# Annual Report 2025

OMV Petrom

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**Note**: OMV Petrom S.A. is registered with the Trade Register under number J1997008302407 and has as unique fiscal registration code RO1590082. In this report, "the company", "OMV Petrom", "OMV Petrom Group" and "the Group" are sometimes used for convenience where references are made to OMV Petrom S.A. and its subsidiaries in general (for details regarding the Group structure, please see Note 31 to the Consolidated Financial Statements). The financials presented in the report are audited and represent OMV Petrom Group's consolidated results prepared in accordance with International Financial Reporting Standards (IFRS) as endorsed by the European Union (EU); all the figures refer to OMV Petrom Group unless otherwise stated. Figures may not add up due to rounding differences.

# Transforming for a lower carbon future

Every single day, OMV Petrom produces and supplies the energy for millions of people – for their comfort, their need for mobility, or their passion to travel.

Energy is part of our lives: fuels are the basis for mobility, gas is used for heating homes, and electricity powers the appliances that make our lives easier. Behind all this stands the energy of OMV Petrom.

OMV Petrom leverages on the industry's expertise in Romania, as one of the first oil producing countries in the world. At the same time, it successfully applies innovation and technical know-how to contribute to improving the quality of life, while transforming itself into a lower-carbon integrated energy company.

Our Values – We care | We're curious | We progress – sit at the heart of how we implement our Strategy 2030 of leading the energy transition in Southeastern Europe. Our values guide us on the path to reaching our Purpose: Reinventing essentials for sustainable living.

We produce energy in all its forms: fuels, gas, and electricity.

Safely. Securely. Responsibly.

Today and tomorrow.

# An integrated energy company

OMV Petrom is the largest integrated energy producer in Southeastern Europe. The company is active along the entire energy value chain: from exploration and production of oil and gas, to refining and marketing of refined petroleum products, and further on to power generation and marketing of gas and power.

The company is organized into three operationally integrated business segments – Exploration & Production, Refining & Marketing, Gas & Power. OMV Petrom's integrated business model provides financial resilience due to synergies and natural hedging against oil and gas price volatility.

In Exploration & Production (E&P), OMV Petrom is present in Romania and Bulgaria. Our expertise varies from deep onshore and offshore exploration to mature fields and shallow offshore production.

In 2025, our portfolio consisted of 411 mn boe proved (1P) reserves and around 38 mn boe hydrocarbon production (thereof 2.4 mn tons of crude oil and natural gas liquids and 3.1 bn cubic meters of natural gas).

In Refining & Marketing (R&M), we operate the Petrobrazi refinery, which has a capacity of 4.5 mn tons per year and can process OMV Petrom's entire Romanian equity crude oil. We are present on the oil products retail market through a network of 780 filling stations located in Romania, Moldova, Bulgaria, and Serbia. These filling stations are operated under two brands: Petrom and OMV. In some of our filling stations in Romania, Bulgaria and Serbia we complemented the offer to our customers by installing charging points for electric vehicles (end-2025: around 1,350 charging points, own and in partnerships). In 2025, the R&M business segment recorded 5.5 mn tons of refined product sales, of which 3.2 mn tons were retail sales.

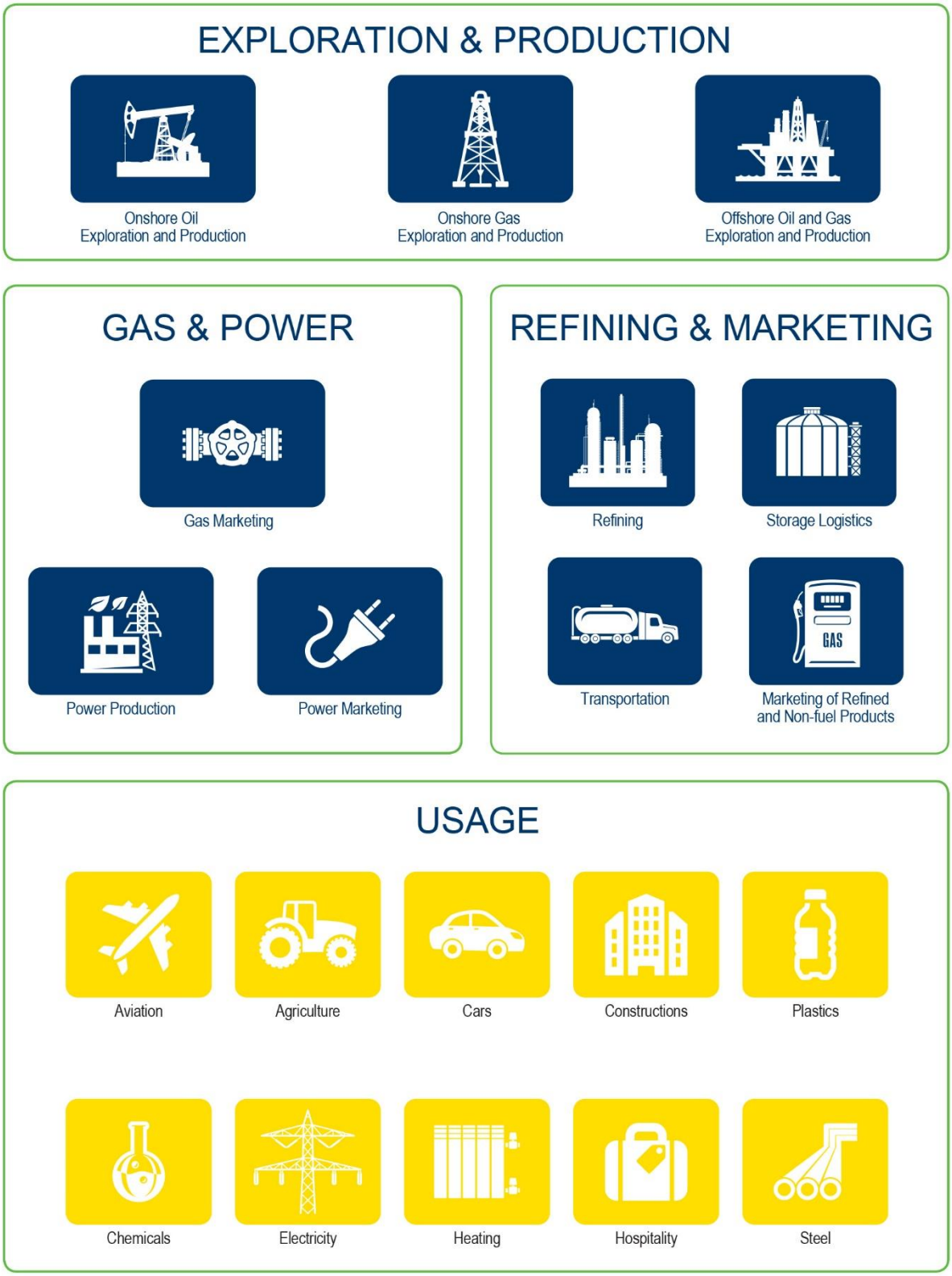
In Gas & Power (G&P), we are engaged in electricity production, as well as gas and power sales. In Romania, we operate the Brazi gas fired power plant, which has a capacity of 860 MW. We carry out gas and power marketing operations in seven European countries, while expanding market access in Romania's geographical proximity. In 2025, the segment recorded gas sales volumes of 48.3 TWh (thereof 37.9 TWh to third parties[i]), the equivalent of 4.5 bcm, and generated 4.7 TWh of electricity.

Every day, millions of people and thousands of businesses in Romania and in the region use our energy. OMV Petrom's fuels and energy products enable mobility, provide heat for daily living and working, and form the basis for a variety of plastics and high-end petrochemical products.

OMV Petrom has a long tradition of sustainable and responsible behavior in delivering energy. Sustainability for OMV Petrom means creating long-term value for our customers and shareholders, while being an innovative company and an employer of choice. We conduct our business in a responsible way, respecting the environment and adding value to the communities in which we operate.

[i] The difference was mainly used for electricity production.

# Our business model



# Why invest in OMV Petrom

OMV Petrom is the largest integrated energy producer in Southeastern Europe and the largest Romanian company listed on the Bucharest Stock Exchange, with a market capitalization of EUR 12.2 bn at the end of 2025.

The company has a leading position in the fuels and natural gas markets in Romania and an important contribution to the country's security of electricity supply.

OMV Petrom's success is based on its integrated business model, operational excellence and financial discipline, which are key in generating sustainable growth and attractive returns for our shareholders.

**Our investment proposition is simple:** growth in energy, value and dividends, while securing a sustainable business.

We aim to maintain a disciplined capital approach, while investing close to EUR 11 bn in 2022-2030, reaching Clean CCS Operating Result of more than EUR 1.5 bn in 2030 and achieving a ROACE of around 15% in 2030.

Our highly competitive dividend policy is made up of a progressive base dividend and discretionary special dividends when market conditions allow. We are committed to increasing our base dividend by 5-10% per annum to 2030, with total dividend payout of around 50% of operating cash-flow (OCF) on average for the period 2022-2030 and between 40% to 70% of OCF allocated annualy to total dividends.

Sustainability remains at the core of our actions, as mitigating climate change is a strategic priority for our business, and we are committed to be part of the solution for the transition to cleaner energy. Our long-term ambition is to achieve Net Zero operations by 2050.

We are planing to achieve these ambitions by:

- Developing Neptun Deep – the largest gas resource in the EU, a total investment of up to EUR 4 bn, out of which 50% represents OMV Petrom's share
- Building one of the largest new solar and wind power portfolios in Romania, with more than 2.5 GW installed capacity and a total investment of ~ EUR 3 bn until 2030, including both equity financing from all partners and third party financing
- Making the largest investment in the decarbonization of Romanian transportation, of over EUR 1 bn, for the production of biofuels and the development of the largest electric charging network in the country
- Decarbonizing our current operations through continuous modernization and optimization.

We expect our efforts to strengthen Romania's and Southeastern Europe's security of supply, as well as the EU's energy resilience.

Since privatization, OMV Petrom has provided a stable base for Romania's economy as a reliable energy supplier, a major employer, and a significant contributor to the state budget.

OMV Petrom will continue to consider its employees a priority, while also focusing on creating value for its customers by enhancing their satisfaction and experience.

# Resilient results; dividends proposed for 2025 at 40% payout of OCF

| CLEAN CCS OPERATING RESULT [1] (IN 2024: RON 5.7 bn) | CLEAN CCS NET INCOME ATTRIBUTABLE TO STOCKHOLDERS [1,2] (IN 2024: RON 4.9 bn) | NET INCOME ATTRIBUTABLE TO STOCKHOLDERS [2] (IN 2024: RON 4.2 bn) |
|---|---|---|
| RON 5.2 bn | RON 5.1 bn | RON 3.1 bn |
| **CASH FLOW FROM OPERATING ACTIVITIES [3] (IN 2024: RON 6.5 bn)** | **CAPITAL EXPENDITURE (IN 2024: RON 7.2 bn)** | **TOTAL DIVIDENDS PAID [4] (IN 2024: RON 4.4 bn)** |
| RON 9.0 bn | RON 7.8 bn | RON 3.9 bn |
| **FREE CASH FLOW AFTER DIVIDENDS [3, 4] (IN 2024: RON (3.7) bn)** | **CLEAN CCS ROACE [1] (IN 2024: 15.4%)** | **TOTAL DIVIDEND /SHARE PAID [4] (IN 2024: RON 0.0713)** |
| RON (1.4) bn | 13.9% | RON 0.0644 |
| **INCREASE IN BASE DPS YOY [5] (IN 2024: 7.5%)** | **DIVIDEND YIELD [6] (IN 2024: 9.1%)** | **TOTAL SHAREHOLDER RETURN [7] (IN 2024: 36%)** |
| 5% | 5.8% | 49% |

All values refer to 2025, unless otherwise stated;

[1] Adjusted for special items; Clean CCS (current cost of supply) figures exclude special items and inventory holding effects (CCS effects) resulting from Refining and Marketing; special items include temporary hedging effects (in order to mitigate Income Statement volatility);

[2] After deducting net result attributable to non-controlling interests;

[3] 2024 figure also reflects the solidarity contribution on refined crude oil due for 2023

[4] Includes both base and special dividends paid;

[5] Refers to base dividend for the respective financial years; 2025 dividend is subject to GMS approval on April 28, 2026;

[6] Calculated with the share price at the end of each year; 2024 updated to include both base and special dividends paid in 2025; 2025 includes total dividend of RON 0.0578/share (of which base dividend of RON 0.0466 and special dividend of RON 0.0112), subject to GMS approval on April 28, 2026;

[7] Calculated with share price appreciations over the respective years as well as paid base and special dividends; 2024 updated to include base and special dividends paid in 2025.

# Partner for Romania

We are one of the largest private investors and taxpayers in Romania, the largest integrated energy producer, and a major private employer in the country. We are aware of the important role we play in the economy and responsible behaviour is deeply embedded in our company's culture.

**WE ARE AN IMPORTANT CONTRIBUTOR TO ROMANIA's SECURITY OF ENERGY SUPPLY**

**>1/3** OF **FUELS & GAS** COMBINED NATIONAL DEMAND [1]

KEY ROLE IN **BALANCING** NATIONAL **ELECTRICITY** SYSTEM

**JOBS**

**WE EMPLOY ~9,400 PEOPLE**

**>21**

**BILLION EURO** INVESTED DURING **2005-2025**

**>48**

**BILLION EURO** TAXES AND STATE BUDGET CONTRIBUTIONS DURING **2005-2025** [3]

**~210** **MILLION EURO SOCIAL CONTRIBUTIONS** [2] DURING 2007-2025

**TECHNOLOGY IS EMBEDDED IN OUR STRATEGY**

**SAFETY IS OUR TOP PRIORITY**

WE PROMOTE ENERGY EFFICIENCY IN ROMANIA VIA **"EFFICIENT ROMANIA" PROGRAM**

[1] Fuels refer only to retail diesel and gasoline; OMV Petrom estimates based on National Institute of Statistics and Romanian Energy Regulatory Authority;
[2] Amount allocated to develop communities in Romania, focusing on environmental protection, education, health, and local development;
[3] Include direct and indirect taxes as well as dividends distributed to the Romanian state; 2025 dividend is subject to GMS approval on April 28, 2026.

# Company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# Statement of the Chief Executive Officer

**Dear shareholders,**

The year 2025 marked an important chapter in further transforming OMV Petrom for a low carbon future while keeping safety first. Amid heightened geopolitical risk and volatile market and macroeconomic conditions, we maintained a strong delivery across all our three strategic pillars, and reinforced our contribution to Romania's energy security and economic stability.

The four highlights of the year were: **contributing to energy security, strengthening our position as a regional player, delivering resilient results, and creating value for our stakeholders.**

First, **contributing to energy security**. Despite the challenging market environment, OMV Petrom continued to play a central role in ensuring Romania's energy supply, through reliable domestic production of oil, gas, fuels and power. In 2025, we covered more than one third of Romania's fuels and natural gas consumption and approximately 10% of its power generation. We also consolidated our regional footprint, building on the energy resilience of the markets in which we operate.

Second, we continue to position ourselves as a **key player in the region**: we further developed, on time and on budget, the Neptun Deep project, the largest natural gas resource in the EU, on track for first gas in 2027. It is a project of regional significance, involving stakeholders from Europe, Asia, and North America, and we see high interest and strong support from all of them. In the wider Black Sea region, we also advanced with our activities in the Han Asparuh block in Bulgaria, together with new partners. Moreover, we progressed with the development of one of the largest portfolios of renewable energy projects in Romania and Bulgaria, with over 900 MW under construction and 70 MW operational at the end of 2025. On the decarbonization of transportation, the construction of the SAF/HVO unit continued, for which we have already secured over 80% of the feedstock. In e-mobility, we reached around 1,350 charging points in our operating region, supporting the growing electric vehicle market.

Since 2021, we have stayed committed to our transformational Strategy 2030 for a lower carbon future, while making some key adjustments in two steps (in June 2024 and February 2026): a more rapid build out in renewables and more ambitious target in e-mobility, with the implementation pace adjusted to customers' preferences, as well as market and sector specific regulatory environment and technology developments. Moreover, we plan more investments in a strong pipeline of opportunities in our traditional business and regional gas growth by 2030, reallocating funds from less mature low and zero carbon technologies, which demonstrates our flexibility and agility. We are also repacing some of our GHG targets as we steer our products portfolio in line with market demand. More details will be provided at our Capital Markets Day in H2/26.

