

At OMV Petrom, we also run interdivisional programs - **CIO & Digital Office**

Upskill Employees:

Reverse mentoring

an interdivisional program that involved managers and digital natives, in a new approach in which mentors were the digital native colleagues and mentees were the managers. The program is aimed at creating a mindset change, foster cross-divisional collaboration and support people embrace new technologies on six aspects: digital proficiency, work automation, reporting, collaboration, productivity and media literacy.

Citizen Development

In 2020, OMV Petrom originated “Digital Democracy”, an upskilling initiative aimed at enabling our workforce (“citizens”) to leverage the benefits of low-code tools such as Microsoft Power Automate and PowerApps. In September 2022, concept and scope have been extended to cover MS Power Platform (“Power Citizens”) & Data Science (“Data Citizens”), with a pilot launched with 4 use cases in OMV Petrom Finance.



PERFORMANCE
IN DETAIL

Economic Performance	98
Social Performance	100
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Economic Performance

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Profit/(loss) before tax	mn.lei	12,056	3,398	1,479	4,277	4,914	
Sales ¹	mn.lei	61,344	26,011	19,717	25,485	22,523	2-6
Total capitalization ²	mn.lei	26,171	28,265	20,590	25,320	16,937	
Quantity of products provided							
Refining & Marketing total refined product sales	kt	5,522	5,339	4,993	5,462	4,987	
thereof: Gasoline	kt	1,389	1,283	1,291	1,310	1,208	
Diesel	kt	2,907	2,789	2,518	2,702	2,494	
Kerosene/Jet fuel	kt	259	164	126	289	275	
Fuel oils & Bitumen	kt	203	315	329	342	267	
thereof: Retail sales volumes ³	kt	3,043	2,944	2,619	2,847	2,743	201-1
Exploration & Production sales volumes	mn. boe	41.72	44.96	50.3	52.1	54.3	
Gas sales Volumes	TWh	46.1	48.94	57	54.8	47.3	
Net electrical output	TWh	5	4,8	4.2	3.4	3.8	
Direct Economic Value Generated ⁴ (DEVG)	mn. lei	63,369	26,355	20,441	26,040	22,898	
Economic Value Distributed ⁵ (EVD)	mn. lei	58,008	25,215	20,941	23,979	19,813	
Economic Value Retained	mn. lei	5,361	1,139	-500	2,061	3,085	
Total proved reserves as of December 31	mn. boe	380	419	473	504	532	
Total hydrocarbon production	mn. boe	43.49	47.21	52.98	55.35	58.30	
of which crude oil and NGL production	mn. boe	20.90	23.05	25.51	26.12	26.78	
of which natural gas production	bn. cm	3.45	3.70	4.21	4.47	4.83	

Starting January 2017, OMV Petrom's Consolidated Income Statement has been restructured in line with industry best practice in order to better reflect the operations of the Group and enhance transparency for the users of the financial statements. For more information, please see OMV Petrom's Investor News published on April 6, 2017, which can be found on the company's website www.omvpetrom.com, section Investors > Investor News.

¹ Sales excluding petroleum products excise tax.

² Calculated based on the closing share price and RON/EUR exchange rate as of the last trading day of the respective year.

³ Retail sales volumes refer to sales via Group's filling stations in Romania, Bulgaria, Serbia, Moldova.

⁴ DEVG = net sales, other operating income and financial revenues (interest income and income from at-equity accounted investments).

⁵ EVD = value distributed to stakeholders (suppliers, governments, capital providers, employees, shareholders, society).

Economic Performance

	Unit	2022	2021	2019	2018	2017	GRI Indicator
Financial Assistance Received from Government							
Tax relief (e.g. reinvested profit)	mn. lei	33	56	35	9	9	201-4
Tax credits (e.g. sponsorships)	mn. lei	244	66	47	81	38	
Other financial benefits	mn. lei	26	17	13	10	8	
Investment grants ⁶	mn. lei	0.3	1	0	0	103	

⁶ Mainly financing contract for the investment in the Combined Cycle Power Plant located at Brazi (based on the date of the agreement).

	Unit	TOTAL 2022 OMV Petrom Group, thereof:	Romania	Bulgaria	Moldavia	Serbia	Kazakhstan
Tax Relief (e.g. reinvested profit)	mn. lei	33	33				
Tax Credits (e.g. sponsorships)	mn. lei	243	243	0	-		-
Other financial benefits	mn. lei	26	14	11		-	
Investment grants	mn. lei	0	0				
TOTAL	mn. lei	303	291	12.00	-	-	-

	Unit	TOTAL 2021 OMV Petrom Group, thereof:	Romania	Bulgaria	Moldavia	Serbia	Kazakhstan
Tax Relief (e.g. reinvested profit)	mn. lei	56	56				
Tax Credits (e.g. sponsorships)	mn. lei	66	66	-	-		-
Other financial benefits	mn. lei	17	16			0	
Investment grants	mn. lei	1	1				
TOTAL	mn. lei	140	138	2	-	0	-

In addition, the Company is entitled to receive from the Romanian State, for the year 2022, an amount of RON 1.166 mn representing compensation for natural gas sales at cap prices to clients allocated to the Company in its capacity of Supplier of Last Resort and for sales at cap prices for electricity, as well as in relation to the subsidies supporting half of the 50 bani/liter voluntary price reduction for the sale of diesel and gasoline in the second half of the year. Out of this, an amount of RON 155 mn was received during the period and an amount of RON 214 mn was offset with other taxes due by the Company.

Social Performance

Workforce Performance

Total number of employees	Unit	2022	2021	2020	2019	2018	GRI Indicator
OMV Petrom Group							
Total number of employees	number	7,742	7,973	10,761	12,347	13,201	2-7
thereof women	number	2,107	2,159	2,586	2,832	2,997	
With ILC, undetermined period, full time	number	7,663	7,878	10,627	12,125	13,044	
thereof women	number	2,079	2,127	2,543	2,764	2,950	
With ILC, undetermined period, part time	number	15	9	6	10	15	
thereof women	number	7	7	4	9	9	
With ILC, determined period, full time	number	63	86	126	210	140	
thereof women	number	21	25	39	58	38	
With ILC, determined period, part time	number	1	0	2	2	2	
thereof women	number	0	0	0	1	0	
Romania							
Total number of employees	number	7,592	7,821	10,262	n.r.	n.r.	2-7
thereof women	number	2,024	2,076	2,430			
With ILC, undetermined period, full time	number	7,522	n.r.	n.r.			
thereof women	number	2,005	n.r.	n.r.			
With ILC, undetermined period, part time	number	15	n.r.	n.r.			
thereof women	number	7	n.r.	n.r.			
With ILC, determined period, full time	number	54	n.r.	n.r.			
thereof women	number	12	n.r.	n.r.			
With ILC, determined period, part time	number	1	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			

The number of employees is calculated for OMV Petrom Group - Romania, Moldova, Bulgaria, Serbia, Kazakhstan (*until May 2021 when we completed the sale of our 100% shareholding in Kom-Munai LLP and Tasbulat Oil Corporation in Kazakhstan).
Workforce indicators: Headcount as per: 31.12.2022.

Social Performance

Workforce Performance

Total number of employees	Unit	2022	2021	2020	2019	2018	GRI Indicator
Bulgaria							
Total number of employees	number	59	55	55			
thereof women	number	32	30	29			
With ILC, undetermined period, full time	number	58	n.r.	n.r.			
thereof women	number	31	n.r.	n.r.			
With ILC, undetermined period, part time	number	0	n.r.	n.r.	n.r.	n.r.	2-7
thereof women	number	0	n.r.	n.r.			
With ILC, determined period, full time	number	1	n.r.	n.r.			
thereof women	number	1	n.r.	n.r.			
With ILC, determined period, part time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			
Moldova							
Total number of employees	number	47	52	56			
thereof women	number	26	28	28			
With ILC, undetermined period, full time	number	43	n.r.	n.r.			
thereof women	number	22	n.r.	n.r.			
With ILC, undetermined period, part time	number	0	n.r.	n.r.	n.r.	n.r.	2-7
thereof women	number	0	n.r.	n.r.			
With ILC, determined period, full time	number	4	n.r.	n.r.			
thereof women	number	4	n.r.	n.r.			
With ILC, determined period, part time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			

The number of employees is calculated for OMV Petrom Group - Romania, Moldova, Bulgaria, Serbia, Kazakhstan (*until May 2021 when we completed the sale of our 100% shareholding in Kom-Munai LLP and Tasbulat Oil Corporation in Kazakhstan).
Workforce indicators: Headcount as per: 31.12.2022.

Social Performance

Workforce Performance

Total number of employees	Unit	2022	2021	2020	2019	2018	GRI Indicator
Serbia							
Total number of employees	number	44	44	44			
thereof women	number	25	25	25			
With ILC, undetermined period, full time	number	40	n.r.	n.r.			
thereof women	number	21	n.r.	n.r.			
With ILC, undetermined period, part time	number	0	n.r.	n.r.	n.r.	n.r.	2-7
thereof women	number	0	n.r.	n.r.			
With ILC, determined period, full time	number	4	n.r.	n.r.			
thereof women	number	4	n.r.	n.r.			
With ILC, determined period, part time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			
Kazakhstan*							
Total number of employees	number	0	0	344			
thereof women	number	0	0	74			
With ILC, undetermined period, full time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			
With ILC, undetermined period, part time	number	0	n.r.	n.r.	n.r.	n.r.	2-7
thereof women	number	0	n.r.	n.r.			
With ILC, determined period, full time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			
With ILC, determined period, part time	number	0	n.r.	n.r.			
thereof women	number	0	n.r.	n.r.			
Total number of contractors	number	111	n.r.	n.r.	n.r.	n.r.	2-8

The number of employees is calculated for OMV Petrom Group - Romania, Moldova, Bulgaria, Serbia, Kazakhstan (*until May 2021 when we completed the sale of our 100% shareholding in Kom-Munai LLP and Tasbulat Oil Corporation in Kazakhstan).
Workforce indicators: Headcount as per: 31.12.2022.

Social Performance

Parental Leave	Unit	2022		2021		2020		2019		2018		GRI Indicator
		women	men	women	men	women	men	women	men	women	men	
Total number of employees that were entitled to parental leave as per 31.12.2022	number	2,107	5,635	2,159	5,814	2,586	8,175	2,832	9,514	2,997	10,204	401-3
Total number of employees that took parental leave during 2022	number	30	15	54	13	47	11	24	12	62	10	
Number of employees who returned to work after parental leave ended	number	40	13	53	17	62	14	57	18	69	16	
Number of employees who returned to work after parental leave ended, who were still employed twelve months after their return to work	number	40	12	46	12	51	12	43	10	60	15	
return to work rate*	%	40	57	43	68	43	56	45	72	42	62	
retention rate*	%	75	71	74	86	89	67	62	63	125	115	
Total number of employees due to return to work after taking parental leave	number	101	23	124	25	143	25	126	25	163	26	

*Due to internal revisions of our reporting procedures, new formulas to calculate Return to work rate and Retention rate are used starting with 2021.

The data provided are only for OMV Petrom Romania.

Return to work rate is calculated as Total number of employees that did return to work after parental leave divided by Total number of employees due to return to work after taking parental leave x 100.

Retention rate is Total number of employees retained 12 months after returning to work following a period of parental leave divided by Total number of employees returning from parental leave in the prior reporting period x 100.

Social Performance

Diversity by Age, Gender and Employee category

The percentage of individuals within the Supervisory Board

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Supervisory Board							
men	%	100	88.9	100	88.9	88.9	405-1
women	%	0	11.1	0	11.1	11.1	
< 30	%	0	0	0	0	0	
30-50	%	33.3	33.3	22.2	22.2	11.1	
> 50	%	66.6	66.6	77.8	77.8	88.9	

The percentage of individuals within the Executive Board

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Executive Board							
men	%	60	60	60	60	80	405-1
women	%	40	40	40	40	20	
<30	%	0	0	0	0	0	
30-50	%	40	40	60	80	80	
> 50	%	60	60	40	20	20	

Social Performance

Diversity by Age, Gender and Employee category

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Top Management							
women	%	0.52	0.56	0.54	0.39	0.47	405-1
men	%	0.35	0.4	0.29	0.26	0.21	
<30	%	0	0	0	n.r.	n.r.	
30-50	%	74.19	68.57	68.42	n.r.	n.r.	
>50	%	25.81	31.43	31.58	n.r.	n.r.	
Middle management							
women	%	4.51	5.33	4.95	4.7	4.37	405-1
men	%	3.00	3.56	2.7	2.46	2.48	
<30	%	0.38	0.31	0.29	n.r.	n.r.	
between 30-50	%	64.0	60.87	55.87	n.r.	n.r.	
>50	%	35.6	38.82	43.84	n.r.	n.r.	
Lower Management							
women	%	1.71	1.62	1.01	0.81	1.4	405-1
men	%	2.80	2.94	2.61	2.19	2.51	
<30	%	0	0.97	1.26	n.r.	n.r.	
30-50	%	33.5	32.52	32.22	n.r.	n.r.	
>50	%	66.5	66.51	66.53	n.r.	n.r.	
Operative Staff							
women	%	93.2	92.5	93.5	94.1	93.76	405-1
men	%	93.8	93.1	94.4	95.09	94.1	
<30	%	3.90	3.78	3.28	n.r.	n.r.	
30-50	%	41.2	45.9	42.45	n.r.	n.r.	
>50	%	54.9	50.32	54.28	n.r.	n.r.	