Third, despite the challenging market environment, in 2025 we delivered **resilient results**, underpinned by strong **operational** performance and disciplined project execution in both our traditional and emerging businesses. We successfully contained our hydrocarbon production decline, achieving the second lowest decline in eight years. Our refinery ran at a 93% utilization rate for the full year, with the last quarter reaching 100%, for capturing the high refining margins. In the Gas and Power segment, the Brazi power plant generated 4.7 TWh of electricity and natural gas sales volumes grew 12% compared to 2024, a record since 2021.

From a **financial** perspective, our 2025 Clean CCS Operating Result decreased by 10% to RON 5.2 bn, mainly impacted by lower crude prices, while the net income decreased by 27% to RON 3.1 bn, reflecting operating result trends as well as special items – mainly impairment of other financial assets related to abandonment obligations. Although profits decreased, we maintained our investment plan and reached a high investment level – almost RON 8 bn – with significant progress for all our strategic projects: Neptun Deep, sustainable fuels unit at Petrobrazi, and renewable power.

Fourth, **value created for our stakeholders**. OMV Petrom remained a pillar of stability for the Romanian state budget, as our contribution through taxes, royalties and dividends reached RON 16 bn, supporting public finances and economic stability in a context of high state budget deficit and sluggish economic growth. Moreover, we are one of the largest employers in Romania and strongly believe our employees are the most valuable assets. I am also proud to outline that we deliver energy to millions of people and thousands of businesses every day in Romania and SEE, with high quality and sustainable products, while making sure our suppliers and contractors also have a strong focus on safety.

Last but not least, in 2025 we distributed competitive dividends to our shareholders, including the fourth special dividend since the launch of our Strategy 2030. In 2026, we are keeping our commitment to the dividend policy, in the context of peak investments envisaged and a still overall challenging macroeconomic and geopolitical environment.

We maintained a strong focus on decarbonization. In 2025, Scope 1-2 absolute emissions decreased by 19%, while methane intensity fell by 77%, both versus 2019.

In the context of the new Corporate Governance Code of the Bucharest Stock Exchange, applicable starting January 1, 2025, last year we updated and published several internal regulations, as well as our new Remuneration Policy, to maintain our high level of compliance.

**Looking forward**, the recently agreed principles for the 15-year extension of production licenses offer us the clarity and long-term visibility required to justify high levels of investment. As we move further into the most investment-intensive period in our history – including the up to RON 9.4 bn planned for 2026 – we are well equipped to deliver our strategy as well as to support Romania and the wider region's energy security and transition. The Black Sea – through the Neptun Deep project and our intensified exploration in both Romania and Bulgaria – continues to play a central role in our future plans.

Our sustainability journey continues, with clearly set emission reduction targets, responsible operations, focus on our social license to operate and high-standard corporate governance. I hope that our 2025 Annual Report offers relevant information to all stakeholders, as it fully integrates our non-financial and financial performance and reflects our commitment to transparency and stakeholder engagement.

At the end of another challenging year, I would like to express my sincere gratitude to our employees, contractors, shareholders, and wider stakeholders for your continued trust and support. Together, we will further strengthen OMV Petrom's value and contribution to Romania and the wider region.

**Sincerely,**

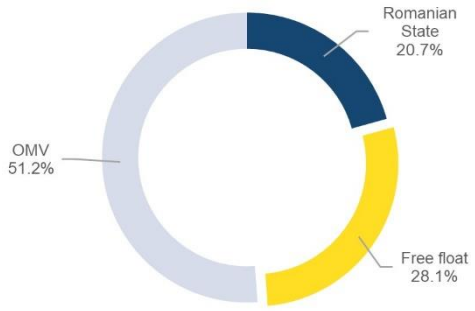
**Christina Verchere**

**CEO, OMV Petrom**

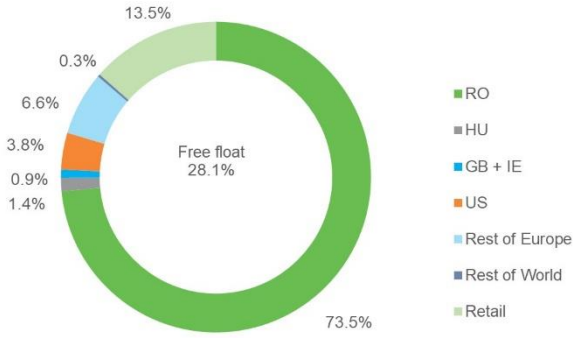
# OMV Petrom on the capital markets

## Shareholder structure

OMV Petrom's shareholder structure in 2025 was the following: 51.2% – OMV Aktiengesellschaft, 20.7% – Romanian State, while the remaining 28.1% represented the free float in the form of shares traded within the Premium category of the Bucharest Stock Exchange (BSE).




At the end of 2025, 634 legal entities from Romania and abroad held 86.5% of the free float securities or 24.3% of OMV Petrom total share capital, with the remaining 13.5% of the free float or 3.8% of total capital being held by around 496,000 private individuals, mostly Romanians.




Looking into details, 73.5% of the free float was held by Romanian institutional shareholders at the end of 2025 (2024: 70.3%), and 13.5% by retail investors (2024: 14.0%) of which more than 98% were Romanians (2024: ~98%). The remaining free float was held by foreign institutional shareholders, as follows: 3.8% from the USA (2024: 4.4%), 1.4% from Hungary (2024: 1.8%), 0.9% from the UK and Ireland (2024: 1.2%), 6.6% from other European countries (2024: 7.6%), and 0.3% from rest of the world (2024: 0.7%).

The Romanian institutional shareholders increased their holdings in OMV Petrom shares during 2025. The largest part was held by the Romanian pension funds, with a cummulated share (Pillar 2 and Pillar 3) of 15.0% in our share capital and 53.4% in the free float (2024: 14.2% and 50.6% respectively). The Romanian asset managers as an asset class were also net buyers in 2025, with a weight in our share capital of 1.1% (2024: 1.0%). According to the latest available public information[ii], the alternative investment funds (SIFs) held a cumulated weight in our share capital of 3.48%, with the largest stakes held by Evergent Investments at 1.40% (2024: 1.32%), followed by Infinity Capital Investments with 1.01% (2024: 0.95%), Lion Capital with 0.57% (2024: 0.57%), Longshield Investment Group at 0.23% (2024: 0.23%) and Transilvania Investments at 0.27% (2024: 0.34%).

## Shares

On the back of significant price appreciation in 2025, OMV Petrom became the largest Romanian company listed on the Bucharest Stock Exchange by **market capitalization,** which stood at RON 62.0 bn or EUR 12.2 bn at the end of 2025. This represented around 12% of the total market capitalization of the companies listed on the BSE or around 20% of the capitalization of the BET index.

The **highest daily trading volume** of the year on the Regular market, of 83.5 mn shares, was recorded on September 19, around the special dividend announcement date. The **lowest level of trading volume** for the year, of 0.9 mn shares, was recorded on August 20, 2025, in the context of an overall low liquidity on the Bucharest Stock Exchange.

OMV Petrom share price ended the last trading session of the year on December 30 at RON 0.9950, 40% higher yoy, still underperforming the BET index by 5.8 percentage points. However, our share price significantly **outperformed all peers** (except Orlen and Neste Oil) by 11 percentage points. On average, the oil and gas majors and regional peers (including Romgaz and excluding OMV) appreciated by 29.6% in 2025.

The **total shareholder return** was 49%**,** reflecting price appreciation as well as the base dividend of

[ii] At Evergent Investments and Transilvania Investments as at 31 December 2025, while for the other SIFs as at 30 September 2025.

RON 0.0444/share and the special dividend of RON 0.0200/share, both paid in 2025.

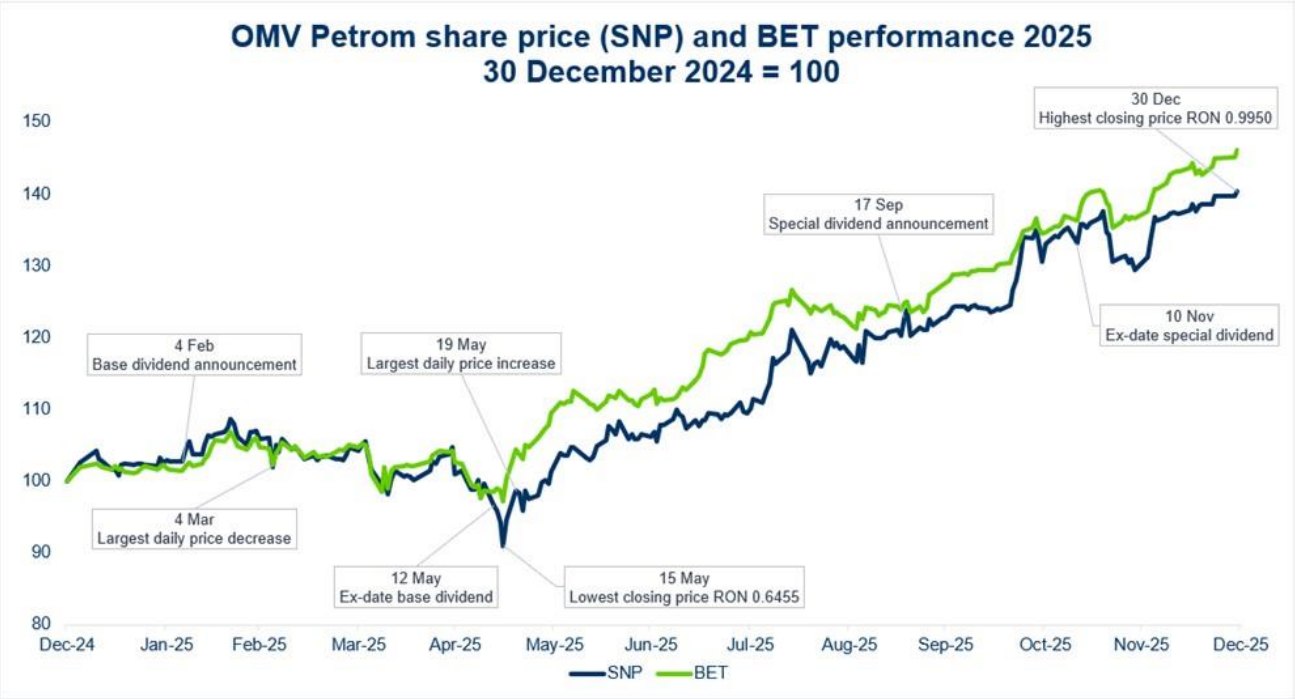
The **highest closing share price of the year,** of RON 0.9950 was recorded on December 30, while **the lowest closing share price of the year,** of RON 0.6455 was recorded on May 15.

Most quarterly results publications generated neutral reactions among analysts, and the share price evolution reflected this. The exception was on the day of Q1/25 results release, when the share price decreased by 3.5%, the second highest daily price drop of the year. The **highest daily decrease of the year,** of 3.9%, was recorded on March 4, following news that OPEC producers would raise output in April, combined with concerns that US tariffs on Canada, Mexico and China would slow economic growth and fuel demand. Conversely, **the highest daily share price appreciation in 2025,** of 4.3%, was recorded on May 19, in the context of a positive market sentiment following the second round of Romanian presidential elections.

In 2025, the **average share price** for trades on the Regular market was RON 0.8042/share, 15% higher than the 2024 figure of RON 0.7002/share. Our shares significantly outperformed the 14% decrease of the average Brent oil price, supported by our business integration and diversification.

The **average daily traded volume**, including Deal trades, was 8.6 mn shares, down 24% yoy (2024: 11.3 mn). The **average daily traded value** was RON 6.9 mn, down 14% yoy. The 2025 average daily traded value in EUR terms was EUR 1.4 mn.

OMV Petrom shares were maintained in the FTSE indices throughout the year.




The domestic indices evolution also exhibited lower volatility and upward trends. The **BET index** (representing the 20 most liquid blue-chip stocks listed on the BSE) closed the year 46% above the end-2024 value. **BET-TR (total return BET)** appreciated by 55% yoy in 2025. The **BET-NG index** (comprising stocks in the energy and utilities sectors), in which OMV Petrom has a weight of around 30%, increased by 50% yoy. **The BET-BK index** (designed as a benchmark for asset managers and institutional investors) also increased by 54% yoy.

**Global and European equities** recovered during 2025, despite uncertainties induced by the US tariffs, Middle East tensions and policy fragmentation in the major economies.

US, Chinese and eurozone economies proved resilient, although growth recovery was uneven and fuelled by different key factors. The discussions on interest rates easing by the major central banks and OPEC+ actions throughout the year impacted market sentiment as to prospects of oil demand/supply balance. **Oil and gas sector specific indices** outperformed the Brent, while major stock indices had a mixed performance, generally reflecting improved results of constituent companies, after their return to profitable growth and repacing ESG (Environmental, Social and Governance) targets. STOXX Europe 600/Oil & Gas closed 21% higher yoy, while major stock indices also advanced: STOXX Europe 600 increased by 17% yoy, DAX index increased by 23% yoy, FTSE 100 increased by 22% yoy and Dow Jones Industrial average index increased by 13% yoy.

### OMV Petrom S.A. share symbols

| | |
|---|---|
| ISIN | ROSNPPACNOR9 |
| Bucharest Stock Exchange | SNP |
| Bloomberg | SNP RO |
| Reuters | ROSNP.BX |

### OMV Petrom shares - at a glance

| | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Number of shares (mn) | 62,311.7 | 62,311.7 | 0 |
| Market capitalization (RON mn)[1] | 62,000 | 44,179 | 40 |
| Market capitalization (EUR mn)[1] | 12,160 | 8,882 | 37 |
| Year's high (RON) | 0.9950 | 0.7930 | 25 |
| Year's low (RON) | 0.6455 | 0.5590 | 15 |
| Year end (RON) | 0.9950 | 0.7090 | 40 |
| EPS (RON) | 0.0491 | 0.0672 | (27) |
| Total dividend per share (RON) | 0.0578[2] | 0.0644[3] | (10) |
| Thereof base dividend per share (RON) | 0.0466[2] | 0.0444 | 5 |
| Dividend yield (%)[4] | 5.8 | 9.1 | (36) |
| Payout ratio from net profit (%)[5] | 117.8 | 95.8 | 23 |
| Payout ratio from operating cash flow (%)[6] | 40.0 | 62.1 | (36) |

[1] Calculated based on the closing share prices and RON/EUR exchange rates as of the last trading day of the respective year;
[2] Dividend subject to OGMS approval on April 28, 2026; it refers to both base and special dividends;
[3] The 2024 value includes RON 0.0444/share base dividend for 2024 and RON 0.0200/share special dividend declared and paid in 2025;
[4] Calculated based on the closing share prices as of the last trading day of the respective year; the 2024 value includes also the special dividend declared and paid in 2025;
[5] Computed based on the Group's net profit attributable to stockholders of the parent; the 2024 value includes also the special dividend declared and paid in 2025;
[6] OCF of the respective year; dividends used are the ones announced and paid/payable in the following year; dividends announced in February 2026 subject to approval by the OGSM in April 2026.

### Own shares

At the end of 2025, OMV Petrom S.A. held a total number of 204,776 own shares without voting rights (suspended voting right shares), representing 0.0003% of total share capital. In 2025, OMV Petrom did not buy back or cancel any Treasury shares.

### Investor Relations activities

During 2025, the company's top management and the Investor Relations (IR) team had an active presence on the local and foreign capital markets, by attending brokers' conferences and organizing calls for analysts and institutional investors, as well as non-deal road shows. Such interactions provided the opportunity to regularly update them on the Strategy 2030 targets and execution, our quarterly operational and financial performance, as well as on the company's response to challenges posed by energy prices volatility and the changes of the local sector specific regulatory and fiscal environment. Our focus on ESG, the impact of Europe's sector specific regulations on our sustainability strategy, low and zero carbon capital expenditure plans and long-term business sustainability

were also addressed during some of our meetings with investors.

In 2025, we attended twelve events dedicated to institutional investors, of which two non-deal road shows and ten broker conferences. A number of five events benefited from top management representatives' participation, whereas seven were held at IR level. The total number of one-on-one and group meetings with investors was 70, during which we met around 75 investment funds from Romania, UK, US, France, Germany, Switzerland, Estonia, Norway, Austria, Czech Republic, Slovakia, Poland, Greece, Hungary, Bulgaria, Croatia and New Zealand.

Additionally, in 2025 we continued with the events dedicated to retail investors in the context of the overall increase in Bucharest Stock Exchange's retail investors base, a trend also reflected in our shareholding structure. Of the total three such events, two benefited from the presence of our CFO.