The percentage is calculated by reference to the total number of women / men.

Social Performance

Average hours of training per year per employee, by gender and employee category

		2022	2021	2020	GRI Indicator
Participants	number	7,798	7,068	9,247	
Total training hours for all employees	hours	213,464.07	110,887	135,285	404-1
thereof male	hours	168,247.96	77,020	102,228	
thereof female	hours	45,216.11	33,867	33,056	
Average hours of training per employees	hours	27.57	14.00	12.60	
thereof male	hours	29.86	13.00	12.50	
thereof female	hours	21.46	16.00	12.80	
Split by employee Category		Total hours	Total hours	Total hours	
Advanced		5,845.28	2,366	2,763	404-1
Core		21,525.98	12,388	12,180	
Entry		44,082.67	33,214	27,120	
Executives		484.80	226	297	
Primary		43,723.33	26,195	29,035	
Technician		97,802.01	36,466	63,611	
Other		0	32	275	
Total Hours		213,464.07	110,887	135,285	

Social Performance

Ratio of remuneration of women to men by employment category at Group level

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Employees with ILC, undetermined period, full time	Ratio	1.10	1.14	1.25	1.3	1.29	405-2
Employees with ILC, determined period, full time	Ratio	0.31	0.41	0.39	0.39	0.40	
Employees under 30 years old	Ratio	0.98	1.37	1.27	1.21	1.18	
Employees between 30-50 years old	Ratio	1.15	1.19	1.39	1.35	1.49	
Employees over 50 years old	Ratio	1.02	1.01	1.05	1.26	1.06	

Ratio of basic salary of women to men by employment category at Group level

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Employees with ILC, undetermined period, full time	Ratio	1.15	1.16	1.23	1.27	1.21	405-2
Employees with ILC, determined period, full time	Ratio	0.30	0.41	0.45	0.49	0.40	
Employees under 30 years old	Ratio	1.11	1.29	1.21	1.20	1.18	
Employees between 30-50 years old	Ratio	1.25	1.22	1.38	1.46	1.49	
Employees over 50 years old	Ratio	1.01	1.05	1.08	1.23	1.06	

Ratio of remuneration of women to men by employment category (Romania)

	Unit	2022	2021	2020	GRI Indicator
Employees with ILC, undetermined period, full time	Ratio	1.11	1.20	1.25	405-2
Employees with ILC, determined period, full time	Ratio	0.41	0.43	0.27	
Employees under 30 years old	Ratio	0.98	1.30	1.33	
Employees between 30-50 years old	Ratio	1.15	1.33	1.42	
Employees over 50 years old	Ratio	1.02	1.01	1.04	

Ratio of basic salary of women to men by employment category (Romania)

	Unit	2022	2021	2020	GRI Indicator
Employees with ILC, undetermined period, full time	Ratio	1.16	1.20	1.24	405-2
Employees with ILC, determined period, full time	Ratio	0.39	0.45	0.36	
Employees under 30 years old	Ratio	1.11	1.26	1.29	
Employees between 30-50 years old	Ratio	1.25	1.34	1.40	
Employees over 50 years old	Ratio	1.01	1.04	1.08	

Ratio of the basic salary and remuneration of women to men for each employee category is calculated as ratio of average base gross salary or remuneration of defined category between woman and men (where average base gross salary or remuneration = sum of total base gross salary or remuneration divided by w/m headcount).

Social Performance

New employee hired by age group and gender

		number of employees					from which, women					
Age Group	Unit	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018	GRI Indicator
Total OMV Petrom Group												
	number	243	164	130	320	329	94	49	43	114	114	401-1
	rate	3.14	2.06	1.20	2.60	2.50	4.46	2.27	1.66	4.02	3.80	
Romania												
		219	139	107								401-1
<30	number	57	59	49	n.r.	n.r.	23	15	13	n.r.	n.r.	
	rate	26.03	42.45	48.80	n.r.	n.r.	28.75	38.46	12.14	n.r.	n.r.	
30-50	number	135	74	51	n.r.	n.r.	47	23	22	n.r.	n.r.	
	rate	61.64	53.24	47.66	n.r.	n.r.	58.75	58.97	20.56	n.r.	n.r.	
>50	number	27	6	7	n.r.	n.r.	10	1	1	n.r.	n.r.	
	rate	12.33	4.32	6.54	n.r.	n.r.	12.50	2.56	0.93	n.r.	n.r.	
Bulgaria												
		9	5	3								401-1
<30	number	0	0	1	n.r.	n.r.	0	0	0	n.r.	n.r.	
	rate	0.00	0.00	33.33	n.r.	n.r.	0.00	0.00	0.00	n.r.	n.r.	
30-50	number	9	5	2	n.r.	n.r.	6	4	0	n.r.	n.r.	
	rate	100.00	100.00	66.67	n.r.	n.r.	100.00	100.00	0.00	n.r.	n.r.	
>50	number	0	0	0	n.r.	n.r.	0	0	0	n.r.	n.r.	
	rate	0.00	0.00	0.00	n.r.	n.r.	0.00	0.00	0.00	n.r.	n.r.	
Kazakhstan												
		0	7	12								401-1
<30	number	0	4	3	n.r.	n.r.	0	0	0	n.r.	n.r.	
	rate	0.00	57.14	25.00	n.r.	n.r.	0.00	0.00	0.00	n.r.	n.r.	
30-50	number	0	3	7	n.r.	n.r.	0	1	3	n.r.	n.r.	
	rate	0.00	42.86	58.33	n.r.	n.r.	0.00	100.00	25.00	n.r.	n.r.	
>50	number	0	0	2	n.r.	n.r.	0	0	1	n.r.	n.r.	
	rate	0.00	0.00	16.67	n.r.	n.r.	0.00	0.00	8.33	n.r.	n.r.	

Social Performance

New employee hired by age group and gender

number of employees

Age Group	Unit	2022	2021	2020	2019	2018
Moldova		4	6	3		
<30	number	1	4	2	n.r.	n.r.
	rate	25.00	66.67	66.67	n.r.	n.r.
30-50	number	3	2	1	n.r.	n.r.
	rate	75.00	33.3	33.33	n.r.	n.r.
>50	number	0	0	0	n.r.	n.r.
	rate	0.00	0.00	0.00	n.r.	n.r.
Serbia		11	7	5		
<30	number	5	0	0	n.r.	n.r.
	rate	45.45	0.00	0.00	n.r.	n.r.
30-50	number	5	7	5	n.r.	n.r.
	rate	45.45	100.00	100.00	n.r.	n.r.
>50	number	1	0	0	n.r.	n.r.
	rate	9.09	0.00	0.00	n.r.	n.r.

from which, women

	2022	2021	2020	2019	2018	GRI Indicator
	1	2	1	n.r.	n.r.	
	50.00	100.00	33.33	n.r.	n.r.	
	1	0	0	n.r.	n.r.	401-1
	50.00	0.00	0.00	n.r.	n.r.	
	0	0	0	n.r.	n.r.	
	0.00	0.00	0.00	n.r.	n.r.	
	2	0	0	n.r.	n.r.	
	33.33	0.00	0.00	n.r.	n.r.	
	3	3	2	n.r.	n.r.	401-1
	50.00	100.00	40.00	n.r.	n.r.	
	0	0	0	n.r.	n.r.	
	0.00	0.00	0.00	n.r.	n.r.	

Social Performance

Employee turnover by age group and gender

number of employees							from which, women					
Age Group	Unit	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018	GRI Indicator
Total Group												
	number	474	2,952	1,716	1,714	918	146	476	284	280	225	401-1
	rate	6.12	37.02	15.95	9.5	6.95	6.93	22.05	11.00	9.88	7.50	
Romania		448	2,580	1,681								
<30	number	25	18	19	n.r.	n.r.	3	5	5	n.r.	n.r.	401-1
	rate	5.58	0.70	1.13	n.r.	n.r.	2.27	1.27	0.30	n.r.	n.r.	
30-50	number	136	834	431	n.r.	n.r.	62	99	54	n.r.	n.r.	
	rate	30.36	32.33	25.64	n.r.	n.r.	46.97	25.19	3.21	n.r.	n.r.	
>50	number	287	1,728	1,231	n.r.	n.r.	67	289	210	n.r.	n.r.	
	rate	64.06	66.98	73.23	n.r.	n.r.	50.76	73.54	12.49	n.r.	n.r.	
Bulgaria		5	5	5								
<30	number	0	2	0	n.r.	n.r.	0	1	0	n.r.	n.r.	401-1
	rate	0.00	40.00	0.00	n.r.	n.r.	0.00	33.33	0.00	n.r.	n.r.	
30-50	number	3	2	5	n.r.	n.r.	2	1	3	n.r.	n.r.	
	rate	60.00	40.00	100.00	n.r.	n.r.	50.00	33.33	60.00	n.r.	n.r.	
>50	number	2	1	0	n.r.	n.r.	2	1	0	n.r.	n.r.	
	rate	40.00	20.00	0.00	n.r.	n.r.	50.00	33.33	0.00	n.r.	n.r.	
Kazakhstan		0	351	23								
<30	number	0	30	4	n.r.	n.r.	0	11	2	n.r.	n.r.	401-1
	rate	0.00	8.55	17.39	n.r.	n.r.	0.00	14.67	8.69	n.r.	n.r.	
30-50	number	0	254	17	n.r.	n.r.	0	51	6	n.r.	n.r.	
	rate	0.00	72.36	73.92	n.r.	n.r.	0.00	68.00	26.08	n.r.	n.r.	
>50	number	0	67	2	n.r.	n.r.	0	13	1	n.r.	n.r.	
	rate	0.00	19.09	8.69	n.r.	n.r.	0.00	17.33	4.35	n.r.	n.r.	

Social Performance

Employee turnover by age group and gender

number of employees							from which, women					
Age Group	Unit	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018	GRI Indicator
Moldova		9	10	5								
<30	number	3	5	2	n.r.	n.r.	1	2	1	n.r.	n.r.	401-1
	rate	3.33	50.00	40.00	n.r.	n.r.	25.00	100.00	20.00	n.r.	n.r.	
30-50	number	6	5	1	n.r.	n.r.	3	0	0.00	n.r.	n.r.	
	rate	66.67	50.00	20.00	n.r.	n.r.	75.00	0.00	0	n.r.	n.r.	
>50	number	0	0	2	n.r.	n.r.	0	0	0.00	n.r.	n.r.	
	rate	0.00	50.00	40.00	n.r.	n.r.	0.00	0.00	0	n.r.	n.r.	
Serbia		12	6	2								
<30	number	0	1	0	n.r.	n.r.	0	1	0	n.r.	n.r.	401-1
	rate	0.00	16.67	0.00	n.r.	n.r.	0.00	33.33	0.00	n.r.	n.r.	
30-50	number	12	5	1	n.r.	n.r.	6	2	1	n.r.	n.r.	
	rate	100.00	83.30	50.00	n.r.	n.r.	100.00	66.67	50.00	n.r.	n.r.	
>50	number	0	0	1	n.r.	n.r.	0	0	1	n.r.	n.r.	
	rate	0.00	0.00	50.00	n.r.	n.r.	0.00	0.00	50.00	n.r.	n.r.	

Rate is calculated taking in consideration the number of employees from each country. Same for women's rate.

Proportion of senior management hired from the local community (significant locations of operation**)

	2022	GRI Indicator
Romania		
Senior Management* hired	9	202-2
Senior Management* there of local Nationality	6	
Senior Management* hired with local Nationality in %	67%	

*Senior Management = Career Level 2.0: Executives (OMV Petrom Group Board Members, OMV Petrom Vice Presidents) & Advanced (VP, GM & Head of Department)

**Significant location of operation are countries with more than 500 employees

Social Performance

Standard benefits for full-time employees*

	2022	2021	2020	Significant location of operation/Beneficiaries	Motivation	GRI Indicator
Benefit						
Holiday Leave	yes	yes	yes	minimum 21 working days plus 1 to 9 days depending on length of service	Attraction/ CLA	401-2
Vacation leave indemnity	yes	yes	yes	All employees with special calculation of the indemnity corresponding to the vacation leave days	Attraction/ CLA	
Subsidies for holiday and treatment	yes	yes	yes	All employees	Attraction/ CLA/ parity committee	
Retirement bonus	yes	yes		All employees depending on the lenght of service	Attraction/ CLA/ parity committee	
Kindergarten subsidy	yes	yes	yes	All employees with kids enrolled in kindergarten	Attraction/ parity committee	
Relocation indemnity	yes	yes	yes	All employees that are relocated from the current working point to another working point (over 60 Km far away), without daily commuting possibilities	Attraction / safety/retention/ standard	
Commuting support	yes	yes	yes	Rembuisement of travel expenses for employees who is not resident or domiciled in the locality in which the workplace is located	Attraction / safety/retention/ standard	
Health insurance care	yes	yes	yes	Private health insurance for employees and optional to their family members	Health protection	
Parental leave	yes	yes	yes	All employees	Gender equality	
Reimbursement of home transport	yes	yes	yes	Employees having domicile/ residence for over 10 Km further than the working point without shuttle transportation possibilities	Attraction/ CLA	
Meal tickets	yes	yes	yes	All employees	Attraction/ CLA	

*These key benefits are the same for all locations of operations in the OMV Petrom S.A (Romania)

Social Performance

The percentage of total employees, by gender and by employee category, who received a regular performance and career development review

	Unit	2022	2021	2020	2019	2018	GRI Indicator
% of members of the organization who received performance review	%	59.72	55.26	46.94	48.21	43.47	404-3
% of women who received performance review	%	86.20	82.66	75.72	77.38	71.40	
% of employees with ILC, undetermined period, full time, who received performance review	%	59.43	54.98	46.29	47.34	43.14	
% of women, with ILC, undetermined period, full time, who received performance review	%	86.06	82.49	75.30	76.81	71.19	
% of employees with ILC, determined period, full time, who received performance review	%	100.00	77.91	99.21	81.90	74.29	
% of women, with ILC, determined period, full time, who received performance review	%	100.00	92.00	100.00	90.67	92.11	

Indicators	Calculation Criteria
% of members of the organization who received performance review	= number of members who received performance review divided to total members of organization
% of women who received performance review	= number of women who received performance review divided to total women of organization
% of employees with ILC, undetermined period, full time, who received performance review	= number of employees with ILC, undetermined period, full time who received performance review divided to total number of employees with ILC, undetermined period, full time
% of women, with ILC, undetermined period, full time, who received performance review	= number of women with ILC, undetermined period, full time who received performance review divided to total number of women, undetermined period, full time from organization
% of employees with ILC, determined period, full time, who received performance review	= number of employees with ILC, determined period, full time who received performance review divided to total number of employees with ILC, determined period, full time
% of women, with ILC, determined period, full time, who received performance review	= number of women with ILC, determined period, full time, who received performance review divided to total number of women, determined period, full time from organization

Social Performance

Number of incidents of non-compliance with regulations and voluntary codes

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	number	2	0	0	0	0	417-2
Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	number	1	0	0	0	0	417-3
a) Total number of significant* instances of non-compliance with laws and regulations:	number	9					
instances for which fines were incurred	number	1					
instances for which non-monetary sanctions were incurred**	number	8					
b) Total number of fines of noncompliance with laws and regulations that were paid during the reporting period	number	267					
number of fines of non-compliance with laws and regulations that occurred in the current reporting period	number	267					
number of fines of non-compliance with laws and regulations that occurred in previous reporting periods	number	N/A					2-27
c) Total monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period:	EUR	222,563					
fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	EUR	222,563					
fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	EUR	N/A					

* Fines above EUR 10,000 and paid in 2022 reported as significant. For instances of non-compliance that had a non-monetary penalty, no threshold for significance has been set and all are reported. Most of the instances of non-compliance were related to failure to comply with the measures regarding Consumer Protection in Romania and Bulgaria.

** Included in this number is a case in Romania, despite the case being under appeal. In 2016, a child drowned in a pit filled with oil from an extraction well, which was not fenced. The decision is not final and OMV Petrom S.A. is appealing the decision. Therefore, while the case is included in the total number of incidents of non-compliance in order to be transparent about the impact of the case, it is not included in the sum of the fines.

Social Performance

Frequency of training sessions on Code of Business Ethics

	Unit	Frequency of training sessions	2022	2021	2020	2019	2018	GRI Indicator
Category to whom document is applicable								
Employees on managerial levels in OMV Petrom SA	number	Every 3-year	292	252	222	153	226	205-2
EB and SB members	number	Every 3-year	0	3	0	0	n.r.	
Employees from OMV Petrom SA and subsidiaries	number	By request (F2F/virtual)	0	42	115	187	n.r.	
	number	Online	0	4,100	2,442	4,762	n.r.	

Mechanisms for seeking advice and raising concerns

	Stakeholders for which the service is available	Availability of the service [no, hours/day]	Availability of the service [no, days/week]	The language in which the service is available	GRI Indicator
Type of counseling services					
Advice via direct contact with the Corporate Compliance Office or representatives of the Compliance Department	Internal	Working hours (8,5 from Monday to Thursday; 6 hours on Friday)	Monday to Friday	Romanian; English	2-26
Advice via dedicated e-mail address or dedicated telephone line	Internal & External	24 hours	7 days	Romanian; English	
Advice via the new "Integrity Platform"	Internal & External	24 hours	7 days	Romanian; English	

Social Performance

Total number of requests for advice, including the percentage of requests that were answered during the reporting period

Unit	Type of request	Description of the type of request	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018
			Number of requests					Number of requests that were answered				
Advice	number	Conflict of interests	124	73	116	96	87	124	73	116	96	87
		Business ethics-related clauses in contracts with third parties										
		Gifts and invitations										
		Sanctions and embargo										

Social investments in local communities

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Cash	mn EUR	40.00	10.75	6.30	13.50	2.50	203-1
In kind	EUR	130,315	114,306	167,052	266,959	4,289,491	
Volunteering hours	hours	6,035	3,240	800	6,650	n.r.	

Social Performance

Occupational Safety	unit	2022	2021	2020	2019	2018	GRI Indicator
Occupational safety - employees							
Fatalities	number	0	0	0	0	1	403-9
Fatalities rate	per 100 mn hours worked	0.00	0.00	0.00	0.00	3.99	
Number of hours worked	hours (thousand)	15,172	16,970	21,998	23,886	25,084	
Lost-Time Injury rate (LTIR)	per 1 mn hours worked	0.20	0.18	0.14	0.63	0.20	
High-consequence work-related injuries ¹	number	1	0	0	2	1	
High-consequence work-related injuries ¹	per 1 mn hours worked	0.07	0.00	0.00	0.08	0.04	
Lost workday injuries	number	3	3	3	15	4	
Lost work days (Calendar days)	number	319	215	196	1,052	256	
Total recordable injuries ²	number	4	7	8	31	20	
Total Recordable Injury Rate (TRIR) ³	per 1 mn hours worked	0.26	0.41	0.36	1.30	0.80	
The main types of work-related injury for employees		Caught In, Under or Between (excl. dropped object), Cut, Falls from height, Explosions	Slips and Trips (at the same height)	Slips and Trips (at the same height) Falls from height Caught In, Under or Between (excl. dropped object)	Contact/Bit/Cut/Hit by Struck by Slips and Trips (at the same height)	Contact/Bit/Cut/Hit by Stepping, Handling, Manual lifting Struck by	
Commuting LTIs (LTI = FAT + LWDI) - organized by company (acc to GRI defintion)	number	1	0	0	n.r.	n.r.	403-9
Commuting LTIs (LTI = FAT + LWDI) - acc to OMV Group Terms & Definitions	number	4	1	0	n.r.	n.r.	

Social Performance

Occupational Safety	Unit	2022	2021	2020	2019	2018	GRI Indicator
Occupational safety - contractors							
Fatalities	number	0	2	0	0	2	403-9
Fatalities rate	per 100mn hours worked	0.00	4.56	0.00	0.00	4.09	
Number of hours worked	hours (thousand)	43,019	43,857	42,764	46,352	48,928	
Lost-Time Injury rate (LTIR)	per 1 mn hours worked	0.26	0.32	0.16	0.15	0.29	
High-consequence work-related injuries ¹	number	2	0	1	1	1	
High-consequence work-related injuries ¹	per 1 mn hours worked	0.05	0.00	0.02	0.02	0.02	
Lost workday injuries	number	11	12	7	7	12	
Lost work days (Calendar days)	number	720	572	496	291	967	
Total recordable injuries ²	number	18	25	11	17	23	
Total Recordable Injury Rate (TRIR) ³	per 1 mn hours worked	0.42	0.57	0.26	0.37	0.47	
The main types of work-related injury for employees		Slips and Trips (at the same height), Struck By (excl. dropped object)	Falls from hight Assault, Robbery, Violent Act	Slips and Trips (at the same height) Falls from hight Dropped objects	Contact/Bit/Cut/Hit by Struck by Slips and trips (at the same height)	Contact/Bit/Cut/Hit by Caught in, under, between	
Commuting LTIs (LTI = FAT + LWDI) - organized by OMV Petrom company (acc to GRI defintion)	number	0	0	0	n.r.	n.r.	403-9
Commuting LTIs (LTI = FAT + LWDI) - acc to OMV Group Terms & Definitions	number	5	2	5	n.r.	n.r.	

Social Performance

Occupational Safety	Unit	2022	2021	2020	2019	2018	GRI Indicator
Occupational safety - employees and contractors							
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.24	0.28	0.15	0.31	0.26	403-9
Total Recordable Injury Rate (TRIR) ³	per 1 mn hours worked	0.38	0.53	0.29	0.68	0.58	

DISCLAIMER: all the figures throughout this file refer to OMV Petrom Group; worked hours are expressed in thousands and rounded to closest integer value, so minor differences may result upon reconciliation. According to International Oil& Gas standards (IOGP, CONCAVE) and OMV Group definitions, commuting injuries are not included in the rates presented into safety performance table. According to GRI definition, rate should include injuries as a result of commuting incidents only where the transport has been organized by the organization; OMV Petrom Group did not record in 2020 and 2021 any commuting incidents organized by the organization.

¹ Lost-time injuries that resulted in 180 (or more) lost workdays or permanent total disabilities.

² Corresponds to (GRI 403-9:2018-a-ii: Recordable work-related injuries) - Work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

³ Corresponds to (GRI 403-9:2018-a-iii: Recordable work-related injuries) - Work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid.

Process Safety Events

	2022			2021			2020			2019			2018		
	Tier 1	Tier 2	Total Country	Tier 1	Tier 2	Total Country	Tier 1	Tier 2	Total Country	Tier 1	Tier 2	Total Country	Tier 1	Tier 2	Total Country
Romania	2	1	3	1	6	7	1	3	4	2	3	5	1	6	7
Moldavia	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
Bulgaria	0	0	0	0	1	1	1	0	1	1	1	2	0	0	0
Republic of Serbia	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Kazakhstan	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Total company	3			8			7			7			9		

Environmental Performance

Energy	Unit	2022	2021	2020	2019	2018	GRI Indicator
Energy consumption ¹	PJ	44.3	44.77*	43.90	43.10	45.10	302-1
Fuel consumption within the organization	PJ	60.20	60.35	57.15	n.r.	n.r.	
Electricity consumption ²	PJ	1.28	1.06*	1.18	n.r.	n.r.	
Heating, cooling and steam consumption ²	TJ	70.64	103.2	100.3	n.r.	n.r.	
Electricity sold ³	PJ	17.9	16.6	14.2	n.r.	n.r.	

* Energy consumption and Electricity consumption data for 2021 has been restated due to a calculation error.

¹ Refers to the total energy used for operations based on site calculations with specific data and methodology.

² Includes only electricity/ heating/ cooling/ steam purchased and consumed. Electricity/ heating/ cooling/ steam/ consumed from own generation is included in fuel consumption.

³ Electricity sold internally is excluded

n.r. = not reported

Energy consumption outside the organization	Unit	2022	2021	2020	2019	2018	GRI Indicator
Total energy sold ¹	PJ	380.9	365	391.7	411.6	367.9	302-2
thereof from non-renewable sources	PJ	372.4	356.8	384.2	403.8	362.1	
thereof fuels sold ²	PJ	326.3	331.4	356.8	373.2	331.4	
thereof electricity sold ³	PJ	46.1	25.5	27.4	30.6	30.7	
thereof heating sold	PJ	0	0	0	0	0	
thereof cooling sold	PJ	0	0	0	0	0	
thereof steam sold	PJ	0	0	0	0	0	
thereof from renewable sources	PJ	8.4	8.1	7.5	7.9	5.8	

¹ Total Energy supply (energy content of energy supply products).

² Oil & gas to energy

³ Power - electricity

Environmental Performance

Emissions	Unit	2022	2021	2020	2019	2018	GRI Indicator
GHG Emissions							
GHG (direct, scope 1) ¹	mn t CO ₂ eq	3.93	4.04	4.18	4.42	4.55	305-1
of which from E&P	mn t CO ₂ eq	1.02	1.22	1.58	2.09	2.16	
of which from R&M, G&P	mn t CO ₂ eq	2.91	2.82	2.60	2.34	2.39	
CO ₂	mn t	3.67	3.64	3.54	3.40	3.61	
N ₂ O	t	18	19	20	21	24	
CH ₄	t	9,950	15,909	25,384	40,286	37,361	305-2
GHG (indirect, scope 2) ²	mn t CO ₂ eq	0.088	0.072*	0.094	0.045	0.080	
GHG (indirect, scope 3) ³	mn t CO ₂ eq	23.03	23.33	24.74	26.06	23.24	305-3
Other air emissions							
SO ₂	t	926	589	614	613	572	305-7
NO _x	t	3,035	2,915	3,054	3,211	3,584	
Non-methane-volatile organic compounds (NM-VOC)	t	4,766	3,114	3,586	5,080	5,364	
Particulate emissions	t	64	64	62	64	59	

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

² Scope 2 refers to indirect emissions resulted from 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.
 * Scope 2 emissions data for 2021 has been restated due to a calculation error.