With regards to the regular reporting, the main tool via which we update capital markets is the quarterly reporting, which provides a comprehensive resource for analysts and investors. This includes, among others, the **Trading Update of Key Performance Indicators (KPIs),** which provides early guidance on OMV Petrom's key trends for the quarter, the **Quarterly report**, a **conference call with analysts and investors, the related presentation with speech** and **Data supplement** file, as well as the transcript of the **Questions and Answers** session during quarterly conference calls, all published on the company's website, www.omvpetrom.com.

In the interest of transparency and timeliness, all company reports, releases, and important information for shareholders, analysts, and investors are promptly disseminated on the Bucharest Stock Exchange as well as on the Financial Supervisory Authority websites and also posted in the Investors section on the company's website.

### Analyst coverage of OMV Petrom shares

At the end of 2025, **OMV Petrom stock was covered by ten analysts** (2024: ten), with the following recommendations: one analyst (or 10%) had a "Buy" or equivalent rating (end-2024: 20%), seven (or 70%) had "Hold" or equivalent ratings (end-2024: 70%) and two (or 20%) had "Sell" ratings (end-2024: 10%).

**The average target price (TP) was RON 0.8382,** translating into a 15.8% **downside potential** compared to the share price of RON 0.9950 on the last day of trading in the year. This compares to an average TP of RON 0.7454 as at end-2024**.**

### Dividend policy

OMV Petrom S.A. is committed to deliver a competitive shareholder return throughout the business cycle, including paying **a progressive dividend**, in line with financial performance and investment needs, considering the long-term financial health of the Company. In a favorable market environment and at management discretion, **special dividends may also be distributed**, provided that the Company's investment plans are funded.

The Company maintains **the target to increase its base dividend per share by 5-10% per annum by 2030**.

Moreover, the Company **will distribute total dividends (base and special) between 40% and 70% of the operating cash flow each year by 2030**. Also, total dividends are expected to account for **approximately 50% of the operating cash flows** on average for the period 2022-2030, in a base case price scenario.

### Dividends

The Supervisory Board approved the Executive Board's proposal to the Ordinary GMS to distribute a gross dividend per share of RON 0.0578 for the year 2025, 10% down yoy, of which RON 0.0466 as base dividend (up 5% yoy) and RON 0.0112 as special dividend (44% down yoy). This translates into a total cash outflow of RON 3,602 mn, a payout ratio of 40% of the Group's 2025 operating cash flow 2025 (2024: 62%) and 118% of the Group's 2025 net profit attributable to stockholders of the parent (2024: 96%). The 2025 dividend proposal is subject to the approval of the forthcoming Ordinary GMS on April 28, 2026.

# Strategy 2030: Transforming for a lower carbon future

In 2025, OMV Petrom has continued to deliver on its strategic ambition to **lead the energy transition in Romania and the SEE region**, transforming towards a lower carbon future, while providing – safely, securely and responsibly – the energy needed for today.

Since our **Strategy 2030** was announced in 2021 and reconfirmed in 2024, the world has been witnessing unprecedented geopolitical and economic volatility, and fluctuating commodity prices. This complex external environment has shifted priorities in the energy landscape: energy affordability and security are being prioritized as the energy transition proves longer and more complex.

Against this backdrop, OMV Petrom's **three key strategic pillars** and 2030 strategic direction remain the same as announced in 2021:

- **Transition to low and zero carbon**: by developing **low-emission products** that leverage opportunities from the energy transition and address the evolving energy requirements of our customers.
- **Grow regional gas**: mainly by developing our **Neptun Deep** flagship project, which is crucial for the energy security of Romania and the region, while progressing with our **exploration activities in Romania and Bulgaria**.
- **Optimize traditional business**: by **transforming our existing assets** to maximize efficiency and drive sustainable growth.

Looking ahead, while our strategic directions remain unchanged, the implementation of our plans requires **agility and flexibility** to market trends and the broader economic context. Our products portfolio is steered in line with expected market demand, adapting to the realities of energy transition, as well as to the pace of new technologies deployment. We have thus fine-tuned some of our 2030 strategic projections, in line with expected market dynamics.

The above mentioned trends are reflected in our CAPEX re-allocations. Our total gross investment of around EUR 11 bn for the 2022-2030 strategy period is maintained, while the share of investments for Transition to low and zero carbon is changing to ~25% (from ~35%), and the investments for the other two strategy pillars, Optimize traditional business and Grow regional gas, are increased.

As gas remains a key transition fuel and oil demand is expected to stay resilient, our 2030 **hydrocarbon production target, including Neptun Deep volumes, is**

**increased** to around **170 kboe/d**[iii], up from the previous target of over 160 kboe/d, also enabled by the agreed principles with the Romanian state for 15-year production licenses extension. At the same time, low-carbon solutions are advancing at different paces across technologies and value chains.

Less mature technologies such as Carbon Capture and Storage (CCS) are facing low market readiness. While we believe CCS remains critical for long-term decarbonization, it is no longer deemed commercially viable or feasible by 2030, thus our CCS plans have been repaced to post-2030. We remain committed to pursuing sustainable decarbonization. We are reaffirming our commitment to **reduce Scope 1-2 absolute emissions by 30% by 2030** compared to the baseline year 2019 and to **decrease methane intensity to lower than 0.2% by 2030**. In 2025, we achieved an absolute Scope 1-2 emissions reduction of 19% vs. 2019, mainly through E&P integrity investments, and cut E&P methane intensity by about 77% to 0.37%, via significant decreases in flaring and venting. Longer term, our **Net Zero operations (Scope 1-2) by 2050 ambition** remains unchanged.

To reflect shifting market demand and evolving decarbonization priorities, we are adjusting our Scope 3 related targets. We remain committed to sustainable decarbonization, but also acknowledge gas increasing stake in our portfolio and fuel demand remaining resilient in our region. Therefore, we are changing our reduction target for carbon intensity of our energy supply (Scope 1-3) by 2030 vs. the baseline year 2019 from 20% to 10%. In 2025, we achieved a 3% reduction in carbon intensity vs. 2019, primarily due to higher power sales volumes. We have also decided to withdraw the 2030 absolute Scope 1-3 reduction target, as we steer our products portfolio in line with market demand. For details, see Sustainability Statement, sections [E1-1] Transition plan for climate change mitigation and [E1-4] Targets related to climate change mitigation.

More details will be communicated at the Capital Markets Day planned for the second half of 2026.

On the **implementation of our strategy**, very strong progress has been achieved during 2025, continuing the **most capital intensive period in our company's history** with approximately EUR 1.6 bn invested in 2025 (for details see Directors' Report), and targeting approximately EUR 1.1 bn average yearly investment for 2026-2030.

### Transition to low and zero carbon

This strategic pillar underpins our bold transformation path towards a lower carbon future, and recorded significant progress during 2025.

Our ambition level regarding **renewable energy has more than doubled as of June 2024** compared to the initial target at the launch of our Strategy 2030 in December 2021. We are now targeting **more than 2.5 GW of solar and wind capacity** installed by 2030, including partnerships. We have already built a substantial **portfolio of projects.** In 2025, we continued to advance our project execution and regional expansion, further strengthening our position as a key player in the energy transition. At the end of 2025, approximately 70 MW renewable capacity was operational, projects totalling more than 900 MW capacity were in construction following final investment decisions and signing of main contracts. Of the projects currently in construction, approximately 85% of the capacity is accounted for by solar and 15% by wind.

As an example, 2025 saw the start of the construction, together with our partner CE Oltenia, of four photovoltaic parks in Gorj and Dolj counties, totaling about **550 MW of installed capacity** – an increase from the initial estimate of 450 MW. The projects, with a total investment of over EUR 400 mn, funded approximately 70% through the Modernization Fund, will supply electricity equivalent to the annual consumption of approximately 410,000 Romanian households[iv] starting in 2027.

Furthermore, in 2025, we have expanded our regional presence on the renewable markets by acquiring a 50% stake in the **Gabare photovoltaic project in Bulgaria**, one of the largest solar developments in the country, with an estimated capacity of 400 MW and 0.6 TWh annual production. This project, developed in partnership with Enery, is expected to reach final investment decision in the first part of 2026 and start commercial operations in 2027, contributing to our 2030 renewables target. It also includes the potential to further develop a battery energy storage system to support grid flexibility and stability.

[iii] Not considering any impact of potential divestments
[iv] Based on average capacity factor for solar PV in Romania and average household power consumption in Romania as per ANRE figures

Acceleration of our renewable energy ambitions has also brought the opportunity to integrate power storage with generation assets, in order to maximize renewable energy efficiency.

We have also advanced our 2030 low carbon strategic product portfolio, which will contribute to the decarbonization of the transportation sector. On our way to becoming the first major producer of **biofuels** in SE Europe by 2030, our most significant milestone in 2025 was starting the **construction of a sustainable aviation fuel (SAF) and hydrotreated vegetable oil (HVO) unit at the Petrobrazi refinery**. The unit will secure 250,000 tons of annual production capacity, estimated to become operational in 2028. We underwent significant progress, with site preparation and main foundation poured and over 80% of feedstock contracts signed for the first 8 years of operations.

With this very complex project, employing new and innovative technologies, we are proud to lead the way with the first installation of its kind in our operating region. The new unit will enable OMV Petrom to integrate the production of SAF and HVO with the existing infrastructure for fuel production, storage and distribution, thus contributing to meeting the region's sustainable mobility needs.

The EUR 750 mn investment will integrate sustainable fuels production along with two green hydrogen facilities totalling 8 ktpa production (or 55 MW capacity) at the Petrobrazi refinery.

In 2025, we also started to supply fuel containing 2% SAF for all our clients on four airports in Romania for which SAF blending is mandatory according to ReFuel Aviation Regulation, marking a step in the company's efforts toward greener air transport and positioning Romania as a regional hub for green aviation solutions.

In addition to the development of sustainable fuel production, we are expanding our network of **charging points for electric vehicles** (EVs), with the ambition to become the leading e-mobility provider in Romania. We aim for around 5,000 charging points by 2030, our growth being paced with market conditions. Our charging points network for EVs has increased to around 1,350 at the end of 2025. In May 2025, OMV Petrom inaugurated the largest electric charging hub in Romania for all types of vehicles, including heavy transport, with a total capacity of 10 MW.

While most projects within our transition to low carbon strategic pillar are advancing, the energy transition pace is uneven across technologies and value chains. On CCS, market volatility, lack of readiness along the value chain, and regulatory uncertainty have impacted our roadmap. Thus, we decided to pace CCS post-2030. We believe CCS remains critical for long term decarbonization, and we continue to mature CCS opportunities for commercial viability, at a pace and size adapted to value chain readiness, while also exploring the potential of other new technologies, such as geothermal energy, low-carbon hydrogen and biogas.

### Grow regional gas

2025 has been a strong year in OMV Petrom's journey on this strategic pillar. **Our flagship project Neptun Deep**, located in the Romanian part of the Black Sea, progressed **more than halfway towards completion**, being on track for first gas expected in 2027. In 2025, our focus was on development and production drilling in the Pelican South field. At the beginning of 2026, we started drilling in the Domino field. The development concept for Neptun Deep includes ten production wells: four in the Pelican South field and six in the Domino field. We are **investing up to EUR 2 bn** in the project, with estimated recoverable resources of around 50 bcm, that would ensure around **70 kboe/d production at plateau, all net to OMV Petrom.**

Thanks to the Neptun Deep contribution, **by 2030 we expect to reach above 70% share of gas in the company's total hydrocarbon production** (2025: 54%). The increase in equity gas will also support Romania's decarbonization efforts, as natural gas can play a major role in the energy transition, replacing higher-emission energy sources such as coal, while also ensuring the integration of renewable capacities.

In addition, we continued our strategic efforts to unlock new energy resources in the region. Another major achievement in 2025 was the **start of exploration drilling in the Han Asparuh offshore block in Bulgaria** – a milestone that strengthens our presence in the Black Sea as operator. The exploration drilling campaign includes two offshore exploration wells, with a total budget of about EUR 170 mn. At the beginning of 2026, the Bulgarian state through Bulgarian Energy Holding (BEH) entered the Han Asparuh offshore exploration license: OMV Petrom remains operator, with a 45% stake, NewMed Energy holds 45%, and BEH holds 10%. In February 2026, we started drilling of the second well.

Regarding **further offshore exploration,** we will look to continue to explore and develop large scale natural gas deepwater opportunities in the Black Sea. **Anaconda-1 well is going to explore a new prospect in the XIX Neptun block**, in approximately 1,500 meters water depth, 200 km away from Constanta, Romania. OMV Petrom, as operator,

and our partner Romgaz, have secured the Transocean Barents rig to start drilling immediately after the completion of Neptun Deep development drilling.

### Optimize traditional business

In 2025, we continued to optimize our traditional business, focusing on **value over volume and operational excellence in all business segments**, and capitalizing on our integrated business model. Our core business is expected to continue to be highly cash generative, allowing us to fund our investments in regional gas growth and low and zero carbon projects, as well as the dividend distribution, until Neptun Deep and other low and zero carbon projects come on stream.

In **E&P, maximizing the potential of our existing assets** is our strategic priority. In 2025, we achieved a hydrocarbon **production of 104.5 kboe/d**, supported by contribution from new wells and workovers jobs performed. We will continue to optimize our operational footprint and high-grade our portfolio, by exploration and development of selected mature fields in Romania, striving to minimize production decline until Neptun Deep comes on stream. The unit production cost stood at USD 17.8/boe in 2025, mainly reflecting lower production available for sale, unfavorable FX effect and construction tax. In the near future, it is expected to continue to be negatively impacted by persisting inflationary pressure on overall costs and by production decline and to remain above USD 16/boe in 2026. With the addition of Neptun volumes, and several ongoing cost optimization measures, we expect this KPI to decrease to ~USD 8/boe in 2030.

In **R&M**, our strategic priorities in Refining are **to maximize Petrobrazi profitability** and **to build a sustainable refining business**. In Marketing, our goal is to **maintain our leading retail position in Romania**, with our dual brand strategy complemented by strong partnerships and digital applications for both OMV and Petrom brands. **Refinery utilization rate remained strong in 2025, at 93%**, in line with our expectations, considering the 20-day planned shutdown involving periodical interventions and efficiency upgrades, safely and successfully executed, as well as the swiftly addressed crude supply challenges in Q3/25. We continued to invest in several ongoing projects, finalizing the new aromatics complex and the sulphur recovery unit in Petrobrazi. In retail, in 2025, we achieved a **throughput per filling station of 5.9 mn liters** in Romania. Moreover we attained a **76% increase in non-fuel business margin vs. 2020** at Group level, a result supported by strong marketing focus, digital apps and new food concept launched, offsetting the impact from newly introduced fiscal measures. Thus we are well on track to achieve our target of doubling this indicator by 2030 vs. 2020 baseline.

In **G&P**, our ambitions are to become the **supplier of choice for customers in their energy transition** and **to expand our operations in the region.** In 2025, **we achieved 48 TWh total gas sales**, the highest annual level since 2021, built on robust sales to end users and wholesalers, an excellent result considering the highly challenging market and regulatory context. We continue to progress in **diversifying our gas supply portfolio from third parties,** especially in terms of import sources. In the power business, Brazi power plant proved to be a very resilient asset in a challenging regulatory and operational environment, achieving a net electrical output of 4.7 TWh and covering around 9% of Romania's generation mix. Moreover, we continued our gas and power activities on neighbouring markets, **consolidating our regional footprint**.

### Financial frame

The **financial frame supporting the Strategy 2030** implementation is based on three key elements: rigorous capital discipline, strong financial performance, and attractive returns to shareholders, with specific targets established for each element.

As mentioned above, we maintain our plan to invest **a total of ~EUR 11 bn gross CAPEX during 2022-2030**, yet with a lower allocation to Low and zero carbon strategy pillar from 35% to 25% of total gross CAPEX, and the difference reallocated to projects in the other two strategy pillars.

At the same time, we plan to achieve a Clean CCS **ROACE of ~15%** and a **Clean CCS EBIT of above EUR 1.5 bn** in 2030, as well as to continue to distribute **attractive returns to our shareholders**, with between 40% and 70% of Operating Cash Flow (OCF) allocated to dividends each year.

Overall investments since the announcement of our strategy reached a total of ~EUR 5 bn (2022-2025, gross figure). We are progressing with the most investment-intensive period in the company's history and plan capital expenditure of ~ EUR 2 bn in 2026. Between 2027 and 2030, annual investments will normalize to ~ EUR 1 bn on average.

In 2025, we achieved around EUR 1 bn Clean CCS Operating Result and a 14% Clean CCS ROACE, reflecting the mixed evolution of commodity prices, the substantial

capital expenditures for our Neptun Deep and sustainable projects, and our resilient operational performance.

In 2025, we also paid total dividends in amount of EUR 0.8 bn, of which EUR 0.3 bn as special dividends, resulting in a payout ratio of 62% of 2024 OCF and a total dividend yield of 9.1% (using end 2024 share price).

# Business environment

## Global macroeconomic and sector trends

World GDP increased by an estimated 3.3% in 2025, sustaining its pace despite escalating trade tensions and policy fragmentation. Growth proved remarkably resilient in the face of the most significant shift in US trade policy in decades. The US administration's sweeping tariff measures – including universal baseline tariffs and targeted levies on key trading partners – reshaped global trade flows and supply chains throughout the year. Growth patterns diverged across regions in 2025. The US economy expanded by 2.1%, with robust consumer spending and labor markets offsetting the impact of higher import costs and business uncertainty. The euro-area economy grew by 1.4%, benefiting from further real wage growth and recovering domestic demand, though export-oriented sectors faced headwinds from US tariffs. Germany's economy stabilized with 0.2% growth following earlier weakness, supported by increased defense spending and modest manufacturing recovery. France advanced by 0.8% despite ongoing fiscal consolidation pressures. Spain continued outperforming, growing by 2.9% on strong services and tourism. China's economy grew by 5.0%, with massive stimulus measures and strategic focus toward alternative export markets, partially offsetting US tariff impacts and persistent property sector weakness.

**Consumer prices** in advanced economies continued to moderate, with the annual pace of growth reaching 2.5%. The Eurozone saw annual inflation fall to 1.9% at the end of 2025, with easing services inflation complementing earlier declines in goods prices. Services inflation remained somewhat elevated across advanced economies, sustained by tight labor markets and wage growth, though pressures moderated compared to 2024. The inflation trajectory was complicated by volatile commodity price movements throughout 2025. However, tariff measures created significant divergence in goods prices, with US import-dependent categories experiencing notable increases. Industrial metals prices were mixed, with copper rising on AI-related infrastructure demand, while aluminum and zinc softened amid concerns about global manufacturing activity. Agricultural commodity prices increased moderately, partly driven by weather disruptions and trade flow redirections resulting from tariff barriers. The disinflationary trend enabled continued monetary policy easing in major economies. The Federal Reserve cut interest rates by 75 basis points through mid-2025 before pausing as inflation risks resurfaced. The ECB reduced rates by 100 basis points to 2.5%, while the Bank of England implemented more gradual cuts, bringing borrowing costs down across advanced economies and providing modest support to economic activity.

Total **global oil demand** rose by an estimated 0.8 mn bbl/d in 2025, reaching 103.9 mn bbl/d, though growth decelerated notably amid economic uncertainty and a continuation of energy transition. Oil demand growth in OECD countries remained subdued as electric vehicle adoption accelerated and efficiency improvements reduced transportation fuel consumption. India was, once again, one of the global engines of oil demand growth, driven by expanding aviation, road transport, and petrochemical feedstock needs as the economy continued rapid industrialization. China's oil consumption growth slowed down, reflecting the combined impact of economic headwinds, electric vehicle fleet expansion and weakening petrochemical demand. Europe's oil demand declined modestly as stringent emissions regulations, high fuel taxes, and renewable energy deployment continued eroding fossil fuel consumption. **Global oil supply** rose to an estimated 106.2 mn bbl/d, creating a large surplus that pressured prices throughout the year. A combination of increased production targets from OPEC+ and a record high resilient output from non-OPEC countries led to a substantial oil supply increase, especially in the second half of 2025. US crude oil production reached a new record of 13.6 mn bbl/d, with Permian Basin output hitting all-time highs despite reduced drilling activity, as operators focused on capital discipline. As a consequence of this oil supply glut, global oil inventories rose substantially, by an estimated 7%, or 0.5 mb/d.

**Brent oil prices** averaged around USD 69/bbl in 2025, declining from 2024 levels as supply growth outpaced weakening demand. Brent crude opened the year near USD 80/bbl, but trended downward throughout the year. The persistent supply surplus counterbalanced periodic geopolitical concerns. Fears of demand destruction from US tariff policies and China's slowing oil consumption growth weighed heavily on market sentiment. The forward curve maintained a contango structure for much of the year, reflecting expectations of continued adequate supply and limited immediate shortage risks, despite ongoing Middle Eastern instability.

Gas prices at the Central European Gas Hub (CEGH) averaged EUR 39.0/MWh in 2025, raising by 10% year-on-year, driven by a combination of factors. The complete halt of Russian pipeline gas flows through Ukraine from January 2025 placed a greater reliance on LNG imports. A colder-than-normal winter weather, coupled with weak wind power

generation and accelerated inventory drawdowns, led to a drop in EU inventories to around a third of their full capacity by late winter, below the five-year average.

### Romania – macroeconomic and sector trends

Preliminary estimates showed Romania's GDP grew by 0.6% in 2025. The expansion occurred against the backdrop of an aggressive fiscal consolidation aimed at correcting severe fiscal imbalances that had reached critical levels. Domestic consumption remained constrained throughout the year, as the combined effects of fiscal austerity measures, surging inflation, and stagnating real wages weighed heavily on household purchasing power.

The fiscal consolidation package implemented in the second half of 2025 centered primarily on revenue-raising measures. The standard VAT rate increased by two percentage points to 21% in August, while the base for health contributions was significantly broadened to capture additional income sources. Excise duties on fuels, tobacco, and alcohol were also raised. On the expenditure side, public sector wages and pensions remained frozen in nominal terms through 2025.

Industry performance remained weak and continued its downward trend in 2025. The elimination of electricity price caps in July was accompanied by support measures put in place for vulnerable consumers. The power price was volatile throughout the year, which rippled through industrial production, particularly affecting energy-intensive sectors. Manufacturing output declined slightly year-on-year despite some recovery in the automotive and technology sectors. Agriculture's contribution to GDP growth turned positive, benefiting from more favourable weather conditions compared to 2024's droughts and flooding. Services continued to grow, but at a much slower pace compared to previous years, as retail activity decelerated sharply in response to eroding real incomes and elevated inflation. Construction emerged as a standout performer, driven almost entirely by public infrastructure projects funded through EU mechanisms.

Romania's macroeconomic imbalances showed signs of improvement in 2025. Aided by increased revenues and more disciplined spending, the budget deficit, measured in cash terms, declined to -7.7% of GDP from -8.7% in 2024. Despite remaining elevated, at -7.9% of GDP, the current account deficit also improved marginally from previous year's 8.3%, supported by higher exports growth.

Annual harmonized **consumer price index** (HICP) stood at 8.6% at the end of 2025, marking Romania as the EU's highest inflation economy throughout the year. Inflation accelerated substantially in the second half of the year, following the removal of electricity price caps and the VAT and excise rate increases. Core inflation remained elevated, while services inflation rose by 11% at the end of 2025, indicating persistent underlying price pressures beyond the impact of fiscal measures and energy shocks.

The National Bank of Romania maintained its benchmark interest rate at 6.5% throughout 2025, adopting a cautious stance and prioritising anchoring inflation expectations amid the substantial supply-side shocks from fiscal measures and power price deregulation. The average EUR/RON exchange rate depreciated by 1.4% during 2025, reflecting intensified macroeconomic pressures and fiscal sustainability concerns. Against the USD, the RON strengthened by 2.9%, triggered by a weakening USD, especially in the second half of the year.

**Total energy supply** rose by 3.7%, though the composition shifted notably. Oil resources were 3.9% up, with higher imports required to counteract the fall in domestic production. Natural gas resources were 13.8% up compared to 2024, with the increase driven substantially by higher imports, which rose by 75%. Coal-fired generation continued its structural decline, falling by 8.1%. Imported refined products dropped by 12.4%, as domestic refining capacity utilization improved.

# Business segments' operational performance

## Exploration and Production (E&P)

### At a glance [1]

| | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Segment sales (RON mn)[2] | 9,238 | 10,550 | (12) |
| Operating Result (RON mn)[3] | (297) | 2,323 | n.m. |
| Special items (RON mn) | (2,471) | (638) | (287) |
| Clean Operating Result (RON mn) | 2,174 | 2,960 | (27) |
| Operating Result before depreciation and amortization, impairments and write-ups (RON mn) | 2,927 | 5,526 | (47) |
| Capital expenditures (RON mn)[4] | 5,648 | 4,459 | 27 |
| Exploration expenditures (RON mn) | 50 | 205 | (76) |
| Total hydrocarbon production (mn boe) | 38.15 | 39.91 | (4) |
| Sales volumes (mn boe) | 36.35 | 38.11 | (5) |
| Production costs (USD/boe) | 17.84 | 16.30 | 9 |
| Proved reserves as of December 31 (mn boe) | 411 | 395 | 4 |

[1] For information about the financial performance of the segment, please refer to the relevant section in the Directors' report;
[2] Including inter-segment sales;
[3] Excluding intersegmental profit elimination;
[4] Including capitalized exploration and appraisal and acquisitions.

### HSSE is our first priority[v]

Our employees' and partners' safety continues to be our foremost sustainability priority, in line with our HSSE Strategy 2030 and vision "Committed to Zero Harm – Protect People, Environment and Assets". In 2025, we had no work-related fatalities and we will continue to work together with our partners (including sub-contractors and contractors) to ensure that everyone returns safe to their families. The Total Recordable Injury Rate (TRIR) was 0.83, compared with 0.74 in 2024, while the Lost Time Injury Rate (LTIR) (employees and contractors combined) was significantly reduced to 0.34, compared with 0.56 in 2024.

In 2025, we continued our efforts in building a strong safety culture program in all our operational sites, following our Life Saving Rules motto: "If we can't do it safely, we don't do it at all!". In 2025, we opened two additional Life Saving Rules training centers and reached a total of seven centers in Assets Muntenia, Moldova, Petromar, Crişana, Valahia and Oltenia. All our employees and partners' have access to these centers. As part of our open reporting culture, we continued to encourage all our employees and partners to identify and report all unsafe situations or conditions on our worksites, and use this opportunity as a learning for improvement. To make sure that safety remains everyone's top priority, we continued dialogue on site with our workforce, listening to people's concerns and needs, while focusing on learning from incidents.

We continued to focus on carbon management and process safety, by further developing process safety road maps for our facilities, while our integrated risk register remains one of our main tools in managing operational risks.

In 2025 we achieved 57% decrease of the GHG emissions of our operations (Scope 1-2) compared to 2019. Also, in 2025 we improved the methane emissions estimation methodology by moving from Level 2 (default emissions factors) to Level 4 (more specific emissions factors), in line with EU Methane Regulation and OGMP requirements. Main measures focused on modernization, replacement and/or optimization of gas processing and transportation infrastructure. We continue to act on climate change mitigation by developing projects that contribute to reaching zero routine flaring and venting by 2030 the latest.

[v] More details can be found in the Sustainability Statement in this report.

## E&P activities in Romania

### Exploration

**Onshore**, in 2025, OMV Petrom performed 3D seismic reprocessing on V Baicoi (1,388 km$^2$) exploration block and 2D reprocessing of 528 km in VI Targoviste exploration block.

The company successfully tested two exploration wells, confirming one gas-condensate and one oil discoveries.

The exploration well 1 Spineni (X Craiova exploration block) was tested and confirmed a production potential of 180,000 m³/d of natural gas and 25 m³/d of condensate, or a total of 1.3 kboe/d from the discovery. The well is in conservation until will be tied in to local infrastructure.

The exploration well 2500 Runcu Est (V Băicoi exploration block) was testing oil and was put in conservation until facilities will be upgraded.

In addition, several appraisal and near-field opportunity wells were also successfully drilled.

The sixth phase of the exploration period of the Petroleum Concession Agreement, which allows OMV Petrom to continue exploration activities in seven onshore blocks was agreed with the National Regulatory Authority for Mining, Petroleum and Geological Storage of Carbon Dioxide (NRAMPGS) and approved by the Government of Romania in December 2025.

**Offshore**, prospect maturation has continued in the XIX Neptun exploration block. Preparations are ongoing for Anaconda-1 deepwater well, expected to be drilled after completing the Neptun Deep development drilling.

The extension by two years of the seventh phase of the exploration period in the Neptun Block was approved by the Government of Romania in December 2025.

### Production

At the end of 2025, OMV Petrom operated 146 commercial oil and gas fields in Romania (end-2024: 149).

OMV Petrom's hydrocarbon production declined by 4.4% compared to 2024 level, the second best result in the last eight years, to 38.15 mn boe, reflecting the natural decline in the main fields and planned maintenance activities, partly offset by the contribution of workovers and new wells. Total hydrocarbon production decline slightly exceeded the decrease in daily average production of 4.2% to 104.5 kboe/d, as 2024 was a leap year. Crude oil and NGL production declined by 7.7% to 17.62 mn bbl or 2.45 mn t, while natural gas production declined by 1.4% to 20.53 mn boe or 3.14 bcm.

Offshore production accounted for 11.8% (2024: 12.7%) from OMV Petrom's total hydrocarbon production (3.5% of the crude oil and NGL production and 18.8% of natural gas production).

Heavy oil, representing crude oil with density greater than 900 kg/m$^3$, accounted for 33% of total production of crude oil and NGL. Crude oil production based on enhanced oil recovery techniques accounted for 23% of OMV Petrom's total production of crude oil and NGL.

The internal technological gas consumption for E&P operations slightly decreased to 9.8% of OMV Petrom gas production (2024: 10.1%).

In order to optimize its mature assets portfolio and enhance production, OMV Petrom partners with international companies via **production enhancement contracts (PECs),** which covered 15 mature fields in total as of end-2025. PECs production in 2025 amounted to 5 kboe/d (2024: 6 kboe/d), representing 5% (2024: 6%) of OMV Petrom's total production, of which PEC Țicleni 3.8 kboe/d and PEC Timiş 1.1 kboe/d.

### Key projects

**▶ Neptun Deep**

The Neptun Deep project (OMV Petrom 50%, operator; Romgaz Black Sea 50%) progressed according to plan. More details can be found in the "OMV Petrom Strategy" section of this report.

**▶ Drilling and workover**

In 2025, we drilled a total number of 31 new wells and sidetracks, thereof no exploration wells (2024: 39 new wells and sidetracks, thereof two exploration wells)[vi].

Furthermore, OMV Petrom successfully and safely finalized the first dual string gas well completion in Predești area, which produces gas from two independent geological zones simultaneously. Dual completion technologies will be further deployed in other gas wells.

[vi] Excluding the wells drilled within PECs (one well in 2025 and two wells in 2024) and the Neptun Deep development wells drilled in 2025.

At the end of 2025, the number of wells digitally monitored from an integrity point of view reached 5,200 units, representing 68% from the total of 7,600 operated active wells. Also, 88% of wells and facilities had been modernized and automated by year-end.

In 2025, we had an average of 78 crews available, which performed a total of 542 workover jobs and around 3,200 well interventions (2024: 511 and around 3,900 respectively). All these led to an improvement of the MTBF to 1,005 days (2024: 945).

As part of the projects development process, several opportunities have been matured in 2025, as follows:

**▶ Brădești area gas opportunity**
All wells of the first phase development have been successfully put on stream. The second phase finalized the concept selection stage, and preparations for FID are ongoing.

**▶ Enhanced oil recovery (EOR) Otești and Verguleasa**
After finalization of the pilot and appraisal phase, it has been decided to stop both projects, as the current market conditions do not support the full development initiatives.

**▶ Enhanced oil recovery (EOR) Vața**
A new subsurface model has been developed; we are aiming to finalize the concept phase in 2026.

### Onshore portfolio

OMV Petrom further invested in keeping operation of the facilities in line with HSSE standards and legal requirements, as well as in simplifying operations and improving cost efficiency. All these led to safeguarding oil and gas production and deliveries. All of the ongoing and newly started projects are maturing as per plan.

**▶Bustuchin area facilities program**
The Bustuchin facilities upgrade is a program of asset modernization projects comprising of compressors station C144 M5, Parks 1, 3, 4 and 5 Bustuchin, aiming at providing safe and fit for purpose facilities and safeguarding Bustuchin field production. In 2025, Parks 4 and 5 were under construction.

**▶ Independenţa tank farm**
The purpose of this project is to treat the oil production of Independenţa field. In 2025, construction works continued.