³ Scope 3 refers to other indirect emissions that occur outside the organization, including E&P, R&M, G&P emissions. We use emission factors from different sources, e.g., IPCC, Plastics Europe, 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.

Flaring and Venting	Unit	2022	2021	2020	2019	2018	GRI Indicator
Hydrocarbons flared	t	19,218	21,379	16,933	27,627	39,226	305-1
Hydrocarbons vented	t	12,000	16,195	26,368	42,506	39,405	

Environmental Performance

GHG intensity of OMV Petrom operations

	Unit	2022	2021	2020	2019	2018	GRI Indicator
GHG Intensity E&P	t CO ₂ eq/toe	0.168	0.186	0.214	0.270	0.266	305-4
GHG Intensity Petrobrazil Refinery ¹	t CO ₂ eq/t throughput	0.246	0.234	0.246	0.247	0.254	
GHG Intensity CCPP ¹	t CO ₂ eq/MWh	0.353	0.355	0.359	0.361	0.356	
Carbon Intensity Index of OMV Petrom ²	% (vs. previous year)	-1.4	-5.6	-4.2	0.5	6.7	

¹ CO₂ verified emissions

² CO₂eq emissions associated with a certain business output using the following measurement units: E&P: t CO₂eq/toe, Petrobrazil Refinery: t CO₂eq/t throughput, CCPP: t CO₂eq/MWh, consolidated into a Carbon Intensity Index of OMV Petrom operations, based on weighted average of the business segments' carbon intensity.

Water and wastewater

	Unit	2022	2021	2020	2019	2018	GRI Indicator
Water withdrawal							
Water withdrawn ^{1,2}	megalitres	53,161	56,347	59,362	17,930	18,290	303-3
thereof groundwater	megalitres	4,540	5,348	5,700	5,780	5,190	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megalitres	4,540	5,250	5,438	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megalitres	0	98	262	n.r.	n.r.	
thereof surface water	megalitres	10,694	10,568	11,360	11,050	11,840	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megalitres	10,694	10,568	11,360	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megalitres	0	0	0	n.r.	n.r.	
thereof from public supply systems	megalitres	992	961	851	1,100	1,260	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megalitres	992	961	851	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megalitres	0	0	0	n.r.	n.r.	
thereof seawater	megalitres	7	10	8	n.r.	n.r.	
thereof produced water	megalitres	36,928	39,460	41,443	n.r.	n.r.	

Environmental Performance

Water and wastewater	Unit	2022	2021	2020	2019	2018	GRI Indicator
Water withdrawn by source from all areas with water stress³	megaliters		191	510	n.r.	n.r.	
thereof groundwater	megaliters	0	98	262	n.r.	n.r.	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	0	0	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	98	262	n.r.	n.r.	
thereof surface water	megaliters	0	0	0	n.r.	n.r.	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	0	0	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	0	0	n.r.	n.r.	303-3
thereof from public supply systems	megaliters	0	18	49	n.r.	n.r.	
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	18	49	n.r.	n.r.	
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	0	0	n.r.	n.r.	
thereof seawater	megaliters	0	0	0	n.r.	n.r.	
thereof produced water	megaliters	0	75	199	n.r.	n.r.	
Water consumed ^{1,4}	megaliters	44,169	46,332	49,632	n.r.	n.r.	
Total water consumed from all areas with water stress ³	megaliters	0	187	322	n.r.	n.r.	303-5
Water recycled and reused	megaliters	310,305	313,206	311,797	n.r.	n.r.	

Environmental Performance

Water and wastewater

Wastewater discharged

Total water discharged to all areas by destination	megaliters	8,992	10,015	9,730	n.r.	n.r.	303-4
thereof Surface water	megaliters	8,302	9,110	9,038	n.r.	n.r.	
thereof Groundwater	megaliters	0	0	0	n.r.	n.r.	
thereof Seawater	megaliters	10	8	8	n.r.	n.r.	
thereof Third-party water	megaliters	680	897	684	n.r.	n.r.	
Total water discharge to all areas with water stress ³	megaliters	0	4	11	n.r.	n.r.	
Water discharged - quality							
Hydrocarbons (oil) discharged	t	1	3	12	6	8	

¹ Excluding water withdrawn for once-through use that is not applicable in OMV Petrom.

² Produced water included according to GRI 303/2018 effective for reports after 1 January 2021.

³ Applies to Kazakhstan.

⁴ The change in the reported figure for OMV Petrom's water consumption 2020 (from 27,649 megalitres to 49,632 megalitres) is due to the fact the formula was affected by a reporting system error in Sinergy (updated post - reporting period).

Freshwater Withdrawal Intensity of OMV Petrom operations

	Unit	2022	2021	2020	2019	2018
Freshwater Withdrawal Intensity E&P	cbm/toe	0.62	0.67	0.57	0.61	0.66
Freshwater Withdrawal Intensity R&M ¹	cbm/t throughput	1.74	1.71	2.16	2.10	2.26
Freshwater Withdrawal Intensity Power Plants	cbm/MWh	0.92	0.92	0.98	1.02	0.97
Freshwater Withdrawal Intensity Index of OMV Petrom ²	%	-1.02	-6.54	-0.2	-4.7	+11.5

¹ Not including Power Plants.

² Weighted average of Freshwater Withdrawal Intensity variations from business divisions.

Environmental Performance

Waste	Unit	2022	2021	2020	2019	2018	GRI Indicator
Total waste¹	t	665,423	605,172	537,855	527,928	430,431	306-3
thereof non-hazardous waste	t	382,817	272,015	158,000	233,815	186,643	306-4
thereof non-hazardous waste to landfill	t	71,310	34,718	49,599	81,666	36,656	
thereof non-hazardous waste for recovery ²	t	311,432	230,395	97,740	124,580	132,540	
thereof non-hazardous waste for incineration	t	72	969	210	23,810	678	
thereof non-hazardous waste for other disposal options	t	3,385	5,933	10,450	3,755	16,769	
thereof hazardous waste	t	282,603	333,157	379,855	294,113	243,788	
thereof hazardous waste to landfill	t	5,683	4,302	6,831	48,832	51,970	
thereof hazardous waste for recovery ²	t	200,635	269,543	314,964	158,543	64,538	
thereof hazardous waste for incineration	t	11,154	11,656	13,786	892	2,393	
thereof hazardous waste for other disposal options	t	65,131	47,656	44,274	85,846	124,887	
Waste directed to disposal	t	153,354	105,235	125,150	244,805	233,353	
Waste diverted from disposal (recovered)	t	512,067	499,937	412,705	283,123	197,078	
Waste recovery ² rate	%	77	83	77	53	46	

¹ Total waste amount including those from one-time projects.

² Recovery means operations that divert waste from being sent to disposal, such as preparation for reuse, recycling or other recovery operations.

Spills	Unit	2022	2021	2020	2019	2018	GRI Indicator
Spills	number	2,196	2,142	2,267	2,012	2,164	306-3
of which major (i.e. severity level 3 to 5)	number	1	2	0	1	2	306-3
of which minor (i.e. severity level below 3)	number	2,195	2,140	2,267	2,011	2,162	
Spills Volume	litre	224,206	48,761	31,908	54,195	35,442	

Environmental Performance

Environmental protection expenditure ¹	Unit	2022	2021	2020	2019	2018
Environmental protection expenditure, excluding depreciation	mn EUR	317.43	103.93	70.48	124.29	96.87
Environmental investments for assets put into operation	mn EUR	30.01	28.59	36.26	45.82	59.43

¹When reporting Environmental protection expenditure, OMV Petrom uses the EMA (Environmental management accounting) methodology developed by International Federation Accountants (IFAC).

Number of grievances - environmental impacts	Unit	2022	2021	2020	2019	2018	GRI Indicator
Total number of grievances	number	701	786	737	906	949	
Compensation for land contamination - Natural Persons	number	274	377	298	380	463	11.15.4
Compensation for land contamination - Legal Persons	number	9	9	18	23	29	

Bucharest, April 27, 2023

Christina Verchere
Chief Executive Officer

Alina Gabriela Popa
Chief Financial Officer

Taxonomy KPIs - Turnover

Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Substantial contribution criteria*						DNSH criteria*						Minimum Safeguards	Taxonomy-aligned proportion of turnover, year N	Taxonomy-aligned proportion of turnover, year N-1	Category (enabling activity)	Category (transitional activity)
				(1)	(2)	(3)	(4)	(5)	(6)	(1)	(2)	(3)	(4)	(5)	(6)					
		RON mn	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)	-	-	-																	
-																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	-	-		-	-	-	-	-											
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of organic basic chemicals	3.14	578.25	0.94																	
Transmission and distribution of electricity	4.9	1.04	0.00																	
Electricity generation from fossil gaseous fuels	4.29	10,406.85	16.96																	
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	4.30	5.33	0.01																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		10,991.48	17.92																	
Total (A.1 + A.2)		10,991.48	17.92																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		50,352.97	82.08																	
Total (A + B)		61,344.44	100.00																	

Environmental Objectives

- (1) Climate change mitigation
- (2) Climate change adaptation
- (3) Water and marine resources
- (4) Circular economy
- (5) Pollution
- (6) Biodiversity and ecosystems

Taxonomy KPIs - CapEx

Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution criteria*						DNSH criteria*						Minimum Safeguards	Taxonomy - aligned proportion of CapEx, year N	Taxonomy-aligned proportion of CapEx, year N-1	Category (enabling activity)	Category (transitional activity)
				(1)	(2)	(3)	(4)	(5)	(6)	(1)	(2)	(3)	(4)	(5)	(6)					
		RON mn	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Electricity generation using from solar photovoltaic technology	4.1	1.92	0.05	100	-	-	-	-	-		Y	Y	Y	Y	Y	Y	0.05	n/r	E	T
Infrastructure for low carbon road transport	6.15	6.38	0.18	100	-	-	-	-	-		Y	Y	Y	Y	Y	Y	0.18	n/r	E	T
Installation, maintenance and repair of renewable energy technologies	7.6	6.38	0.18	100	-	-	-	-	-		Y	Y	Y	Y	Y	Y	0.18	n/r	E	T
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		14.69	0.41	100	-	-	-	-	-								0.41	n/r		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of organic basic chemicals	3.14	107.43	2.99																	
Electricity generation using from solar photovoltaic technology	4.1	1.05	0.03																	
Transmission and distribution of electricity	4.9	4.94	0.14																	
Manufacture biogas and biofuels for transport	4.13	25.47	0.71																	
Electricity generation from fossil gaseous fuels	4.29	190.16	5.29																	
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	4.30	6.56	0.18																	
Transport by motorbikes, passenger cars, light commercial vehicles	6.5	17.81	0.50																	
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	6.10	17.45	0.49																	
Infrastructure for rail transport	6.14	46.17	1.29																	
Installation, maintenance and repair of energy efficiency equipment	7.3	16.40	0.46																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		433.42	12.07																	
Total (A.1 + A.2)		448.11	12.48																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		3,143.65	87.52																	
Total (A + B)		3,591.76	100.00																	

Environmental Objectives

- (1) Climate change mitigation
- (2) Climate change adaptation
- (3) Water and marine resources
- (4) Circular economy
- (5) Pollution
- (6) Biodiversity and ecosystems

Taxonomy KPIs - OpEx

Economic activities (1)	Code(s)	Absolute OpEx	Proportion of OpEx	Substantial contribution criteria*						DNSH criteria*						Minimum Safeguards	Taxonomy-aligned proportion of OpEx, year N	Taxonomy-aligned proportion of OpEx, year N-1	Category (enabling activity)	Category (transitional activity)
				(1)	(2)	(3)	(4)	(5)	(6)	(1)	(2)	(3)	(4)	(5)	(6)					
		RON mn	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)	-	-	-																	
-																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	-	-		-	-	-	-	-											
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of hydrogen	3.10	0.17	0.02																	
Manufacture of organic basic chemicals	3.14	12.94	1.53																	
Transmission and distribution of electricity	4.9	12.40	1.47																	
Manufacture biogas and biofuels for transport	4.13	0.95	0.11																	
Electricity generation from fossil gaseous fuels	4.29	86.45	10.24																	
Infrastructure for rail transport	6.14	8.99	1.06																	
Close to market research, development and innovation	9.1	17.62	2.09																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		139.51	16.52																	
Total (A.1 + A.2)		139.51	16.52																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		705.05	83.48																	
Total (A + B)		844.56	100.00																	