**▶ Gas Plant Abrămuţ**
The new gas plant Abrămuţ will ensure and safeguard current production from fields Abram, Abrămuţ, Săcuieni and Viișoara and will provide treatment capacity for gas from the ongoing drilling/workover projects. In 2025, construction activities continued.

**▶ Solar to Power (S2P), Gas to Power (G2P) and Combined Heat & Power (CHP)**
Additional G2P plants were installed in 2025: CHP Lucăcești (2.2 MW) in Asset Moldova and G2P Mihaiești (0.8 MW) in Asset Valahia.

At the end of 2025, our combined S2P, G2P, and CHP installed capacity stood at around 105 MW (around 141 MW including Petromar), covering almost entirely the E&P division's electricity needs.

### Shallow offshore portfolio

In 2025, we made progress with the rejuvenation program, as follows:

**▶Splash zone corrosion protection - phase 1**
The objective of this project is to perform coating reinstatement against corrosion in splash zone area for offshore structures in order to create the necessary corrosion protection. In 2025, it continued with the second phase.

**▶Growth project: debottlenecking**
This project will optimize the gas compression facility through the installation of additional compression capacity. Main objectives of the project are to reduce production decline, add incremental production and increase gas recovery in Asset Petromar. Installation was performed in 2025 ahead of schedule, safely and below budget; thus the project was successfully finalized.

### International E&P activities

**▶ Bulgaria**
OMV Petrom, as operator, progressed with the activities in the offshore exploration block Han-Asparuh. More details can be found in the "OMV Petrom Strategy" section of this report.

## Production and proved reserves

| | Oil and NGL | | Natural gas | | Total |
|---|---|---|---|---|---|
| | mn t | mn bbl | bcm | mn boe | mn boe |
| Production in 2025 | 2.45 | 17.62 | 3.14 | 20.53 | **38.15** |
| Proved reserves as at end-2025 | 23.12 | 166.26 | 37.35 | 244.25 | **410.51** |

### Reserve Replacement Rate (RRR)

As of December 31, 2025, **the total proved oil and gas reserves** in the OMV Petrom's portfolio increased to 411 mn boe (2024: 395 mn boe). For the single year 2025, the RRR increased to 140% (2024: 27%) mainly due to Neptun Deep project maturation. The three-year average RRR increased to 125% in 2025, also mainly driven by Neptun Deep project maturation (2024: 81%). The 2025 **proved and probable oil and gas reserves** amounted to 620 mn boe (2024: 637 mn boe).

# Refining and Marketing (R&M)

## At a glance[1]

| | | 2025 | 2024 | Δ (%) |
|---|---|---|---|---|
| Segment sales (RON mn)[2] | | 24,342 | 26,756 | (9) |
| Operating Result (RON mn)[3] | | 2,280 | 2,238 | 2 |
| Special items (RON mn) | | 85 | (132) | n.m. |
| CCS effects (RON mn) | | (258) | (67) | (286) |
| Clean CCS Operating Result (RON mn)[4] | | 2,453 | 2,438 | 1 |
| Operating Result before depreciation and amortization, impairments and write-ups (RON mn) | | 3,145 | 3,031 | 4 |
| Capital expenditure (RON mn)[5] | | 1,812 | 1,573 | 15 |
| Refinery utilization rate (%) | | 93 | 97 | (5) |
| Refining input (kt) | | 4,447 | 4,715 | (6) |
| Crude oil processed (kt)[6] | | 4,125 | 4,335 | (5) |
| Total refined product sales (kt)[7] | | 5,484 | 5,751 | (5) |
| thereof: | Gasoline (kt) | 1,427 | 1,458 | (2) |
| | Diesel (kt) | 2,804 | 2,887 | (3) |
| | Kerosene/Jet fuel (kt) | 365 | 338 | 8 |
| | Fuel Oils & Bitumen (kt) | 150 | 206 | (27) |
| thereof: | Retail sales volumes (kt)[8] | 3,207 | 3,180 | 1 |

[1] For information about the financial performance of the segment, please refer to the relevant section in the Directors' report;
[2] Including inter-segment sales;
[3] Excluding intersegmental profit elimination;
[4] Adjusted for exceptional, non-recurring items; clean CCS figures exclude special items and inventory holding effects (current cost of supply – CCS – effects) resulting from Refining and Marketing;
[5] Including acquisitions;
[6] Including NGL;
[7] Total refined product sales include also third-party acquisitions;
[8] Retail sales volumes refer to sales via Group's filling stations in Romania, Bulgaria, Serbia and Moldova.

### HSSE is our first priority[vii]

We always place the safety of our employees and contractors on top of our daily priorities. However, in 2025 we have seen an increase in the number of reported incidents, with Total Recordable Incident Rate at 0.45 (employees and contractors combined), while Lost Time Injury Rate stood at 0.25 (employees and contractors combined), weaker than in the previous year, still better than international benchmarks.

In order to improve our HSSE performance, we implemented a series of programs and initiatives such as: Living Safety, Life Saving Rules practical trainings, Internal Safety Culture assessment in Value Chain Optimization and Safety stand-downs, focused on LPG and working at height, with the key objective of strengthening the safety-first culture. In addition, health related campaigns were organized, such as "We care about your heart" and "Take care of your heart" for Refinery & Depots employees and contractors and we continued our project Petrobrazi Improvement Journey.

At the same time, we are very proud to celebrate more than 107 million kilometers driven without LTI (Lost time injury) or major traffic incidents in Value Chain Optimization.

In 2025, the Scope 1-2 emissions of Petrobrazi refinery decreased by 5% compared to 2019. We continue to implement projects with positive impact on our carbon footprint in order to reach our strategy targets.

[vii] More details can be found in the Sustainability Statement in this report.

## Operational performance

The operational performance of the Petrobrazi refinery remained at competitive levels, despite the volatile market environment.

In 2025, the OMV Petrom indicator refining margin was at solid levels, reaching USD 12.36/bbl, higher by USD 3.21/bbl than the 2024 values, mainly as a result of higher crack spreads for middle distillates.

The refinery utilization rate remained above European refineries' level, still slightly decreased to 93% in 2025 compared to 97% in 2024, reflecting the planned shutdown in Q2/25 and crude supply challenges in Q3/25.

The continued focus on operational and energy efficiency allowed us to maintain the fuel and loss indicator below 8%.

### Production (kt)

| | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Gasoline | 1,294 | 1,352 | (4) |
| Diesel | 1,882 | 2,012 | (6) |
| Kerosene/Jet fuel | 139 | 138 | 0 |
| Fuel Oils | 79 | 87 | (9) |
| LPG total | 168 | 186 | (10) |
| Petroleum coke | 270 | 253 | 7 |
| Other[1] | 314 | 339 | (7) |
| **Total** | **4,146** | **4,368** | **(5)** |

[1] Comprises other products as: propylene, naphta, hydrotreated gasoline, heavy gasoline fraction, sulphur, etc.

OMV Petrom Group's total refined product sales amounted to 5,484 kt in 2025, representing a 5% decrease compared to 2024, reflecting lower equity product availability in the context of the planned shutdown in Q2/25, with impact on exports and commercial sales.

Group **retail** sales volumes were 1% higher than in 2024, reaching 3,207 kt. In Romania, retail sales reached 2,689 kt in 2025, at similar levels with 2024. The average throughput per station in Romania was 5.9 mn liters (2024: 5.9 mn liters), while at Group level it remained at 5.0 mn liters (2024: 5.0 mn liters).

Retail market share[viii] in the operating region remained flat at 30% (2024: 30%), in the context of increased competition.

In 2025, we continued our mission of serving consumers with sustainable mobility solutions and services on the go.

OMV, our premium brand, increased its market share, driven by high-quality products and services, as well as the strength of its loyalty program. OMV MyStation application now has close to 800,000 users, who benefit from a wide range of personalized promotions tailored to their needs.

In 2025, we continued to place a strong focus on expanding our non-fuel portfolio. Our efforts to strengthen and diversify the shop offering included the launch of new product ranges under our private label, which offer a wider selection of beverages and healthy snack options for our customers and introduce innovative items to our food portfolio.

Petrom branded filling stations continued to offer the strongest value-for-money proposition on the market. In 2025, it recorded a significant increase in loyal customers following the successful launch of the Petrom loyalty application, which provides discounts both for our products and those of our partner, Auchan. The application exceeded 800,000 users in just one year from its launch.

In 2025, the **total non-fuel margin** at Group level increased by 2% compared to the previous year, supported by strong performance in both Gastro and Shop activities.

[viii] OMV Petrom's estimates based on preliminary data available; OMV Petrom retail market share is calculated by dividing retail sales (gasoline + diesel) by the total retail market (gasoline + diesel);

Overall, **Group non-retail sales** decreased by 11% compared to 2024 reflecting the lower equity product availability in the context of the refinery planned shutdown in May 2025, with impact on exports and commercial sales.

In 2025, the non-retail business focused on customer centricity and efficiency. We strengthened our presence on the Romanian bitumen market through two strategic partnerships with Romanian companies to increase the storage capacity and to produce a premium polymerized bitumen, essential for the construction of roads and highways. Moreover, we maintained a strong position in gasoline sales to the Ukrainian market and improved our digital solutions for customer support and client portfolio management.

OMV Petrom fuel **prices** have a dynamic evolution reflecting international fuel quotations, namely Platts Mediterranean, as well as market competition. In addition, prices are influenced by the fiscal policy and the exchange rate. As the volatility of quotations continued throughout 2025, our fuel prices continued to reflect our moderate pricing policy, following the trends, not the highs or the lows.

As part of our Strategy 2030 actions, our most significant milestone in 2025, related to biofuels production, was starting the construction of our SAF/HVO unit at Petrobrazi refinery and futher securing feedstock contracts for our operations. In addition, we continued to expand our network of charging points for electric vehicles, reaching around 1,350 charging points by end-2025.

At the same time, we finalized the investment in the new aromatics complex and sulphur recovery unit in Petrobrazi refinery. More information on our strategy execution is available in the “OMV Petrom Strategy” section of this report.

We maintained our focus on energy efficiency. At the end of 2025, OMV Petrom had photovoltaic panels installed in 250 OMV and Petrom branded filling stations in Romania, accounting for around 45% of our local network. Also, four of our depots have solar panels installed (Bacau, Arad, Cluj and Isalnita), with another such installation scheduled to become operational in 2026 (Bucuresti Sud).

The **filling stations network** operated within the OMV Petrom Group at the end of 2025 comprised a total of 780 filling stations, broadly similar to 2024 level.

### Number of filling stations per country at the end of period

| | 2025 | 2024 | Δ |
|---|---|---|---|
| Romania | 559 | 557 | 2 |
| Moldova | 64 | 64 | — |
| Bulgaria | 93 | 93 | — |
| Serbia | 64 | 64 | — |
| **Total** | **780** | **778** | **2** |

# Gas and Power (G&P)

## At a glance [1]

| | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Segment sales (RON mn)[2] | 12,713 | 9,264 | 37 |
| Operating Result (RON mn)[3] | 570 | 364 | 57 |
| Special items (RON mn) | 214 | 12 | n.m. |
| Clean Operating Result (RON mn) | 356 | 352 | 1 |
| Operating Result before depreciation and amortization, impairments and write-ups (RON mn) | 726 | 499 | 46 |
| Capital expenditure (RON mn)[4] | 309 | 1,034 | (70) |
| Gas sales volumes (TWh) | 48.3 | 43.3 | 12 |
| thereof to third parties (TWh) | 37.9 | 32.7 | 16 |
| Brazi net electrical output (TWh) | 4.7 | 4.9 | (5) |

[1] For information about the financial performance of the segment, please refer to the relevant section in the Directors' report;
[2] Including inter-segment sales;
[3] Excluding intersegmental profit elimination;
[4] Including acquisitions.

### HSSE is our first priority[ix]

Gas and Power HSSE performance remained at high level in 2025. As always, in any activity we undertake, the health and safety of our employees and contractors is our top priority and once again we recorded a year with no work-related incidents or lost-time injuries.

In 2025, we marked an important milestone in our commitment to safety, innovation, and responsibility with the launch of the first Mobile Safety Center at Șalnița Photovoltaic Project. This innovative, fully mobile solution delivers practical Life Saving Rules training directly at the worksite, increasing access to structured HSSE learning, enhancing risk awareness, strengthening contractor preparedness, and supporting the safe and responsible delivery of our renewable energy projects.

In 2025, the GHG emissions (Scope 1-2) increased by 36% vs. 2019.

### Operational performance

Gas and power markets in 2025 continued to react to the persisting geopolitical unease, supply struggles and overall increasing concerns regarding economic stability. Prices for both commodities saw an increase compared to 2024 in Europe, while consumption levels remained quite stable yoy. In Romania, the gas and power markets are reflecting weak demand from industrial consumers, with persisting decline in recent years prompted by the energy crisis.

Romanian authorities intervened again in 2025, by prolonging the gas and power legislation, in case of the gas market for another year until the end of March 2026, while for power until the end of June 2025. For the last four years, both markets have remained highly regulated, to protect consumers, although price trends have experienced less volatility.

According to our internal estimates, the national **gas** consumption marginally increased by around 1% in 2025 as compared to 2024. While industrial gas offtake was lower, consumption of households and small and medium enterprises (SMEs) increased during the year, mainly supported by the colder weather.

Regarding supply sources, the national gas consumption was covered by reduced volumes from domestic sources and a higher share of imports compared to the previous year. Domestic production was only slightly lower, while injection into storage was higher yoy. Gas prices were higher compared to 2024 in Europe, and Romanian prices followed the European market evolution, with an even higher increase rate.

[ix] More details can be found in the Sustainability Statement in this report

In 2025, the liquidity on the Romanian centralized market BRM was lower yoy, affected by regulations in place. Traded gas volumes, covering a variety of standard products for medium and long term (with delivery including in 2026) totalled 11.2 TWh (2024: 14.5 TWh), at an average price of RON 188/MWh[x]. The average gas price on the BRM day ahead market was 26%[xi] higher compared to the level in 2024.

In 2025, we had an outstanding gas sales performance, supported by an excellent operational performance, in spite of a highly regulated market and still low consumption levels. OMV Petrom's total gas sales volumes were 12% higher yoy, at 48.3 TWh, the highest annual level since 2021, reflecting higher sales to our end users portfolio and to wholesales, with higher obligation for the regulated market, and slightly lower Brazi power plant offtake.

Gas sales volumes in Romania were at 41.9 TWh, 12% higher compared to 2024. As per the legislation in force, OMV Petrom supplied an important part of its available gas production to the regulated market for households and district heating consumption, totalling 10.9 TWh in 2025 (2024: 8.4 TWh). The higher equity volumes were complemented with significantly higher third party sources, to support our increasing sales volumes. Around 70% from gas sales in Romania were supplied from equity and 30% from third party sources.

At the end of 2025, OMV Petrom had 3.2 TWh of gas in storage, fully compliant with the storage obligation.

In 2025, our sales team managed to strengthen our end user portfolio through new additions. We continued to focus on bolstering business collaboration with our customers, and we persevered in our efforts to be a reliable business partner, willing to find innovative, mutually beneficial solutions.

Over the last years, we have enlarged our operations outside Romania by diversifying our supply sources, securing trading licences on major centralized markets and building our sales position on the wholesales markets in the region. On January 31, 2025, OMV Petrom S.A. closed the transaction for acquisition of 100% shares in OMV Gas Marketing & Trading Hungaria Kft. in Hungary from OMV Gas Marketing & Trading GmbH. Thus, we have enriched our portfolio with valuable expertise for the Hungarian gas market, the newly acquired entity being focused on business to business sales, mainly to industrial consumers. In addition, we consolidated our contribution to the Republic of Moldova's security of supply, with important volumes sold, while we continued the work to build a larger position in Bulgaria, including through gas supply to industrial customers.

On the **power** market, as per currently available data from the grid operator, national electricity consumption was broadly stable at 54 TWh in 2025 (2024: 54 TWh). The national electricity production decreased by 3% to 50 TWh (2024: 52 TWh). The power generation in 2025 was covered by significantly higher solar sources, slightly higher coal and nuclear, offset by lower hydro, gas and wind production. Romania was a net power importer for the year overall, similar to 2024.

Prices on the Romanian market reflected European trends and generation mix implications among other factors. The spot baseload power price on OPCOM[xii] averaged RON 546/MWh in 2025 (6% higher vs. 2024).

Regulations on the power market, which were initially supposed to be in place until March 2025, were prolonged until the end of June 2025. In this context, our power business continued to be highly impacted in the first half of the year, generating overall negative results, despite a good operational performance through optimization of products, countries, supply and sales channels. A strong performance was achieved in the second half of the year, supported by power market deregulation starting July, which more than compensated the negative results recorded in the first two quarters.

For the full year, Brazi power plant net electrical output reached 4.7 TWh, 5% lower compared to the high level achieved in 2024. The power plant had an important contribution on the balancing and ancillary services markets, enabled by its technical capabilities and it covered around 9% of the national power generation mix.

Also for power, we have continued activities on the neighbouring markets, thus uplifting the result. We have expertise and access to relevant markets and trading platforms, enabling cross market optimization.

[x] Standard products refers to all products offered on the BRM a trading platform i.e. weekly products, monthly products, quarterly products, gas-year products etc. and the price could include storage related tariffs in connection with the gas volumes sold/extracted from storage.
[xi] Average computed based on daily day ahead prices published on BRM platform.
[xii] Average computed based on daily day ahead baseload prices published on OPCOM platform.

In terms of renewable projects, 2025 was a year marked by important achievements for us. We made significant progress in achieving our strategic goals, advancing our projects, including through partnerships. More details can be found in the Strategy section.

# Report of the governing bodies


Report of the Supervisory Board
Directors' report
Sustainability overview
Corporate governance report
Corporate governance statement
Declaration of the management

# Report of the Supervisory Board

Transparency and accountability towards our shareholders is a well-established and deeply entrenched practice that has been implemented in the Company. In 2025, the Supervisory Board focused on Strategy 2030 delivery, in the context of a volatile business, fiscal and regulatory environment, as well as on the implementation of the provisions of the new Bucharest Stock Exchange Governance Code, applicable starting 1 January 2025.

The following report provides an overview of the Supervisory Board's main points of interest during the year under review. In addition to this report, shareholders as well as other stakeholders may access relevant information about the Company and the Supervisory Board by:

- reading the other sections of the Company's Annual Report;
- visiting the Company's website, www.omvpetrom.com, where various information about the Company and relevant contact details are available;
- contacting the Company directly – shareholders, investors and equity analysts can address their requests to the Investor Relations department;
- asking questions at the GMS, concerning the items to be debated during such meetings.

## Composition of the Supervisory Board

According to the Articles of Association, the Supervisory Board consists of nine members, appointed by the Ordinary GMS (except for the interim members who may be appointed by the Supervisory Board until the next GMS).

The Supervisory Board's current mandate started on April 28, 2025 and expires on April 28, 2029. The CVs of the current Supervisory Board members are available on the Company's corporate website and short presentations are also included in the Corporate Governance Report.

At the beginning of 2025, until April 28, 2025 when the previous mandate of the Supervisory Board expired, the Supervisory Board consisted of the following members: Alfred Stern (President), Martijn van Koten (Deputy President), Reinhard Florey, Berislav Gaso, Katja Tautscher, Jochen Weise, Sorin-Dumitru Elisei, Răzvan-Eugen Nicolescu and Marius Ştefan.

On April 24, 2025, the Ordinary GMS has approved the appointment of the Supervisory Board membership for a new four years mandate starting with April 28, 2025 until April 28, 2029, namely: Alfred Stern, Martijn van Koten, Christine Catasta, Berislav Gaso, Katja Tautscher, Jochen Weise, Sorin-Dumitru Elisei, Răzvan-Eugen Nicolescu and Teodora-Elena Preoteasa. At the date of this report, the Supervisory Board had the same composition as described above.

## Independence

In the context of their appointment in April 2025, the Company conducted for all Supervisory Board members an independence evaluation consisting of an individual personal evaluation carried out by each Supervisory Board member.

The personal evaluation was done by filling in a declaration under the form of a questionnaire, covering all the independence criteria provided by the 2025 Corporate Governance Code of the Bucharest Stock Exchange. At the end, four Supervisory Board members evaluated themselves as independent: Jochen Weise, Răzvan-Eugen Nicolescu, Christine Catasta and Teodora Elena Preoteasa.

In the declaration of independence, the Supervisory Board members are undertaking to notify the Company when changes to their declaration occur. There were no such notifications after April 2025. Moreover, for the purpose of preparing this report, the Company reconfirmed with all Supervisory Board members their independent or non-independent status as declared on the occasion of their appointment.

On the basis of the Supervisory Board members personal evaluation, the Nomination and Remuneration Committee also performed an assessment of independence. As a result of such assessment, the Nomination and Remuneration Committee did not identify reasons that could materially affect the independence and objectivity of the Supervisory Board members that evaluated themselves as independent, trigerring a change in their status of independence into non-independent.

Following the above process of evaluation and assessment of independence, it resulted that four out of nine Supervisory Board members (44.44 %) met in 2025 as well as at the date of this report, all the independence criteria stipulated by the 2025 Corporate Governance Code, and therefore have an independent status as per such criteria, namely: Jochen Weise, Răzvan-Eugen Nicolescu, Christine Catasta and Teodora Elena Preoteasa. Information on the independency of the Supervisory Board members is included also on the Company's corporate website.

## Supervisory Board works

In 2025, the Supervisory Board thoroughly reviewed the position and prospects of the Company and accomplished its functions according to the relevant laws, the Articles of Association, the applicable BVB's Corporate Governance Code and the relevant internal regulations. The Supervisory

Board coordinated with the Executive Board on important management matters, monitored the latter's work and was involved in the Company's key decisions, always following a comprehensive analysis.

During 2025, the Supervisory Board had ten meetings, to which members participated either in person, virtually or in hybrid format (in person and via audio/ video conferences). Moreover, for specific and particularly urgent matters and projects arising between the scheduled meetings, the Supervisory Board submitted its approval in writing by circulation, without an actual meeting being held, on one other occasion. All members of the Supervisory Board attended the vast majority of the meetings of the Supervisory Board in 2025. The average participation rate of the Supervisory Board members was around 91% in 2025. In six meetings, some Supervisory Board members were absent, but in all cases, the absent Supervisory Board members were represented by other participating Supervisory Board members.

In line with the Collective Labor Agreement, invitations to attend the Supervisory Board meetings were extended to trade union representatives, and the meeting agenda and related documents were provided in a timely manner in that respect.

During the meetings, the Executive Board duly provided detailed information, both verbally and in writing, on issues of fundamental importance for the Company, including its financial position, strategy delivery, planned investments and updates on the M&A projects.

Also, in the regular reports to the Supervisory Board, the Executive Board focused on topics such as HSSE, energy sector overview, macroeconomic prospects, as well as on climate change related risks and opportunities and Neptun Deep project developments.

Based on the reports of the Executive Board, as well as on the reports and recommendations from its consultative committees, the Supervisory Board discussed all significant matters for OMV Petrom in the plenary meetings. The frequency of both plenary and committee meetings has facilitated an intensive dialogue between the Executive Board and the Supervisory Board.

Besides the usual items, proposals and materials that were discussed and submitted for approval of the Ordinary GMS in April 2025, Supervisory Board's main focus during 2025 was, amongst others, on the overall long-term development of the Company and the implementation of Strategy 2030, with the objective of securing sustainable long-term economic growth and of generating the necessary cash flows for financing the Company's investments and expected shareholder returns.

In 2025, while the dynamic external context and market environment, marked by macroeconomic and geopolitical volatility impacted the pace of energy transition, OMV Petrom's strategic directions for 2030 remained consistent with those established in 2021 and updated in 2024. However, the pace of transformation needed to be further adapted to the energy transition realities. Thus, in its last meeting in December 2025, the Supervisory Board approved another update of the strategic targets and financial framework for Strategy 2030. Certain strategic targets were revised upwards to capture attractive opportunities in oil and gas and in more mature low-carbon projects areas, while other targets, mainly related to GHG emissions, were either re-paced, adjusted downwards or withdrawn, to accurately reflect the energy transition pace and updated business portfolio. The financial frame was also revised to reflect partial capital re-allocation from less mature technologies towards more resilient growth opportunities in the strategic pilllars Optimize traditional business and Grow regional gas. Some of these revised targets were communicated with the occasion of Q4/25 results release on February 4, 2026. More details will be communicated at the Capital Markets Day planned in the second half of 20/26.

Also, during 2025, the Supervisory Board approved several important investment projects, such as the investment in the Han Asparuh, Black Sea Bulgaria exploration activities, the investment in Petrobrazi refinery to further ensure safe and reliable operation in the context of upcoming new projects (e.g. SAF/HVO Project), the investments needed for the Brazi power plant next shutdowns, as well as the investment, via share capital increase, for the Isalnita photovoltaic project, developed in partnership with Complexul Energetic Oltenia SA, along with the other three photovoltaic projects Tismana 1, Tismana 2 and Rovinari. Where applicable, E&S aspects where considered in Supervisory Board approvals.

At the same time, the Supervisory Board dedicated time in 2025 to the extension of the exploration and production licences of our E&P portfolio.

Following the approval of the Supervisory Board members for a new mandate of four years, starting on 28 April 2025, the Supervisory Board approved also the composition of its

committees, and later in the year reviewed and endorsed the Executive Board's proposal for the special dividend approved by the Ordinary GMS in October 2025.

Corporate Governance was another focal point for the Supervisory Board during 2025, and especially the implementation of the new Bucharest Stock Exchange Corporate Governance Code, effective starting 2025. In this regard, several corporate documents and policies were revised and/or approved by the Supervisory Board, some of which being also published on OMV Petrom's website (such as Audit Committee's Terms of Reference, Nomination and Remuneration Committee's Terms of Reference, Related Parties Transaction Policy, Forecast Policy, Code of Conduct, Profile and Nomination Policy for the Supervisory Board, Profile an Nomination Policy for the Executive Board), while others do not require publication as per the new Code (such as the Policy on Internal Control Framework & System, the Risk Management Policy containing also Company's risk appetite, Guideline for the Supervisory Board annual evaluation). Similarly, the Supervisory Board Internal Rules, as well as the Remuneration Policy applicable starting 2026 were also revised, approved by the Supervisory Board and ultimately by the GMS in October 2025 and published on our website.

In addition, the Supervisory Board developed and approved the internal work plan for 2026 of the Supervisory Board and its committees, covering the standard regular meetings and the regular topics to be presented in the Supervisory Board and its committees over the year. In what concerns the Internal Audit, the Supervisory Board approved the Internal Audit Strategy and the revised Internal Audit Charter, bringing important changes, an important one, among others, being the functional reporting of the Internal Audit function to the Supervisory Board via the Audit Committee.

Moreover, the Supervisory Board was presented and discussed (also via the Audit Committee) important matters such as risk management, covering the general risk management framework and the mechanisms and processes in place to identify and manage risks, the most significant and emerging risks the Company is exposed to, including updates on both strategic and operational risks and activities performed in mitigating those risks. Special focus was given in the Supervisory Board to information technology (IT) and artificial intelligence (AI) -related changes, in order to mitigate cybersecurity and AI risks, as well as company's cybersecurity posture, including incident response capabilities and IT system integrity to understand cybersecurity protection. As regards sustainability reporting and ESG risks, besides the presentation on the regulatory context, the Supervisory Board received an overview of the material IROs for 2025.

In terms of compliance matters, the Supervisory Board received the Compliance Report presenting the Compliance Management System designed to prevent, detect and react to breaches of legal areas which pose the highest risk to OMV Petrom: corruption, antitrust, capital market and trade sanctions laws, the key policies in place and the compliance activity report.

In addition, the Supervisory Board received an overview of all related parties transactions, containing also information on the type of such transactions, including those concluded in the ordinary course of business and under normal market conditions, as per the criteria of the revised Policy on Related Party Transactions.

Moreover, the Supervisory Board was presented with information on the internal control framework, the processes and controls in place to mitigate risks, as well as the status of internal control systems (ICS) activities, including highlights of the year.

Based on all these reports and information and, in some instances, also with the assistance from the Audit Committee, the Supervisory Board concluded that Company's risk management and internal control framework (including operational and compliance controls) are adequate, effective and efficient. In reaching this conclusion, the Supervisory Board considered the effectiveness and scope of the internal audit function, the adequacy of risk management, compliance and internal control reports, as well as management's responsiveness and effectiveness in dealing with identified internal control failings or weaknesses. As regards the related parties transactions, on the basis of the information received, the Supervisory Board concluded that it has no reason to believe that all such transactions executed in 2025 (as reflected also in the relevant note to the Consolidated Financial Statements) were not performed in the ordinary course of business and under normal market conditions, as per the criteria of the Policy on Related Party Transactions.

Besides the formal meetings, in 2025, the Supervisory Board had also two workshop sessions, focused on Supervisory Board effectiveness and on strategy and budget planning.

### Annual evaluation of the Supervisory Board and its committees

The annual evaluation of the Supervisory Board and its committees was performed in February 2026, under the coordination of the Nomination and Remuneration

Committee, by using a questionnaire filled in on anonymous basis by the members of the Supervisory Board. The response rate was 100%.

The questionnaire followed the criteria in the updated Guidelines for the annual evaluation of the Supervisory Board and its committees, as approved by the Supervisory Board in 2025, namely:

- whether the Supervisory Board and its committees have the appropriate number of members;
- whether the Supervisory Board and its committees are structured in terms of composition, in such a way to have the appropriate balance of skills, experience, gender diversity and knowledge, to enable them to effectively perform their duties and responsibilities;
- whether the Supervisory Board and its committees meet sufficiently regularly and the members allocate sufficient time to the company, allowing them to discharge their duties effectively;
- whether the Supervisory Board and its committees are appropriately informed to enable them to diligently fulfill their duties;
- whether the dynamics within the Supervisory Board and its committees is appropriate and the Supervisory Board members cooperate effectively among themselves, with the Executive Board or with the organization.

The purpose of the evaluation was to allow Supervisory Board members to have an insight on the Supervisory Board and its committees, individually and as a whole, and on the manner in which they function and fulfill their roles and responsibilities according to the law, the corporate documents and the principles of good corporate governance, in order to identify members' expectations, any potential areas for improvement and development, as well as solutions and strategies to enhance Supervisory Board and its committees' composition, activity and dynamics.

The results of such evaluation was presented to the Supervisory Board and is published on the Company's website.

### Audit Committee

The Audit Committee is a consultative committee consisting of Supervisory Board members who assist the Supervisory Board on topics such as financial and non-financial reporting, external auditing, internal auditing, internal controls and risk management, compliance, conduct and conflicts of interest and sustainability aspects.

In 2025, the Audit Committee members met four times, as follows: two meetings being organized in person and two via audio / video conferences. All members of the Audit Committee attended the vast majority of the meetings of the Audit Committee in 2025. Therefore, the participation rate was around 87%. Only in two meetings, some Audit Committee members were absent, but in all cases the absent Audit Committee members were represented by other participating members.

During the meetings held in 2025, the Audit Committee, reviewed the preliminary consolidated results for 2024 and later reviewed and recommended the adoption of the 2024 annual financial statements and annual report, including the sustainability statement, reviewed the 2024 reports on payments to governments, reviewed the Executive Board's proposal regarding the allocation of profits for the financial year 2024, as well as the proposal regarding the distribution of dividends, both base and special dividends, from the 2024 financial year's distributable profit.

Moreover, the Audit Committee recommended to the Supervisory Board and to the Ordinary GMS the reappointment of KPMG Audit SRL as independent financial auditor for 2025 financial year.

Other regular topics that were presented and discussed in 2025 in the Audit Committee include: the status of the interim audit for year-end closing 2025 provided by KPMG; the risk report covering the risk management framework and the mechanisms and processes in place to identify and manage risks, presenting the most significant and emerging risks and providing update on strategic and operational risks and also on operational cash flow in a downside risk scenario, together with the activities performed in mitigating those risks; information technology (IT) and artificial intelligence (AI) related changes, in order to mitigate cybersecurity and AI risks, as well as Company's cybersecurity posture, including incident response capabilities and IT system integrity to understand cybersecurity protection; in terms of sustainability reporting and ESG risks, besides the presentation on the regulatory context, the Audit Committee received an overview of the material IROs for 2025.

Likewise, the Audit Committee received the Compliance Report presenting the Compliance Management System designed to prevent, detect and react to breaches of legal areas which pose the highest risk to OMV Petrom: corruption, antitrust, capital market and trade sanctions laws, the key policies in place and the compliance activity report.

The Audit Committee received also an overview of all related parties transactions, containing also information on the type of such transactions, including those concluded in the ordinary course of business and under normal market conditions, as per the criteria of the revised Policy on Related Party Transactions.