Environmental Objectives

- (1) Climate change mitigation
- (2) Climate change adaptation
- (3) Water and marine resources
- (4) Circular economy
- (5) Pollution
- (6) Biodiversity and ecosystems



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Risks and Opportunities Summary

Material Topic: Climate change and Energy transition

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Opportunity	Expansion of new energy solutions	<ul style="list-style-type: none"> ▶ Generation of new revenue streams ▶ Long-term value for OMV Petrom and its shareholders ▶ Carbon footprint reduction 	<ul style="list-style-type: none"> ▶ Test and implement business opportunities, which offer significant upscale potential, fit to OMV Petrom's capabilities
Opportunity	Use of renewable energy for own operations	<ul style="list-style-type: none"> ▶ GHG emissions reduction from energy efficiency improvements and technology changes ▶ Increase and enhancement of sustainable operations in entire business (reduced carbon footprint, increased energy efficiency consumption) ▶ Lower costs of electricity and carbon emissions (ETS) ▶ Improvement of reputation ▶ Renewable energy sources will reduce the carbon intensity of products in our Company's portfolio 	<ul style="list-style-type: none"> ▶ Identify and execute business opportunities which offer significant upscale potential, fit OMV Petrom's capabilities, and create long-term value ▶ Increase of energy efficiency and reduction of internal fuel consumption by renewable energy supplies such as own photovoltaic plants ▶ Ensure achievement of OMV Petrom's long-term targets
Opportunity	Carbon capture and storage use	<ul style="list-style-type: none"> ▶ Lower carbon footprint ▶ Significant positive environmental benefits ▶ Potential new business line 	<ul style="list-style-type: none"> ▶ Carbon capture and storage projects development and potential development of business line

Risks and Opportunities Summary

Material Topic: Environment

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Reduction of flaring, venting and fugitive emissions – failure to comply	<ul style="list-style-type: none"> ▶ Potential enforcement action by regulators ▶ Stakeholder outrage (limited) ▶ Damage of reputation ▶ Potential environmental damage 	<ul style="list-style-type: none"> ▶ Procedures on GHG Emissions Monitoring and Reporting under EU Emission Trading Scheme (EU-ETS) ▶ Carbon Intensity Monitoring at company level on a systematic basis, quarterly internal reporting on emissions ▶ Carbon Management Program in E&P
Risk	Spills, waste, and water management, environmental compliance issues	<ul style="list-style-type: none"> ▶ Pollution of soil, surface water or ground water, air ▶ Community nuisance from noises, odors, light ▶ Damage of company reputation ▶ Environmental costs from potential liabilities, fines 	<ul style="list-style-type: none"> ▶ Environmental management system ISO 14001 - implemented ▶ Proper management of conformity budget and projects ▶ Operating procedures in place and risk-based maintenance ▶ Emergency preparedness and response ▶ Insurance for third party losses ▶ Environmental risk assessments
Risk	Theft of petroleum product, infrastructure components	<ul style="list-style-type: none"> ▶ Financial impact due to production interruption; loss of operational equipment/ petroleum product ▶ Associated safety risk that can lead to third party injuries ▶ Environmental damages (after theft attempt) ▶ Reputational impact ▶ Legal liability due to possible nonconformities with the legislation ▶ Personnel injuries due to interference with theft authors 	<ul style="list-style-type: none"> ▶ Corporate Security & Resilience is currently managing security services for all OMV Petrom Group sites in Romania ▶ Standards from OMV have been incorporated into the Petrom SOW ▶ Security services framework ▶ Zero tolerance policy for theft ▶ Protocols with MAI ▶ HQ Security continuous monitoring new solutions ▶ Security concept focused on technology ▶ Develop ISS ▶ Standardized technical security through ISS ▶ CR&SA projects ▶ Replace Man guarding with Technology ▶ Automated Security Incident Reporting Tool ▶ Security Risk Assessment framework ▶ Security Operations Center (SOC) is operational ▶ Implemented Security Loss Management Program

Risks and Opportunities Summary

Material Topic: Supply Chain

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Not supporting the OMV Petrom Group climate change targets	<ul style="list-style-type: none"> ▶ Lose share of SRI investors ▶ Lower ESG ratings agencies ▶ Reputational risk (image risk) ▶ Financial impact (e.g., EU carbon border adjustment mechanisms) 	<ul style="list-style-type: none"> ▶ Sustainable Procurement targets in place ▶ Increase engagement with suppliers on carbon management topics through CDP Supply Chain ▶ Increase transparency on carbon footprint of purchased goods and services through carbon management reporting (Scope 3 of purchased goods and services) in Power BI
Risk	Reputational damage related to ESG topics in supply chain (e.g., climate change, human rights violations, business ethics, poor labor practices)	<p>Reputational risk</p> <ul style="list-style-type: none"> ▶ Business impact (i.e., losing customers) ▶ Business continuity (i.e., if a supplier is blocked and cannot continue to operate this has an impact on our business continuity) <p>Consequences for OMV Petrom:</p> <ul style="list-style-type: none"> ▶ Legal liability in case of direct complicity ▶ Reputational damage ▶ Low moral of employees ▶ Low quality of products and services delivered 	<ul style="list-style-type: none"> ▶ Perform supplier audits and evaluations as part of the 'Together for Sustainability' program ▶ Include sustainability performance in selection criteria ▶ Training for employees (focus on high-risk countries) ▶ Human Rights Country Entry Check before launching operations in a country, as well as regular human rights assessments in our countries of operations consider labor rights aspects ▶ Human rights aspects (incl. labor rights) included in the pre-qualification phase and suppliers/ contractors audits ▶ ESG supplier assessments done with EcoVadis ▶ TfS audits ▶ Code of Conduct includes labor rights

Risks and Opportunities Summary

Material Topic: Health, Safety & Security

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Onshore Surface integrity and process safety failures	<ul style="list-style-type: none"> ▶ Injuries/fatalities of 3rd party ▶ Temporary stop of gas supply to populations ▶ Reputational damage to company incident reported by press ▶ Property damages 	<ul style="list-style-type: none"> ▶ Risk awareness campaign ▶ Lessons learned (internal incidents or industry experience) ▶ Preventive maintenance ▶ Integrity assessment programs ▶ Corrosion Management Plan developed ▶ Pipeline Integrity Management System in place ▶ Awareness campaign for communities
Risk	Offshore Asset integrity and process safety	<ul style="list-style-type: none"> ▶ Loss of Life (up to 120 people) ▶ Loss of Assets (destruction of jackets and facilities) ▶ Costs for abandonment ▶ Major Oil Spill (up to 4,000 tons max) ▶ Significant negative public image with potential impact on OMV Petrom sales in Marketing Division ▶ Reputational damage of OMV Petrom as competent operator ▶ Production loss (no reconstruction of the facilities) ▶ Prosecution under Romanian laws and penalties/fines (transposition of Offshore Safety Directive in Romanian legislation) 	<ul style="list-style-type: none"> ▶ Risk awareness campaign ▶ Lessons learned (internal incidents or industry experience) ▶ Preventive maintenance ▶ Integrity assessment programs ▶ Corrosion Management Plan developed ▶ Pipeline Integrity Management System in place ▶ Awareness campaign for communities
Risk	Asset integrity and process safety (Vapor Cloud Explosion potential incident in refinery)	<ul style="list-style-type: none"> ▶ Maximum estimated damage in the process unit caused by an explosion ▶ Fire and blast destruction of equipment (property) ▶ Financial losses generated by the business interruption ▶ Environmental impact (toxic release, including a fine) ▶ Employee fatalities and injuries (approx. 10 persons) and injured (approx. 20 persons) ▶ Reputational consequences 	<ul style="list-style-type: none"> ▶ Inspection program ▶ Risk Based Maintenance ▶ Operating and emergency procedures ▶ Risk mitigation measures: 24H operator, gas detectors and measurements ▶ Frequent turnarounds ▶ Training program ▶ HAZOP measures conducted (measures from risk analysis regarding possible sources of gas and ignition sources) ▶ Related measures from QRA study ▶ Third party liability insurance ▶ Business interruption and Property Damage Insurance ▶ Life insurance for employees ▶ Emergency plans and exercises (with the collaboration of firefighting authorities)

Risks and Opportunities Summary

Material Topic: Health, Safety & Security

Risk/ Opportunity	Effect Description (Positive or Negative)	Mitigation/Approach
<p>Opportunity</p> <p>Safety of contractors & suppliers - OMV Petrom requirements defined for integrating best practice HSSE aspects in all phases of the life cycle of contracts and contractor management enhancing local legal safety regulations</p>	<ul style="list-style-type: none"> ▶ Strong reputation as a strong partner in a safer environment ▶ Shared knowledge stays within local community and increases safety and environmental awareness among the communities which leads to a positive impact on the environment and society 	<p>For improving the HSSE performance of OMV Petrom contractors:</p> <ul style="list-style-type: none"> ▶ HSSE requirements in the SOW ▶ HSSE pre-qualification of contractors ▶ HSSE part of the capability audits ▶ HSSE requirements annex to the contract ▶ HSSE bridging document ▶ HSSE induction, common trainings, forums and workshops, common walks, periodical meetings ▶ HSSE management system audits to contractors, inspections, etc. ▶ Organization of common working groups (OMV-OMV Petrom - Borealis) on specific areas of interest related to contractors activities
<p>Non-compliance with existing technical and qualitative standards for our products - Customer satisfaction management and reducing the risks for the Health & Safety of consumers and for the environment</p>	<ul style="list-style-type: none"> ▶ Damage of reputation ▶ Financial liability towards clients ▶ Loss of clients ▶ Decrease of customer satisfaction level ▶ Customers claims 	<ul style="list-style-type: none"> ▶ Implemented standards for products according to legislation ▶ Technical specifications for fuels in place ▶ Quality Council with regular meetings ▶ Regular audits on partners to ensure products quality and thus, customers satisfaction ▶ Anticontamination and e-sealing devices implemented ▶ Monthly quality control in FSs in order to check the fuels are according to the standards. In case of deviations, measures are applied to correct the quality of fuels or fuels are replaced with products in accordance with standards ▶ Active campaigns to increase customers satisfaction and loyalty

Risks and Opportunities Summary

Material Topic: Business Principles & Economic Impacts

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Non-compliance with the principles of the code of ethics (Business ethics, anti-corruption and anti-competitive behavior)	<ul style="list-style-type: none"> ▶ Damage to business reputation that may result in withdrawal of business partners and difficulties to access credit lines ▶ Suspension of activity and fines contractual damage ▶ Drop in share price ▶ Misuse of company resources and improper direction of funds ▶ Imprisonment for bribe offering / taking and ancillary crimes 	<ul style="list-style-type: none"> ▶ Internal rules in place: Code of Business Ethics entered into force on July 1st, 2012, and revised in October 2015, May 2018 and July 2019 and December 2022 containing rules regarding gifts & hospitality, disclosure of conflict of interest, embezzlement, donations, money laundering
Risk	<p>Breaches of Competition Council requirements regarding cartels/ abuse of dominance</p> <p>Lack of internal awareness on the relevant competition principles could cause their unintentional breach</p>	<ul style="list-style-type: none"> ▶ Fines between 3% and 10% of company turnover ▶ Damage to business reputation ▶ Damage claims by third parties ▶ Significant defense burden ▶ Criminal allegations against the management in case of fraudulent intent 	<ul style="list-style-type: none"> ▶ Compliance program: ongoing training, antitrust guidelines, advice on sensitive matters, etc. ▶ Awareness campaigns ▶ Advice on market policies/strategies and on relevant ad-hoc decisions ▶ Legal verification of the contracts

Risks and Opportunities Summary

Material Topic: Employees

Risk/ Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Talent acquisition & Retention Human Capital Loss/ Niche roles	<ul style="list-style-type: none"> ▶ Key roles not filled, left vacant with short or negative handovers and a resulting drop in company performance 	<ul style="list-style-type: none"> ▶ Development of new projects in order to prepare young students for trade schools in various specialties for Oil & Gas industry - such as "Vocational School" ▶ Adaptation of new strategies to attract and retain key competences and key roles in the company
Risk	Talent acquisition & Retention Risk of non-capability of Talent Acquisition	<ul style="list-style-type: none"> ▶ Key roles not filled ▶ Left vacant with short or negative handovers and a resulting drop in company performance ▶ Damaged OMV Petrom reputation as an attractive employer ▶ New business model & key roles to be defined 	<ul style="list-style-type: none"> ▶ Development of new projects in order to prepare young students for trade schools in various specialties for Oil & Gas industry - such as "Vocational School", Fresh Graduates Program
Risk	Implementation of business projects (e.g., restructuring, and outsourcing projects)	<ul style="list-style-type: none"> ▶ Delays in implementation of business projects ▶ Blockage of business projects (restructuring/ outsourcing projects) 	<ul style="list-style-type: none"> ▶ Constant anticipation of any related risks ▶ Maintain and improve Social Peace and Dialogue (inform/ consult them on each project in order to maintain social peace)
Risk	Decreased industry attractiveness leading to limited headcount	<ul style="list-style-type: none"> ▶ Key roles not filled, left vacant with short or negative handovers and a resulting drop in company performance 	<ul style="list-style-type: none"> ▶ Adapting new strategies to attract and retain key competences and key roles in the company
Risk	Non-conclusion of the new collective labor agreement (CLA) in Romania	<ul style="list-style-type: none"> ▶ Collective conflict, including strike (in the absence of a valid collective bargaining in place) ▶ Unpredictability in labor relations 	<ul style="list-style-type: none"> ▶ Identify solutions to reach an agreement ▶ Try to involve representative trade union in the negotiation as a partner, not from the opposite position
Risk	Limited employee engagement for Online Learning	<ul style="list-style-type: none"> ▶ Less effective outcomes, impact on productivity related to online learning 	<ul style="list-style-type: none"> ▶ Blended approaches ▶ Engaging employees in active learning ▶ Dedicated time slots for online learning during working hours ▶ Differentiating instruction per relevant competencies & development needs ▶ Frequent opportunities for employees to practice new knowledge or skills ▶ Knowledge sharing sessions ▶ Immediate and targeted feedback