Moreover, the Audit Committee was presented with information on the internal control framework, the processes and controls in place to mitigate risks, as well as the status of internal control systems (ICS) activities.

Likewise, the Audit Committee was presented with the Internal Audit report and reviewed and approved the Internal Audit plan and budget for 2026. The Audit Committee discussed the Internal Audit strategy and the updated Internal Audit Charter that was later approved by the Supervisory Board.

In addition, the Audit Committee developed and approved the internal work plan for 2026 of the Audit Committee, covering the standard regular meetings and the regular topics to be presented in the Audit Committee over the year.

### Nomination and Remuneration Committee

The Nomination and Remuneration Committee is a consultative committee consisting of Supervisory Board members who assist the Supervisory Board on matters like the succession planning of the Executive Board (including CEO), Executive Board annual remuneration, evaluation of the Executive Board's performance, evaluation of the Supervisory Board and its committees, independency of the Supervisory Board members, Remuneration Policy and Remuneration Report, professional development plans for the Executive Board and Supervisory Board.

In 2025, the Presidential and Nomination Committee (renamed Nomination and Remuneration Committee as of 23 October 2025) met seven times, mostly virtually, while only one meeting was organised in hybrid format. All members of the Nomination and Remuneration Committee attended the vast majority of the meetings of the Nomination and Remuneration Committee in 2025. Therefore, the participation rate was around 96% in 2025. Only in one meeting, a member of the committee was absent and represented by other participating member.

In addition, in 2025, there was one decision taken by circulation by the Nomination and Remuneration Committee in 2025.

During 2025, the Nomination and Remuneration Committee was dealing with the regular topics, such as the Executive Board evaluation and remuneration, and the preparation of the 2024 Remuneration Report. Likewise, the Nomination and Remuneration Committee, in close cooperation with independent consultants, performed in 2025 two revisions to the Remuneration Policy, mainly triggered by the entrance into force of the new Bucharest Stock Exchange Corporate Governance Code. One was applicable in 2025, approved by the annual Ordinary GMS in April, 2025, and focused on the Supervisory Board remuneration, replacing the additional remuneration per committee meeting by an annual fixed remuneration. The other one was approved by the Ordinary GMS in October 2025, applicable starting 2026, and focused on the Executive Board remuneration, based on the principle that the remuneration for the Executive Board members should be closely linked to both financial and non-financial performance at OMV Petrom level and paid in OMV Petrom shares.

Moreover, in 2025 the Nomination and Remuneration Committee developed the Profile and Nomination Policy for the Executive Board, as well as the Profile and Nomination Policy for the Supervisory Board and the internal work plan for 2026 of the Nomination and Remuneration Committee, covering the standard regular meetings and the regular topics to be presented in the Nomination and Remuneration Committee over the year.

### Independent financial auditor

Based on the recommendation of the Audit Committee and following Supervisory Board's approval, the Ordinary GMS held on April 24, 2025 approved the reappointment of KPMG Audit SRL (KPMG) as OMV Petrom Group's financial auditor for 2025 financial year. As part of its recommendation, Audit Committee concluded that there is no threat to the independence of KPMG Audit as statutory auditor of OMV Petrom.

Therefore, KPMG acted as independent financial auditor for 2025 financial year.

In 2025, KPMG met and discussed with the Audit Committee the annual audit work plan, covering the scope and materiality of the activities to be audited.

Likewise, KPMG attented the Ordinary GMS in April 2025, when their report by reference to the 2024 financial statements was presented.

### Annual financial statements

OMV Petrom prepares Group consolidated financial statements in accordance with the International Financial Reporting Standards (IFRS) as endorsed by the European Union, presented within this Annual Report.

Separate Financial Statements are prepared in accordance with Order of the Minister of Public Finance no. 2844/2016 approving the accounting regulations compliant with the International Financial Reporting Standards.

KPMG Audit S.R.L. performed the audit of the consolidated financial statements. As part of the audit, the auditors read the Annual Report including the Directors' Report and Sustainability Statement, and considered whether the Annual Report is materially inconsistent with the consolidated financial statements or otherwise appears to be materially misstated.

The financial statements for the year ended December 31, 2025, as well as the Executive Board proposal to distribute a total gross dividend of RON 0.0578 per share for the 2025 financial year (of which RON 0.0466 as base dividend and RON 0.0112 as special dividend), corresponding to payout ratios of 118% based on the Group's 2025 net profit attributable to stockholders of the parent and 40% of the Group's 2025 operating cash flow, are presented to Audit Committee for review.

KPMG attends the relevant meeting of the Audit Committee convened to review the financial statements.

The annual separate and consolidated financial statements of OMV Petrom, including the manangement reports for the year ended December 31, 2025 and the Executive Board proposal for allocation of the profit, including distribution of dividends (both base and special dividends), are submitted to the approval of the Supervisory Board meeting of March 17, 2026 and afterwards in the Ordinary GMS to be held on April 28, 2026.

Furthermore, the Supervisory Board approved the reports on payments to governments for the year 2025, prepared in accordance with Chapter 8 of the Annex 1 of the Ministry of Finance Order no. 2844/2016 for approval of Accounting Regulations according to International Financial Reporting Standards, transposing Chapter 10 of the Accounting Directive (2013/34/EU) of the European Parliament and of the Council.

### Corporate Governance

The Supervisory Board also approved the 2025 Directors' Report, which includes the Corporate Governance Report.

We thank our shareholders for their confidence in OMV Petrom. The Company proved resilience and continued in 2025 its successful operational path of development as well as its Strategy 2030 execution, in the context of a challenging market, volatile fiscal and regulatory environment.

To this end, the Supervisory Board members would like to express their appreciation to the Executive Board members, its employees and trade union representatives for their commitment and hard work during 2025. We would also like to show our appreciation to the clients and business partners of OMV Petrom. The Supervisory Board is confident that the Company is well positioned to surmount further challenges ahead, take advantage of new opportunities and unlock its full potential in the years to come.

**Bucharest, March 17, 2026**

**Alfred Stern**

**President of the Supervisory Board**

# Directors' report

From left to right: Radu Căprău (EB Member – Refining and Marketing); Christina Verchere (Chief Executive Officer – President of the EB); Cristian Hubati (EB Member – Exploration and Production); Alina Popa (Chief Financial Officer - EB Member); Franck Neel (EB Member – Gas and Power).

## OMV Petrom Group financials (RON mn)[xiii]

| | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Sales revenues | 36,592 | 35,765 | 2 |
| Operating Result | 2,756 | 4,855 | (43) |
| Net income | 3,058 | 4,190 | (27) |
| Net income attributable to stockholders | 3,058 | 4,190 | (27) |
| Cash flow from operating activities | 9,000 | 6,465 | 39 |
| Capital expenditures | 7,841 | 7,171 | 9 |
| Employees at the end of period | 9,438 | 10,545 | (10) |

In 2025, the Group consolidated **sales revenues** reached RON 36,592 mn, by 2% higher compared to 2024, mainly supported by higher prices and sales volumes of natural gas and electricity, partialy offset by lower sales of petroleum products.

The Group's **Operating Result** for the year 2025 decreased by 43% to RON 2,756 mn (2024: RON 4,855 mn), mainly due to net impairments of other financial assets and tangible assets in Exploration and Production segment, as well as due to lower oil price. **Clean CCS Operating Result** of RON 5,169 mn decreased compared to RON 5,729 mn in 2024, mainly due to the lower contribution of the Exploration

[xiii] Financials correspond to Consolidated financial statements prepared in accordance with International Financial Reporting Standards as endorsed by the European Union.

and Production segment, following lower oil prices as well as lower oil sales volumes. The contributions of the Refining and Marketing as well as Gas and Power segments were broadly similar yoy. The Consolidation line had a positive contribution in 2025 of RON 296 mn, reflecting mainly the decrease in quotations (2024: RON 75 mn). Clean CCS Operating Result in 2025 is stated after eliminating net special charges of RON (2,179) mn, mostly in Exploration and Production segment, mainly as a result of impairments of other financial assets related to abandonment obligations following the agreed principles between OMV Petrom and the Romanian state, as well as of net impairments for tangible assets, and inventory holding losses of RON (235) mn.

The **net income** was RON 3,058 mn in 2025 (2024: RON 4,190 mn).

The **return on average capital employed**[xiv] **(ROACE)** reached a value of 7.8% (2024: 12.9%), while Clean CCS ROACE decreased to 13.9% at the end of 2025, from 15.4% at the end of 2024.

**Cash flow from operating activities** increased to RON 9,000 mn, mainly in relation to favourable evolution of net working capital and to a positive outcome from litigation, compared to RON 6,465 mn in 2024, which was impacted by solidarity contribution on refined crude oil for year 2023 paid in 2024 .

**Capital expenditure** amounted to RON 7,841 mn in 2025, 9% higher than in 2024, out of which organic investments amounted to RON 7,712 mn, 23% higher yoy.

OMV Petrom Group reported a **net cash position including leases**[xv] of RON 5,176 mn as at December 31, 2025, lower than RON 8,076 mn as at December 31, 2024.

## Operating Result

| Operating Result (RON mn) | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Exploration and Production[1] | (297) | 2,323 | n.m. |
| Refining and Marketing | 2,280 | 2,238 | 2 |
| Gas and Power | 570 | 364 | 57 |
| Corporate and Other | (116) | (127) | 9 |
| Consolidation: elimination of intercompany profits | 319 | 57 | 459 |
| **OMV Petrom Group Operating Result** | **2,756** | **4,855** | **(43)** |

[1] Excluding intersegmental profit elimination shown in the line "Consolidation"

In **Exploration and Production, Operating Result** was RON (297) mn in 2025 (2024: RON 2,323 mn), mainly driven by lower oil prices and sales volumes, unfavorable FX (weaker USD vs. RON), higher gas taxation and production costs, partly compensated by higher gas price, net positive impact from litigations, lower depreciation and lower exploration expenses. The operating result reflected also special charges of RON (2,471) mn, mainly for impairments of other financial assets and net impairments of tangible assets. From the total impairments, RON (1,499) mn represent impairment of other financial assets related to abandonment obligations, recognized following the agreed principles between OMV Petrom and the Romanian state for 15-year extension of production licenses, booked in Q4/25. In the context of this agreement triggering higher E&P taxation, and due to higher production decline for some mature fields, a net impairment of tangible assets of RON (616) mn was also recorded in Q4/25. For comparison, special items amounted to RON (638) mn in 2024. **Exploration expenses** decreased to RON 62 mn in 2025 (2024: RON 127 mn), mainly due to lower general and administrative costs (licenses related costs in Q2/24), lower exploration drilling expenses, geological and geophysical expenses and seismic expenses. **Unit production costs** increased by 9% to USD 17.8/boe, mainly due to lower volumes available for sale, unfavorable FX, and USD

[xiv] For definitions of these ratios please refer to section "Abbreviations and definitions".
[xv] Net debt/cash position including leases is calculated as interest bearing debt and lease liabilities less cash and cash equivalents. As at December 31, 2025 and December 31, 2024, OMV Petrom Group had net cash positions as cash and cash equivalents were higher than interest bearing debt and lease liabilities.

0.34/boe construction tax impact. Production cost in RON terms increased by 6% to RON 79.6/boe.

In **Refining and Marketing**, **Operating Result** increased to RON 2,280 mn in 2025 (2024: RON 2,238 mn), the higher refining indicator margin being offset mainly by higher costs, including depreciation, and lower refinery utilization in the context of the planned shutdown in Q2/25. In 2025, the OMV Petrom indicator refining margin increased by USD 3.2/bbl to USD 12.4/bbl, mainly as a result of higher crack spreads for middle distillates. The **refinery utilization rate** decreased to 93% (2024: 97%), reflecting the planned shutdown in Q2/25 and crude supply challenges in Q3/25. Refining and Marketing Operating Result reflected also special gains of RON 85 mn, mainly in relation to hedging (2024: RON (132) mn), and CCS inventory holding losses of RON (258) mn (2024: RON (67) mn), given the decrease in crude quotations.

In **Gas and Power, Operating Result** increased to RON 570 mn (2024: RON 364 mn), reflecting special gains of RON 214 mn, mainly consisting of temporary valuation effects. The strong performance achieved in the second half of the year, supported by power market deregulation starting July, offset the negative results recorded in the first two quarters.

The gas business had an excellent result, with increased gas sales volumes, reaching the highest annual level since 2021, on larger volumes to wholesales and end users. Lower margins on volumes from third party were compensated by a better result on the gas storage activity.

The power business line result was negatively affected by the legislation in place in the first half of the year, but improved in the second half of the year, on excellent operational performance supported by market deregulation. Good margins were achieved on volumes bought from third parties as well as from balancing and ancillary services.

**Operating Result** in the **Corporate and Other** segment amounted to RON (116) mn (2024: RON (127) mn).

### Reconciliation of total Operating Result before depreciation and amortization, impairments and write-ups to Net income

| (RON mn) | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| **Net income for the year** | **3,058** | **4,190** | **(27)** |
| Add / (Less): | | | |
| Net financial result (loss/(gain)) | (810) | (113) | n.m. |
| Taxes on income | 508 | 778 | 35 |
| Depreciation, amortisation and impairment, including write-ups[1] | 4,296 | 4,171 | 3 |
| **Operating Result before depreciation and amortization, impairments and write-ups** | **7,052** | **9,026** | **(22)** |
| Exploration and Production | 2,927 | 5,526 | (47) |
| Refining and Marketing | 3,145 | 3,031 | 4 |
| Gas and Power | 726 | 499 | 46 |
| Corporate and Other | (65) | (86) | 25 |
| Consolidation | 319 | 57 | 458 |

[1] Includes also impairment losses for exploration assets, which in Consolidated income statement are presented under "Exploration expenses".

### Reconciliation of Clean CCS net income attributable to stockholders of the parent to the reported Net income for the year attributable to stockholders of the parent

| (RON mn) | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| **Net income for the year attributable to stockholders of the parent** | **3,058** | **4,190** | **(27)** |
| Add / (Less): | | | |
| Total special items (gains)/losses | 2,179 | 790 | 176 |
| CCS effect: Inventory holding (gains)/losses | 235 | 84 | 179 |
| Tax effect on special items and CCS effects | (412) | (164) | (151) |
| **Clean CCS net income attributable to stockholders of the parent** | **5,059** | **4,900** | **3** |

### Reconciliation of Clean CCS Operating Result to Reported Operating Result

| (RON mn) | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| **Net income for the year** | **3,058** | **4,190** | **(27)** |
| Add / (Less): | | | |
| Net financial result (loss/(gain)) | (810) | (113) | n.m. |
| Taxes on income | 508 | 778 | 35 |
| **Operating Result Group** | **2,756** | **4,855** | **(43)** |
| Add / (Less): | | | |
| Special items (gains)/losses, thereof | 2,179 | 790 | 176 |
| Personnel restructuring | 175 | 32 | 449 |
| Unscheduled depreciation (impairments) / write-ups | 810 | 667 | 21 |
| Other[1] | 1,193 | 90 | n.m. |
| CCS effect: Inventory holding (gains)/losses | 235 | 84 | 179 |
| **Clean CCS Operating Result** | **5,169** | **5,729** | **(10)** |
| Out of which: | | | |
| Clean Operating Result Exploration and Production | 2,174 | 2,960 | (27) |
| Clean CCS Operating Result Refining and Marketing | 2,453 | 2,438 | 1 |
| Clean Operating Result Gas and Power | 356 | 352 | 1 |
| Clean Operating Result Corporate and Other | (110) | (96) | (15) |
| Consolidated | 296 | 75 | 297 |

[1] Other special items in 2025 mainly consisted of impairments of other financial assets related to abandonment obligations.

The disclosure of **Special items** is considered appropriate in order to facilitate the analysis of the ordinary business performance. To reflect comparable figures, certain items affecting the result are added back or deducted. They are being disclosed separately. These items can be divided into three categories: personnel restructuring, unscheduled depreciation and write-ups and other.

Furthermore, to enable effective performance management in an environment of volatile prices and comparability with peers, the **Current Cost of Supply (CCS)** effect is eliminated from the accounting result. The CCS effect, also called inventory holding gains or losses, represents the difference between the cost of sales calculated using the current cost of supply and the cost of sales calculated using the weighted average method after adjusting for any changes in valuation allowances, in case the net realizable value of the inventory is lower than its cost. In volatile energy markets, measurement of the costs of petroleum products sold based on historical values (e.g. weighted average cost) can have a distorting effect on the reported results. This performance measurement enhances the transparency of the results and is commonly used in the oil industry. OMV

Petrom, therefore, published this measurement in addition to the Operating Result determined in accordance with IFRS.