Risks and Opportunities Summary

Material Topic: Community relations

Risk/Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Not fulfilling the expectations of local communities with regards to economic benefits.	<ul style="list-style-type: none"> Consequences for communities: increased number of grievances/ social unrest, increased unemployment, limited economic opportunities, livelihood quality 	<ul style="list-style-type: none"> Operating and emergency procedures Efficient Training and Inspection programs Close Coker blowdown system and new tanks for toluene and benzene and the old ones to be demolished in Petrobrazi Risk based maintenance Retro-HAZOP program and QRA study Insurance for third party loses Old gas pipeline replacement and pig traps installed Corrosion Management Plan developed and implemented Pipeline Integrity Management System in place-semi-quantitative risk evaluation Routine patrolling of pipeline sections CSR projects, community engagement, safety communication campaigns Effective grievance mechanism Community/ stakeholders engagement plans
	Perturbances produced to the inhabited areas closed to our operational sites (gas pipelines, air pollution, spills, other new strategic projects)	<ul style="list-style-type: none"> Consequences for OMV Petrom: reputational damage, loss of social license to operate, limited economic opportunities, production delays, security issues 	

Material Topic: Human Rights

Risk/Opportunity		Effect Description (Positive or Negative)	Mitigation/Approach
Risk	Human Rights policies in relation with OMV Petrom business activities	<ul style="list-style-type: none"> Consequences for stakeholders: limited rights of freedom of opinion and expression, discrimination Consequences for OMV Petrom: reputational damage, legal liability in case of actual violation, fines 	<ul style="list-style-type: none"> Include Human Rights in social impact assessments and in social engagement plans Focus on the human rights component of all HSSE Management System Audits and include Human Rights expert in some of these audits Increase communication/ education on human rights topics to contractors via letters or in quarterly meetings, etc.

Natural Protected Areas

Environment

Location	Major Operational Sites	Inside/ overlapping Natural Protected Area (NPA) - (NPA category)	Overlapping surfaces (%)	Ecosystem categories (inside/ overlapping)	Proximity to Natural Protected Area (NPA) (buffer 1km) (NPA category)	Type of operation	Biodiversity listed value - inside/ overlapping or adjacent (1 km buffer) (Critical IUCN Red list species)
Romania	E&P	Nature Reserve (IUCN IV) Nature Park (IUCN V) SCI (Natura2000) SPA (Natura2000) Wetland of International Importance (RAMSAR) Biosphere Reserves (UNESCO) World Heritage Site - WHS (UNESCO)	2.01	Terrestrial, Freshwater, Marine	Nature Reserve (IUCN IV) Nature Park (IUCN V) SCI (Natura2000) SPA (Natura2000) Wetland of International Importance (RAMSAR) Biosphere Reserves (UNESCO) World Heritage Site - WHS (UNESCO)	Extractive	12 species: <i>Acipenser gueldenstaedtii</i> , <i>Acipenser nudiventris</i> , <i>Acipenser stellatus</i> , <i>Anguilla anguilla</i> , <i>Bradyporus montandoni</i> , <i>Cricetus cricetus</i> , <i>Huso huso</i> , <i>Hypnum fertile</i> , <i>Melanopsis parreyssii</i> , <i>Mustela lutreola</i> , <i>Romanichthys valsanicola</i> , <i>Scardinius racovitzai</i>
Romania	R&M	SCI (Natura2000) SPA (Natura2000) Nature Park (IUCN V) Wetland of International Importance (RAMSAR)	0.11	Terrestrial	Nature Reserve (IUCN IV) Nature Park (IUCN V) SCI (Natura2000) SPA (Natura2000) Wetland of International Importance (RAMSAR) Biosphere Reserves (UNESCO) National Park (IUCN II) Natural Monument (IUCN III)	Energy Production	8 species: <i>Acipenser gueldenstaedtii</i> , <i>Acipenser nudiventris</i> , <i>Acipenser stellatus</i> , <i>Anguilla anguilla</i> , <i>Cricetus cricetus</i> , <i>Huso huso</i> , <i>Hypnum fertile</i> , <i>Mustela lutreola</i>
Romania	Petrobrazi Refinery	0	0	Terrestrial	0	Chemicals Production	3 species: <i>Mustela lutreola</i> , <i>Anguilla anguilla</i> , <i>Cricetus cricetus</i>
Romania	Brazi Power Plant	0	0	Terrestrial	0	Energy Production	3 species: <i>Mustela lutreola</i> , <i>Anguilla anguilla</i> , <i>Cricetus cricetus</i>

GRI Content Index

Statement of use	OMV Petrom has reported in accordance with the GRI Standards for the period January 1 st to December 31 st , 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11 Oil and Gas Sector 2021

GRI Standard - General Disclosures 2021	Location in the Report	Omission			GRI Sector Standard Ref. No.
		Requirement(s) omitted	Reason	Explanation	
Organizational profile					
2-1 Organizational details	About this report OMV Petrom Group Corporate Sustainability Governance				
2-2 Entities included in the organization’s sustainability reporting	About this report				
2-3 Reporting period, frequency and contact point	About this report				
2-4 Restatements of information	About this report				
2-5 External assurance	About this report Annexes – Assurance Statement				
2-6 Activities, value chain and other business relationships	About this report OMV Petrom Group Mapping our specific Sustainability Risks Supply Chain				
2-7 Employees	Diversity, inclusion, and non-discrimination				
2-8 Workers who are not employees	Performance in detail				
2-9 Governance structure and composition	Corporate Sustainability Governance				

GRI Content Index

GRI Standard - General Disclosures 2021		Location in the Report	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
Organizational profile						
2-10 Nomination and selection of the highest governance body	Corporate Sustainability Governance					
2-11 Chair of the highest governance body	Corporate Sustainability Governance					
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Sustainability Governance Sustainability Framework in our Business Strategy Materiality Mapping our specific Sustainability Risks					
2-13 Delegation of responsibility for managing impacts	Corporate Sustainability Governance					
2-14 Role of the highest governance body in sustainability reporting	Corporate Sustainability Governance					
2-15 Conflicts of interest	Business Ethics					
2-16 Communication of critical concerns	Corporate Sustainability Governance	2-16.b	Information unavailable/ incomplete	Some critical concerns were discussed by the Supervisory board, including the shutdown of several installations at Petrobrazi refinery. However, in 2022 we did not track all concerns discussed and thus cannot report a number.		
2-17 Collective knowledge of the highest governance body	Corporate Sustainability Governance					
2-18 Evaluation of the performance of the highest governance body	Corporate Sustainability Governance					
2-19 Remuneration policies	Corporate Sustainability Governance					
2-20 Process to determine remuneration	Corporate Sustainability Governance					
2-21 Annual total compensation ratio		2-21 Annual total compensation ratio	Information unavailable/ incomplete	We currently do not have an approved methodology for data collection and reporting in place. Reporting on this indicator will be further investigated for the next reporting period.		

GRI Content Index

GRI Standard - General Disclosures 2021	Location in the Report	Omission			GRI Sector Standard Ref. No.
		Requirement(s) omitted	Reason	Explanation	
2-22 Statement on sustainable development strategy	CEO Statement				
2-23 Policy commitments	Mapping our specific Sustainability Risks Business Ethics Human Rights				
2-24 Embedding policy commitments	Mapping our specific Sustainability Risks Business Ethics Human Rights				
2-25 Processes to remediate negative impacts	Community Grievance Mechanisms				
2-26 Mechanisms for seeking advice and raising concerns	Mapping our specific Sustainability Risks Business Ethics				
2-27 Compliance with laws and regulations	Performance in details				
2-28 Membership associations	Annexes - Memberships				
2-29 Approach to stakeholder engagement	Materiality Community Grievance Mechanisms				
2-30 Collective bargaining agreements	Labor rights, working practices and conditions				

GRI Standard - General Disclosures 2021	Location in the Report	Omission			GRI Sector Standard Ref. No.
		Requirement(s) omitted	Reason	Explanation	
Material Topics					
3-1 Process to determine material topics	Materiality				
3-2 List of material topics	Materiality Reporting on Materiality				

GRI Content Index

Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPIECA Indicators
			Requirement(s) omitted	Reason	Explanation			
CLIMATE CHANGE AND ENERGY TRANSITION	GRI 3-3 Management Approach	Mapping our specific Sustainability Risks				11.1.1	SDG 3 – target 3.9	CCE-4 Greenhouse gas (GHG) emissions
	GRI 305-1 Direct (Scope 1) GHG emissions					11.2.1		
	GRI 305-2 Energy indirect (Scope 2) GHG emissions					11.1.5		
	GRI 305-3 Other indirect (Scope 3) GHG emissions					11.1.6		
	GRI 305-4 GHG emissions intensity					11.1.7		
	GRI 302-1 Energy consumption within the organization	Scope 1, Scope 2, Scope 3	302-1-b	Information unavailable/incomplete	The fuel consumption split between renewable and non-renewable sources is not captured at present. We currently do not have an approved methodology for data collection and reporting in place. Reporting on this indicator will be further investigated for the next reporting period.	11.1.8	SDG 7 – target 7.2, 7.3	CCE-7 Flared gas
	GRI 302-2 Energy consumption outside of the organization	Flaring and venting				11.1.2		
	GRI 302- 3 Energy intensity	Energy efficiency				11.1.3		
		Environmental Performance				11.1.4	SDG 12 – target 12.4	SDG 13 – target 13.1
	GRI 305-5 Reduction of GHG emissions	Annexes – Risks and Opportunities Summary		Information unavailable/incomplete	We currently do not have an approved methodology for data collection and reporting in place. Reporting on this indicator will be further investigated for the next reporting period.	11.2.3		
	GRI 201-2 Financial implications and other risks and opportunities due to climate change					11.2.2		

GRI Content Index

Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPIECA Indicators
			Requirement(s) omitted	Reason	Explanation			
HEALTH, SAFETY and SECURITY	GRI 3-3 Management Approach					11.8.1, 11.9.1 11.3.1, 11.18.1		
	GRI 306-3 Significant spills					11.8.2		
	GRI 403-1 Occupational health and safety management system focus on Occupational Safety					11.9.2		
	GRI 403-2 Hazard identification, risk assessment, and incident investigation					11.9.3		
	GRI 403-3 Occupational health services					11.9.4		
	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Health				11.9.5	SDG 3 – target 3.3, target 3.9	SHS-1 Safety, health and security engagement
	<i>All workers are represented within the established structure of Health and Safety committees</i>	Occupational Safety				11.9.6		SHS-2 Workforce and community health
	GRI 403-5 Worker training on occupational health and safety					11.9.7		
	GRI 403-6 Promotion of worker health	Performance in details				11.9.8	SDG 8 – target 8.8	SHS-3 Occupational injury and illness incident
	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Safety				11.9.9		SHS-6 Process safety
	GRI 403-8 Workers covered by an occupational health and safety management system	Corporate Security				11.9.10	SDG 12 – target 12.2, 12.4	SHS-7 Security risk management
	<i>This percentage refers only to the OMV Petrom direct employees. Other workers performing activities on OMV Petrom premises and who are not directly employed by OMV Petrom are not included in the calculation.</i>	Process Safety				11.9.11		
	GRI 403-9 Work-related injuries					11.18.2		
	GRI 403-10 Work-related ill health					11.3.3		
	<i>No work-related ill health events were registered</i>					11.8.3		
	GRI 410-1 Security personnel trained in human rights policies or procedures							
	GRI 416-1 Assessment of the health and safety impacts of product and service categories							
	Additional Sector disclosure - Tier 1 and Tier 2 process safety events							

GRI Content Index

Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPIECA Indicators
			Requirement(s) omitted	Reason	Explanation			
ENVIRONMENT	GRI 3-3 Management Approach					11.5.2, 11.6.1 11.3.1, 11.4.1		
	GRI 306-3 Significant spills					11.8.2		
	GRI 305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions					11.3.2		
	GRI 306-1 Waste generation and significant waste-related impacts					11.5.2		
	GRI 306-2 Management of significant waste-related impacts					11.5.3		
	GRI 306-3 Waste generated					11.5.4		
	GRI 306-4 Waste diverted from disposal	Water				11.5.5		
	GRI 306-5 Waste directed to disposal	Environmental Performance				11.5.6	SDG 3 – target 3.9	ENV-1 Fresh water
	GRI 303-1 Interactions with water as a shared resource					11.6.2	SDG 12 – target 12.4	ENV-3 Biodiversity Policy and Strategy
	GRI 303-2 Management of water discharge-related impacts	Waste				11.6.3		ENV-5 Emissions to air
	GRI 303-3 Water withdrawal	Spills				11.6.4	SDG 15 – target 15.5	ENV-6 Spills to the environment
	GRI 303-4 Water discharge					11.6.5		
	GRI 303-5 Water consumption	Biodiversity				11.6.6		
	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					11.4.2		ENV-8 Decom-missioning
	GRI 304-2 Significant impacts of activities, products and services on biodiversity					11.4.3		
	GRI 304-3 Habitats protected or restored					11.4.4		
	GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations					11.4.5		

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Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPECA Indicators
			Requirement(s) omitted	Reason	Explanation			
BUSINESS PRINCIPLES and ECONOMIC IMPACTS	GRI 3-3 Management Approach					11.20.1, 11.19.1 11.15.1, 11.22.1 11.21.1, 11.14.1		
	GRI 417-2 Incidents of non-compliance concerning product and service information and labeling					N/A		
	GRI 417-3 Incidents of non-compliance concerning marketing communications	Business Ethics				N/A		
	GRI 205-1 Operations assessed for risks related to corruption	Community Grievance Mechanisms				11.20.2		GOV-3 Preventing corruption
	GRI 205-2 Communication and training about anti-corruption policies and procedures					11.20.3		
	GRI 205-3 Confirmed incidents of corruption and actions taken	Public Policy				11.20.4	SDG 1 – target 1.4	GOV-4 Transparency of payments to host governments
	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Tax Transparency				11.19.2	SDG 16 – target 16.3, 16.5, 16.6	GOV-5 Public advocacy and lobbying
	GRI 415-1 Political contributions	Supply Chain				11.22.2		
	Additional Sector disclosure – Number and type of grievances from local communities	Community development investments				11.15.4	SDG 17 – target 17.6	
	GRI 207-1 Approach to tax					11.21.4		
	GRI 207-2 Tax governance, control, and risk management	Social Performance				11.21.5		
	GRI 207- 3 Stakeholder engagement and management of concerns related to tax					11.21.6		
	GRI 207- 4 Country-by-country reporting	Economic Performance				11.21.7		
	GRI 203-1 Infrastructure investments and services supported					11.14.4		
	GRI 203-2 Significant indirect economic impacts					11.14.5		
	GRI 201-1 Direct economic value generated and distributed					11.14.2		
	GRI 201-4 Financial assistance received from government					11.21.3		

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Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPIECA Indicators
			Requirement(s) omitted	Reason	Explanation			
SUPPLY CHAIN	GRI 3-3 Management Approach	Supply chain				11.14.1 11.10.1 11.13.1		
	GRI 204-1 Proportion of spending on local suppliers <i>204-1-b. Local suppliers are defined as suppliers registered and active in the local countries where OMV Petrom has operations (e.g., the spend with local suppliers in Romania represent the spend of those suppliers which are registered in Romania).</i> <i>204-2-c. Significant locations of operation are all the locations where OMV Petrom is the main operator. We disclose local spend for our biggest country of operation, Romania.</i>					11.14.6	SDG 8 – targets 8.7 and 8.8	
	GRI 308-1 New suppliers that were screened using environmental criteria					N/A	SDG 16 – target 16.5	
	GRI 414-1 New suppliers that were screened using social criteria					11.10.8	SDG 17 – target 17.16	
	GRI 414-2 Negative social impacts in the supply chain and actions taken No significant actual and potential negative social impact was identified during the audits conducted at our local suppliers.					11.10.9		
	GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk					11.13.2		

GRI Content Index

Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPECA Indicators
			Requirement(s) omitted	Reason	Explanation			
EMPLOYEES	GRI 3-3 Management Approach					11.10.1 11.11.1 11.12.1		
	GRI 404-1 Average hours of training per year per employee					11.10.6 11.11.4		
	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Diversity, inclusion, and non-discrimination				11.10.7 11.7.3	SDG 3 – target 3.3	SOC-5 Workforce diversity and inclusion
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews					N/A	SDG 4 – target 4.3, target 4.4 and target 4.5	
	GRI 401-1 New employee hires and employee turnover	Labor rights, working practices and conditions				11.10.2		SOC-7 Workforce training and development
	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees					11.10.3	SDG 5 – target 5.1	
	GRI 401-3 Parental leave	Skills development and training				11.10.4 11.11.3	SDG 8 – target 8.2 and target 8.5	SOC-8 Workforce non-retaliation and Grievance mechanisms
	GRI 402-1 Minimum notice periods regarding operational changes	Talent attraction and retention				11.10.5 11.7.2	SDG 10 – target 10.3	
	GRI 405-1 Diversity of governance bodies and employees	Social Performance				11.11.5		
	GRI 405-2 Ratio of basic salary and remuneration of women to men					11.11.6	SDG 13 – target 13.1	
	GRI 406-1 Incidents of discrimination and corrective actions taken					11.11.7		
	GRI 202-2 Proportion of senior management hired from the local community					11.11.2		
	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor					11.12.2		

GRI Content Index

Material Topic	GRI Disclosures and additional comments	Location in the Report	Omission			GRI Sector Standard Ref. No.	Contribution to UN SDGs	IPIECA Indicators
			Requirement(s) omitted	Reason	Explanation			
COMMUNITY RELATIONS	GRI 3-3 Management Approach	Community development investments				11.15.1	SDG 1 – target 1.4 SDG 3 – target 3.3	SOC-13 Social investment
	GRI 413-1 Operations with local community engagement, impact assessments, and development programs					11.15.2	SDG 4 – target 4.7 SDG 8 – targets 8.5 and 8.6	
	GRI 413-2 Operations with significant actual and potential negative impacts on local communities					11.15.3	SDG 13 – target 13.1	
HUMAN RIGHTS	GRI 3-3 Management Approach	Human Rights Supply Chain				11.11.1 11.12.1		SOC-1 Human rights due diligence
	GRI 404-1 Average hours of training per year per employee					11.11.4		
	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor					11.12.2		
	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor					N/A		
INNOVATION & DIGITALIZATION	OMV Petrom specific indicator - Investments for low and zero carbon business	Innovation & Circular Economy					SDG 9 – target 9.5 SDG 12 – target 12.a SDG 13 – target 13.1	

Topics in the Oil&Gas Sector Standard determined as not material		
TOPIC	Sector Standard No.	EXPLANATION
Land and resource rights	11.16	Not material for OMV Petrom, however, details can be found in the Community relation chapter.
Rights of indigenous people	11.17	Not applicable for OMV Petrom operations. OMV Petrom operates in Romania, Bulgaria, Serbia, Moldova, Georgia.

TCFD Recommendations Index

TCFD Statement:

Since 2021, we have been supporter of the recommendations of the Task force on Climate related Financial Disclosure (TCFD) and our progress on implementing the TCFD recommendations in 2022 is summarized below:

- **Governance** – manage and coordinate climate change risks and opportunities. The Supervisory Board and Executive Board monitor and manage climate change aspects. There are also dedicated tasks forces (New Energy Solutions and Environmental task forces) through which these aspects are quarterly monitored.

The table below sets out some examples from the year ended 31st of December 2022:

Forum	Relevant aspects related to climate change have been considered
Supervisory Board	Strategy: In all 5 meetings discussed reports on and assessed the progress on strategy implementation, including focus on climate Updates on Energy Transition projects (e.g., PVs, biofuels, CCS, hydrogen) are discussed at each meeting) are discussed at each meeting.
	Risk management: discussed the results of the ESG risk scores of the Company
	Climate change: received constant updates on company's impact on climate change and on climate change disclosure, where an improvement against previous periods was noted, especially on the sensitivities analysis
	Capital expenditure, acquisitions, and divestments: The SB reviews and approves transition and low carbon investments.

Forum	Relevant aspects related to climate change have been considered
Audit Committee	Discussed updates twice a year on the risk management framework and process, the most significant risks the Company is exposed to, as well as the activities performed by the business units in mitigating those risks. The risk report includes also the strategic and operational risks related to climate change and lower carbon economy.
	Debated the E&Y 2021 Audit results, with focus on climate risk position of OMV Petrom and the impact of climate risk and the energy transition on its financial statements, and as well as related disclosure. Furthermore, the E&Y audit planning for 2022 was discussed, highlighting that one of the key audit matters will continue to be the impact of climate risk and the energy transition on the financial statements.
	Endorsed the Annual Report for 2021 that includes references and disclosures for the climate change risks and opportunities, as well as mitigations, being mentioned as a strategic priority for the Company's business, committed to be part of the solution for the transition to the cleaner energy.
The Presidential and Nomination Committee	Discussed on specific climate change topics (e.g., the methane emissions of the Company's operations).
	The task force' objective is to prioritize and to approve the implementation of environmental and carbon management actions for strategic developments and improvement.
	The OMV Petrom Environmental Task Force met four times in 2022, with the following main topics on the agendas: GHG performance monitoring, GHG compliance, relevant projects to reduce, and offset emissions and Flaring & Venting phase out.
	In terms of representation, all the Executive Board Members and the Head of the HSSE Department are permanent members with decision role in the task force, in addition to other relevant divisional representatives that are invited on an on-call basis.

TCFD Recommendations Index

Forum	Relevant aspects related to climate change have been considered
	<p>The task force met four times/year and has as objective the activation and monitorization of the implementation of transition to low and zero carbon business of OMV Petrom.</p> <p>It aligns views on low and zero carbon business of OMV Petrom, on aspects related to climate change and energy transition, on initiatives and partnerships that OMV Petrom shall pursue to mitigate climate change risk.</p>
New Energy Solutions (NES) task force	<p>The task force engages with internal stakeholders on topics related to new energy solutions and understanding global, regional or country trends on product demand, risk impact analysis or peers' reactions.</p> <p>All the relevant topics for the transition to a low and zero carbon business (e.g., PVs, biofuels, CCS, hydrogen, etc.) are discussed in the NES task force and presented to SB at least once per year each.</p> <p>In terms of representation, all the Executive Board Members and the Head of Strategy, Corporate Development & NES Department are permanent members with decision role of the NES task force, in addition to other relevant divisional representatives that are invited on an on-call basis.</p>
Environmental task force	<p>The task force' objective is to prioritize and to approve the implementation of environmental and carbon management actions for strategic developments and improvement.</p> <p>The OMV Petrom Environmental Task Force met four times in 2022, with the following main topics on the agendas: GHG performance monitoring, GHG compliance, relevant projects to reduce, and offset emissions and Flaring & Venting phase out.</p> <p>In terms of representation, all the Executive Board Members and the Head of the HSSE Department are permanent members with decision role in the task force, in addition to other relevant divisional representatives that are invited on an on-call basis.</p>

- **Strategy** – risks and opportunities identified, future focus on impact evaluation and company resilience in the light of the recently published 2030 OMV Petrom Business Strategy with the sustainability framework embedded.

The SB and EB consider climate-related risks and opportunities across three-time horizons when developing and implementing the OMV Petrom strategy:

- The coming years **to 2025** are defined as **short term**, by business and financial plans that are performance managed to meet the targets.
- **Medium-term, to 2030**: by looking past our short-term goals and out to the end of this decade, we may think beyond them and change course as necessary.
- **Long term, to 2050**, we use scenarios to investigate the wide range of uncertainties surrounding the energy transition over the next 30 years.

► Risk Management

OMV Petrom's risk management system, described in the Mapping our specific Sustainability Risks section of this report, is designed and implemented to address all types of risks and opportunities that might impact the company's activity.

Climate change related risks and opportunities are integrated into OMV Petrom's EWRM process aimed at identifying, assessing, and managing uncertainties, as detailed on the risk section.

As part of our regular process, the principal risks are reviewed by OMV Petrom's management team. The most substantial climate-related changes in the energy industry are expected to arise on a longer time scale. The management pays close attention to climate change related long-term risks and opportunities and takes these into account in strategic decision-making process.

The risks related to climate change and energy transition are further analyzed under physical risks, transition risks and transition opportunities categories. Measures that we implement to manage or mitigate such risks are set out in the relevant sections of this report, particularly in the Mapping our specific Sustainability Risks.

- **Metrics and Targets** – ongoing disclosure, new climate change KPIs disclosed in 2030 Strategy. Details on our performance can be found in the Environment and Performance in detail sections.

TCFD Recommendations Index

Recomandations index:

GOVERNANCE Recommendations: Disclose the organization's governance around climate-related risks and opportunities	Disclosure a) Describe the board's oversight of climate related risks and opportunities.	Corporate Sustainability Governance Sustainability at OMV Petrom	RISK MANAGEMENT Recommendations: Disclose how the organization identifies, assesses and manages climate – related risks	Disclosure a) Describe the organization's processes for identifying and assessing climate-related risks.	Mapping our specific Sustainability Risks Transition to low carbon business Annual report, Risk management governance section
	Disclosure b) Describe management's role in assessing and managing climate related risks and opportunities.	Corporate Sustainability Governance Sustainability at OMV Petrom Mapping our specific Sustainability Risks Annual report, Risk management governance section		Disclosure b) Describe the organization's processes for managing climate related risks.	Corporate Sustainability Governance Mapping our specific Sustainability Risks Annual report, Risk management section
STRATEGY Recommendations: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning were such information is material.	Disclosure a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	Mapping our specific Sustainability Risks Annual report, Risk taxonomy section Annex: Risks and opportunities summary	METRICS & TARGETS Recommendations: Discloses the metrics and targets used to assesses and manage relevant climate related risks and opportunities where such information is material.	Disclosure c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	Mapping our specific Sustainability Risks Transition to low carbon business
	Disclosure b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Mapping our specific Sustainability Risks Sustainability at OMV Petrom Transition to low carbon business		Disclosure a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Corporate Sustainability Governance Sustainability at OMV Petrom Transition to low carbon business Performance in detail - Environmental data
	Disclosure c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	Sustainability at OMV Petrom Transition to low carbon business Annual report, Risk management governance section, Notes		Disclosure b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Sustainability at OMV Petrom Transition to low carbon business Performance in detail - Environmental data
				Disclosure c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	Corporate Sustainability Governance Transition to low carbon business

Memberships

List of Participations in Professional and Employers' Associations 2022 OMV Petrom (22)

1. Association of Electricity Suppliers in Romania (AFEER)
2. Romanian Association for Promoting Energy Efficiency (ARPEE)
3. Romanian Standard Association (ASRO)
4. Association for the Prevention and Combating of Fraud (ACFE)
5. Romanian Association of Internal Auditors (AAIR)
6. Romanian Investor Relations Association (ARIR)
7. Energy Policy Group (EPG)
8. Romanian National Committee of the World Energy Council (CNR-CME)
9. HR Management Club Association
10. Romanian Association for International Numbering of Articles (GS1 Romania)
11. Association of Treasurers of Romania (ATR)
12. American Chamber of Commerce in Romania (AMCHAM)
13. Romanian – German Chamber of Commerce & Industry (AHK)
14. French Chamber of Commerce in Romania (CCIFER)
15. Romanian Energy Center (CRE)
16. Coalitia pentru Dezvoltarea Romaniei (through Concordia/FPPG, FIC and AMCHAM)
17. CONCORDIA Employers' Confederation (through Oil & Gas Employers' Federation)
18. CONCAWE
19. Foreign Investors Council (FIC)
20. Aspen Institut Romania
21. Oil and Gas Employers' Federation (FPPG)
22. Employer Organisation Gas/Organisation Petrogas (OPG)

Abbreviations and Definitions

A

ACFE	Association of Certified Fraud Examiners
AI	Artificial Intelligence
AIDA	Asset Integrity Data Assistant
ANRS	Administrația Națională a Rezervelor de Stat
APA	Advance Pricing Agreements
APC	Advanced Process Control
API	Wells Standard
ARIR	Romanian Investor Relations Association
ARMS	Active Risk Management System

B

BAT-BREF	Best Available Techniques - Reference Documents
bbl	Barrel(s), e.g., 159 liters
bcm	Billion cubic meters
BEPS	Base Erosion and Profit Shifting
bn	Billion
boe	Barrels of oil equivalent
BOP	Blowout preventer
BSI	Federal Office for Information Security (DE)
BTEX	Benzene, toluene, ethylbenzene, and xylene
BVB	Bucharest Stock Exchange

C

CAPEX	Capital Expenditure
CATF	Clean Air Task Force
CbCR	Country-by-Country Report
CBOs	Community Based Organizations

C

CBT	Computer-Based Training
CCPP	Combined Cycle Power Plant
CCPS	Center for Chemical Process Safety
CCS	Carbon capture and storage
CCS EBIT	Current Cost of Supply (EBIT)
CCTV	Closed Circuit Television System
CDP	Climate Disclosure Project
CDU	Crude Distillation Unit
CEFIC	European Chemical Industry Council
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CGM	Community Grievance Mechanism
CH ₄	Methane
CHP	Cogeneration or Combined Heat & Power
CIO	Chief Information Officer
CLP	Classification, Labelling, and Packaging
CMMS	Computerized Maintenance Management System
CNG	Compressed natural gas
CO ₂	Carbon Dioxide
CO ₂ eq	Carbon dioxide equivalent
CRCD	Community Relations and Community Development
CSR	Corporate Social Responsibility

D

DE&I	Diversity, Equity&Inclusion
DOO	limited liability company in Serbia
DSRs	Data Subjects' Requests

E

E&P	Exploration and Production
EB	Executive Board
EBIT	Earnings Before Interest and Taxes
EIA	Environmental Impact Assessment
EMA	Environmental Management Accounting
EMS	Environmental Management System
EOR	Enhanced Oil Recovery
EPSC	European Process Safety Center
ESG	Environmental, Social and Governance
ESIA	Environmental and Social Impact Assessments
ESRS	European Sustainability Reporting Standards
EU	European Union
EUR	EUR European Union, euro(s)
EU-ETS	EU Emission Trading Scheme
EWRM	Enterprise-Wide Risk Management

F

FP	Property Fund
FReD	FReD – Facility Report Digitalization

G

G20	Group of Twenty is an intergovernmental forum comprising 19 countries and the European Union (EU)
G2P	Gas to Power
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas

Abbreviations and Definitions

GHG scope 1	Direct emissions from operations that are owned or controlled by the organization	IPIECA	International Petroleum Industry Environmental Conservation Association	M	
GHG Scope 2	Energy indirect emissions resulted from the generation of purchased or acquired electricity, heating, cooling or steam	ISMS	Information Security Management System	M&I	Monitoring and Intervention
GHG Scope 3	Other indirect emissions that occur outside the organization	ISO	International Organization for Standardization	m, km	Meter(s), kilometer(s)
GJ	Gigajoule	IT/ OT	Information Technology/ Operational Technology	m ²	Square meter
GMS	General Meeting of Shareholders	IUCN	The International Union for Conservation of Nature	m ³	Cubic meter
GRI	Global Reporting Initiative	IVMS	In Vehicle Monitoring System	MAE	Major Accident Events
				MINAC	Museum of National History and Archaeology Constanta
H		K		ML	Megaliters
H ₂ S	Hydrogen sulfide	KPI	Key Performance Indicator	mn	Million
ha	Hectares	kWh	Kilowatt-hour	MoC	Management of Change
HAZID	Hazard Identification			MRV	Measuring, Reporting and Verification
HAZOP	Hazard and Operability	L		MS	Management Systems
HQ	Headquarter	LDAR	Leak Detection and Repair	MTP	Mid Term Planning
HSSE	Health, Safety, Security and Environment	LED	Light-emitting Diode	MW; MWh	Megawatt(s); megawatt hour(s)
HVO	Hydrotreated Vegetable Oil	LIA	Legitimate Interest Assessments		
I		LLP	Limited Liability Partnership	N	
ICCA	International Congress and Convention Association	LMS	Land Management System	n.a.	Not applicable/not available
ICPT	Câmpina Institute of Research and Technological Design	LNG	Liquefied natural gas	n.r.	Not reported
IDW	Institut der Wirtschaftsprüfer	LOPC	Loss of primary containment	N ₂ O	Nitrous oxide
IFAC	International Federation Accountants	LPG	Liquefied Petroleum Gas	NES	New Energy Solutions
IGRR	Integrated Risk Register	LTIP	Long Term Incentive Plan	NISG	Network and Information System Security Act
ILO	International Labor Organization	LTIR	Lost-time injury rate	NGO	Non-governmental organization
IOGP	International Association of Oil&Gas Producers	LTS	Low Temperature Separation	NM-VOC	Non-methane volatile organic compounds
				NO _x	Nitrogen oxide
				NPA	Natural Protected Area
				NPO	Non-profit organization
				nZEB	nearly Zero-Energy Building

Abbreviations and Definitions

O

OECD	Organization for Economic Cooperation and Development
OGI	Optical Gas Imaging
OOD	limited liability company in Bulgaria
OPEX	Operating Expenses

P

PBZ	Petrobrazî Refinery
PHA	Process hazards
PJ	Petajoule
PMF	Protected Management Frames
PPE	Personal Protective Equipment
PSC	Production Sharing Contract
PSE	Process safety event
PSM	Process Safety Management
PSPI	Process Safety Performance Indicators

Q

QRA	Quantitative Risk Assessment
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R

R&D	Research and Development
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
RENAR	Romanian National Accreditation Organism
RoPA	Record of Processing Activities
RRR	Reserve Replacement Rate

S

S&R	Security and Resilience
S.A.	Romanian JSC - Joint stock company
S2P	Solar to Power
SAF	Sustainable Aviation Fuel
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SIA	Social Impact Assessment
SIEM	Security Information and Event Management
SNOW	ServiceNow
SO ₂	Sulphur dioxide
SoW	Scope of Work
SRA	Security Risk Assessment
SRL	Limited - Societate cu răspundere limitată

T

t, kt	Metric ton(s), thousand tons
toe	Ton of oil equivalent
TCFD	Task Force on Climate-related Financial Disclosures
TfS	Together for Sustainability
TJ	Terajoule
TPH	Total Petroleum Hydrocarbons
TRIR	Total recordable injury rate
TWh	Terawatt hour(s)

U

UN	United Nations
US	United States

V

VAT	Value Added Tax
VCS	Verified Carbon Standard
VOC	Volatile organic compounds

W

W2P	Wind to Power
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Assurance Statement

Independent assurance report

To the management of OMV Petrom S.A.

Scope

We have been engaged by OMV Petrom S.A. (“OMV Petrom”, or the “Company”) to perform a ‘limited assurance engagement’, as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on OMV Petrom’s English version of the 2022 Sustainability Report (the “Subject Matter”) for the year ended 31 December 2022.

Criteria applied by OMV Petrom

In preparing the Subject Matter, OMV Petrom applied the Global Reporting Initiative Standards (2021) (the “Criteria”).

OMV Petrom’s responsibilities

OMV Petrom’s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (‘ISAE 3000’) and the terms of reference for this engagement as agreed with OMV Petrom on 13 December 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Assurance Statement

Our main procedures included:

- ▶ Conducted interviews with personnel to understand the business and reporting process;
- ▶ Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period;
- ▶ Examine relevant documents at the company's management level to assess awareness and priority of reporting issues and to understand how progress is being monitored;
- ▶ Undertook analytical review procedures to support the reasonableness of the data;
- ▶ Tested on a sample basis the information in the Subject Matter against source data and other information prepared by those in charge;
- ▶ Assess whether the Requirements according to the EU Taxonomy regulation have been adequately addressed;
- ▶ Test, on a sample basis, the disclosure and presentation of the Subject Matter against the Criteria;
- ▶ Site visits at Refinery Petrobrazi, Asset Moldova and Asset Oltenia to obtain evidence of performance indicators.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures performed and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the year ended 31 December 2022, in order for it to be in accordance with the Criteria.

Ernst & Young Assurance Services S.R.L.

5 April 2023

Bucharest, Romania

Gelu Gherghescu

Partner

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Referent person in charge of Sustainability:

Alina Popa, Communication and Sustainability Director

In drafting the report, OMV Petrom has benefited from the support of an
external consultant, PricewaterhouseCoopers Audit SRL

Photos:

OMV Petrom archive, Dreamstime, iStock

Other Publication for 2022:

[OMV Petrom Annual Report 2022](#)

Disclaimer regarding forward-looking statements

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These statements reflect the Company's current knowledge and its expectations and projections about future events and may be identified by the context of such statements or words such as "anticipate," "believe", "estimate", "expect", "intend", "plan", "project", "target", "may", "will", "would", "could" or "should" or similar terminology. By their nature, forwardlooking statements are subject to a number of risks and uncertainties, many of which are beyond the Company's control that could cause the Company's actual results and performance to differ materially from any expected future results or performance expressed or implied by any forward-looking statements. None of the future projections, expectations, estimates or prospects in this report should in particular be taken as forecasts or promises nor should they be taken as implying any indication, assurance or guarantee that the assumptions on which such future projections, expectations, estimates or prospects have been prepared or the information and statements contained herein are accurate or complete. As a result of these risks, uncertainties and assumptions, you should in particular not place reliance on these forward-looking statements as a prediction of actual results or otherwise. This report does not purport to contain all information that may be necessary in respect of the Company or its shares and in any event each person receiving this report needs to make an independent assessment. The Company undertakes no obligation publicly to release the results of any revisions to any forward-looking statements in this report that may occur due to any change in its expectations or to reflect events or circumstances after the date of this report. This report and its contents are proprietary to the Company and neither this document nor any part of it may be reproduced or redistributed to any other person.



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