### Notes to the income statement[xvi]

| Summarized consolidated income statement (RON mn) | 2025 | 2024 | 2023 | Δ (%)[1] |
|---|---|---|---|---|
| Sales revenues | 36,592 | 35,765 | 38,808 | 2 |
| Other operating income | 678 | 301 | 629 | 125 |
| Net income from equity-accounted investments | (5) | 10 | 5 | n.m. |
| **Total revenues and other income** | **37,265** | **36,076** | **39,442** | **3** |
| Purchases (net of inventory variation) | (18,222) | (16,959) | (18,586) | (7) |
| Production and operating expenses | (4,966) | (5,148) | (4,584) | 4 |
| Production and similar taxes | (1,408) | (1,402) | (2,478) | (0) |
| Depreciation, amortization, impairments and write-ups | (4,286) | (4,143) | (3,216) | (3) |
| Selling, distribution and administrative expenses | (3,301) | (3,028) | (2,696) | (9) |
| Exploration expenses | (62) | (127) | (112) | 51 |
| Other operating expenses | (2,263) | (414) | (216) | (446) |
| **Operating result** | **2,756** | **4,855** | **7,554** | **(43)** |
| Net financial result | 810 | 113 | 263 | n.m. |
| **Profit before tax prior to solidarity contribution** | **3,566** | **4,968** | **7,817** | **(28)** |
| Solidarity contribution on refined crude oil | - | - | (2,729) | n.a. |
| **Profit before tax** | **3,566** | **4,968** | **5,088** | **(28)** |
| Taxes on income | (508) | (778) | (1,058) | 35 |
| **Net income/(loss) for the year** | **3,058** | **4,190** | **4,030** | **(27)** |
| thereof attributable to non-controlling interests | 0.14 | 0.13 | (0.10) | 8 |
| **thereof attributable to stockholders of the parent** | **3,058** | **4,190** | **4,030** | **(27)** |

[1] 2025 vs. 2024

OMV Petrom is an integrated energy company. The hydrocarbons produced by the Exploration and Production segment are processed and marketed through the other operating segments within the Group. Consolidated sales revenues of RON 36,592 mn for 2025 increased by 2% compared to 2024, mainly supported by higher prices and sales volumes of natural gas and electricity, partialy offset by lower sales of petroleum products. After the elimination of intersegment transactions of RON 9,187 mn, the contribution of the **Exploration and Production** segment representing sales to third parties was RON 51 mn (2024: RON 55 mn). Sales to third parties in the **Refining and Marketing** segment amounted to RON 24,194 mn or almost 66% of total consolidated sales (2024: RON 26,692 mn). After elimination of intersegment sales, the **Gas and Power** segment's contribution was RON 12,302 mn or approximately 34% of total sales (2024: RON 8,975 mn).

Sales to third parties are split by geographical areas on the basis of where the risks and benefits are transferred to the customer. Romania and Central and Eastern Europe represent the Group's most important **geographical markets.** Sales in Romania were in an amount of RON 30,281 mn or 83% of the Group's total sales (2024: RON 29,698 mn) and sales in the rest of Central and Eastern Europe were RON 6,311 mn or 17% of Group sales (2024: RON 5,923 mn).

**Other operating income** increased to RON 678 mn (2024: RON 301 mn), mainly in relation to a positive outcome from litigation.

[xvi] Financials correspond to Consolidated financial statements prepared in accordance with International Financial Reporting Standards as endorsed by the European Union.

**Purchases (net of inventory variation)** which include costs of goods and materials employed, amounted to RON 18,222 mn and increased by 7% yoy, largely due to higher acquisitions of natural gas and electricity, partly offset by lower acquisitions of petroleum products.

**Other operating expenses** amounted to RON 2,263 mn (2024: RON 414 mn) and increased mainly due to impairments of other financial assets related to abandonment obligations following the agreed principles between OMV Petrom and the Romanian state for 15 years extension of production licenses.

**Net financial result** was a gain of RON 810 mn in 2025, higher compared to RON 113 mn in 2024, mainly due to interest income in relation to a positive outcome from litigation.

As a result, the **profit before tax** for 2025 was RON 3,566 mn, lower compared to RON 4,968 mn in 2024.

**Taxes on income** were in the amount of RON 508 mn (2024: RON 778 mn), while the effective tax rate was 14% in 2025 (2024: 16%), mainly due to fiscal credits in Romania.

## Capital expenditure (CAPEX)

| OMV Petrom Group Capital expenditure (RON mn) | 2025 | 2024 | Δ (%) |
|---|---|---|---|
| Exploration and Production | 5,648 | 4,459 | 27 |
| Refining and Marketing | 1,812 | 1,573 | 15 |
| Gas and Power | 309 | 1,034 | (70) |
| Corporate and Other | 73 | 104 | (30) |
| **Total capital expenditure** | **7,841** | **7,171** | **9** |
| +/- Other adjustments[1] | 2,188 | 91 | n.m. |
| - Acquisition of subsidiaries, joint ventures and other investments | (102) | (892) | 89 |
| **Additions according to statement of non-current assets (intangible and tangible assets)** | **9,927** | **6,369** | **56** |
| +/- Other changes[2] | (3,146) | (455) | n.m. |
| **Cash outflow for investments in intangible and tangible assets** | **6,781** | **5,914** | **15** |
| + Net outflow/(inflow) in relation to other investing activities[3] | (349) | (143) | (144) |
| **Net cash used for investing activities** | **6,432** | **5,771** | **11** |

[1] Other adjustments refer mainly to decommissioning asset and other non-cash additions (such as certain right-of-use assets used for investment projects)
[2] Other changes refer to items that did not affect cash flows during the period (including acquisitions through leasing, reassessment of decommissioning provisions, own work capitalized) and consider changes of liabilities for investments and net advances paid for non-current assets
[3] Net outflow/(inflow) in relation to other investing activities refers mainly to investments in financial assets, subsidiaries and joint ventures and to cash inflows in relation to financial assets and non-current assets.

**Capital expenditure** amounted to RON 7,841 mn in 2025, 9% higher than in 2024 (RON 7,171 mn), out of which organic investments amounted to RON 7,712 mn, 23% higher yoy.

Investments in **Exploration and Production** increased by 27% to RON 5,648 mn and accounted for 72% of Group's total CAPEX for 2025. The increase was mainly due to higher investments in the Neptun Deep project.

**Exploration expenditures** decreased to RON 50 mn (2024: RON 205 mn), mainly due to lower drilling expenditures, lower general and administrative costs (licenses related costs in Q2/24), lower geological and geophysical expenses and seismic expenses.

**Refining and Marketing** investments amounted to RON 1,812 mn (2024: RON 1,573 mn). The investments were mainly allocated to Petrobrazi refinery for projects such as the SAF/HVO unit and the new aromatic complex, and to our retail business, for new filling stations in high traffic areas and for expanding our e-mobility network.

**Gas and Power** investments amounted to RON 309 mn in 2025 (2024: RON 1,034 mn). The 2025 value reflects the progress made on the renewable power portfolio, as well as the acquisition of Dunav Solar Plant EOOD and of OMV Gas

Marketing & Trading Hungaria Kft. The 2024 value reflects mainly several major acquisitions of renewable projects, as well as the planned shut-down and maintenance of Brazi power plant.

### Statement of financial position[xvii]

| Summarized consolidated statement of financial position (RON mn) | 2025 | 2024 | 2023 | Δ (%)[1] |
|---|---|---|---|---|
| **Assets** | | | | |
| Non-current assets | 43,380 | 38,756 | 35,373 | 12 |
| Intangible assets and property, plant and equipment | 38,239 | 32,944 | 30,755 | 16 |
| Equity-accounted investments | 473 | 411 | 48 | 15 |
| Other non-current assets | 2,213 | 3,311 | 2,621 | (33) |
| Deferred tax assets | 2,454 | 2,091 | 1,949 | 17 |
| Current assets | 17,394 | 18,889 | 22,783 | (8) |
| Inventories | 3,303 | 3,205 | 3,126 | 3 |
| Trade receivables | 2,661 | 2,552 | 2,715 | 4 |
| Other current assets | 11,429 | 13,132 | 16,942 | (13) |
| **Total assets** | **60,774** | **57,646** | **58,157** | **5** |
| **Equity and liabilities** | | | | |
| Total equity | 38,178 | 39,118 | 39,379 | (2) |
| Non-current liabilities | 12,381 | 10,360 | 10,270 | 20 |
| Provisions for pensions and similar obligations | 215 | 233 | 195 | (7) |
| Provisions for decommissioning and restoration obligations | 9,971 | 8,331 | 8,654 | 20 |
| Provisions and other liabilities | 2,195 | 1,796 | 1,420 | 22 |
| Current liabilities | 10,215 | 8,167 | 8,508 | 25 |
| Trade payables | 5,352 | 3,929 | 4,067 | 36 |
| Interest-bearing debts | 32 | 26 | 110 | 22 |
| Provisions and other liabilities | 4,832 | 4,213 | 4,330 | 15 |
| **Total equity and liabilities** | **60,774** | **57,646** | **58,157** | **5** |

[1] 2025 vs. 2024

Compared to December 31, 2024, **total assets** increased by RON 3,128 mn, to RON 60,774 mn. Additions to intangible assets and property, plant and equipment amounted to RON 9,927 mn (2024: RON 6,369 mn).

Compared to December 31, 2024, **non-current assets** increased by RON 4,623 mn, to RON 43,380 mn, mainly due to increase in property, plant and equipment, as additions during the period and the increase in decommissioning asset following reassessment exceeded the depreciation and net impairments. This increase was partly offset by a net decrease in other financial assets following the impairment related to abandonment obligations, the reclassification of short-term balances to current assets and the increase from their reassessments during the year.

The reduction in **current assets** reflected lower cash and cash equivalents and lower other assets, largely related to advance payments for fixed assets, partially compensated by the increase in other financial assets related to their reclasification to short term, to higher receivables in relation to the joint operation for the Neptun Deep project, and to higher financial assets in relation with derivatives.

[xvii] Financials correspond to Consolidated financial statements prepared in accordance with International Financial Reporting Standards as endorsed by the European Union.

**Total equity** decreased to RON 38,178 mn as of December 31, 2025, compared to RON 39,118 mn as of December 31, 2024, mainly as a result of the distribution of base dividends for the financial year 2024 and of the special dividends approved on October 23, 2025, partly offset by the net profit generated in 2025. The Group's equity ratio was 63% as of December 31, 2025, lower than the level of 68% as of December 31, 2024.

As at December 31, 2025, **total liabilities** increased by RON 4,069 mn compared with December 31, 2024. The increase in **non-current liabilities** was mainly due to the reassessment of provisions for decommissioning and restoration obligations, largely following higher estimated costs and lower net discounting rates. **The current liabilities** increased by RON 2,048 mn following higher trade payables, mainly due to higher supplier balances following acquisitions, and higher lease liabilities, largely related to Neptun Deep project, recognized in accordance with IFRS 16 "Leases".

OMV Petrom Group reached a **net cash position including leases** of RON 5,176 mn as at December 31, 2025, lower than RON 8,076 mn as at December 31, 2024.

## Cash flow

| Summarized consolidated cash-flow statement (RON mn) | 2025 | 2024 | 2023 |
|---|---|---|---|
| **Cash generated from operating activities before working capital movements** | **8,233** | **7,145** | **8,198** |
| Cash flow from operating activities | 9,000 | 6,465 | 10,114 |
| Cash flow from investing activities | (6,432) | (5,771) | (5,730) |
| **Free cash flow** | **2,569** | **694** | **4,384** |
| Cash flow from financing activities | (4,585) | (4,818) | (5,300) |
| Effect of exchange rates on cash and cash equivalents | (1) | 4 | (2) |
| **Net increase/(decrease) in cash and cash equivalents** | **(2,017)** | **(4,120)** | **(917)** |
| Cash and cash equivalents at beginning of the year | 9,219 | 13,339 | 14,256 |
| **Cash and cash equivalents at end of the year** | **7,202** | **9,219** | **13,339** |
| **Free cash flow after dividends** | **(1,356)** | **(3,717)** | **(717)** |

In 2025, the net inflow of funds from profit before tax, adjusted for non-cash items such as depreciation and impairments, net change of provisions and for other adjustments, as well as net interest received and income tax paid was RON 8,233 mn (2024: RON 7,145 mn, being impacted by solidarity contribution on refined crude oil for year 2023 paid in 2024). Changes in **net working capital** generated a cash inflow of RON 767 mn (2024: outflow of RON 680 mn), mainly in relation to favorable evolution of receivables and liabilities.

**Cash flow from operating activities** increased by RON 2,536 mn compared to 2024, reaching RON 9,000 mn, mainly in relation to favourable evolution of net working capital and to a positive outcome from litigation.

In 2025, the **cash flow from investing activities** resulted in an outflow of RON 6,432 mn (2024: RON 5,771 mn) mainly related to payments for investments in property, plant and equipment, largely in the Exploration and Production, and lower net cash inflows for investments in short-term securities than in 2024.

**Free cash flow** (defined as cash flow from operating activities less cash flow from investing activities) showed an inflow of funds of RON 2,569 mn (2024: RON 694 mn).

**Cash flow from financing activities** reflected an outflow of funds amounting to RON 4,585 mn (2024: RON 4,818 mn), mainly arising from the payment of dividends of RON 3,925 mn.

**Free cash flow after dividends** resulted in a cash outflow of RON 1,356 mn (2024: RON 3,717 mn).

## Risk management

OMV Petrom is exposed to a variety of risks specific to the energy industry, including market and financial risks, operational risks, as well as strategic risks. The company's risk management processes focus on identification, assessment, and evaluation of such risks and their impact on the company's financial stability and profitability as well as company's response measures. The objective of these activities is to actively manage risks in the context of the OMV Petrom's risk appetite and following the principles in the Risk Management Policy approved by the Supervisory Board, in order to achieve the company's long-term strategic goals.

## Risk Management Governance

OMV Petrom is evolving in a dynamic business landscape. Effective risk governance is essential for successfully navigating the uncertainties inherent in OMV Petrom's operations. The Supervisory Board (with assistance from the Audit Committee) determines the company's risk appetite, ensures there are clear structures, policies and procedures in place that identify, evaluate, report, manage and monitor significant and emerging risks, including risks related to sustainability, cybersecurity and the use of AI (artificial intelligence) and digital technologies, oversees the main risks and mitigation measures and assess the adequacy and effectiveness of company's risk management and internal control frameworks. By utilizing the expertise within the Audit Committee and the ongoing education, the Supervisory Board maintains its commitment to robust risk governance. The Executive Board is responsible for ensuring that effective risk management systems are in place and for the overall management of risks within OMV Petrom, setting the tone in support of a strong risk culture across the company.

Risk prevention is integrated into the decision-making processes of everyday business activities at every level of our organization. Strategic risks are managed through specialized task forces: People, Transition to Low Carbon, and Integrated Stakeholders' Management.

To ensure that management takes risk-informed decisions, with adequate consideration of actual and prospective information, a dedicated risk management function is established with the objective to centrally lead and coordinate the Group's risk management related processes. The Corporate Risk Management function is within the CFO division, being independent from the company's business segments. The head of the risk management department has a direct communication line with the Audit Committee, allowing Audit Committee an effective and efficient oversight role.

OMV Petrom's consolidated risk profile is reported twice a year to the Executive Board, the Supervisory Board, and the Supervisory Board's Audit Committee.

## Enterprise-Wide Risk Management

The main purpose of the **OMV Petrom's Enterprise-Wide Risk Management (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.

Financial and non-financial risks are regularly identified, assessed, and reported through the Group's EWRM process.

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. The process is facilitated by a Group-wide IT system supporting the established individual process steps for risks: identification, analysis, evaluation, treatment, reporting, and review, through continuous monitoring of changes to the risk profile. The overall risk resulting from the bottom-up risk management process is computed using Monte Carlo simulations (for a 95% confidence level) and compared against planning data for a mid-term three-year horizon. The identified risks are analyzed depending on their nature, taking into consideration their causes, consequences, historical trends, volatility, and potential impact on cash flows.

The overall objective of the risk policy is to safeguard the cash flows in line with the Group's risk appetite.

It is OMV Petrom's view that the Group's overall risk is significantly lower than the sum of the individual risks due to its vertically integrated nature and the fact that various risks partially offset each other. The balancing effects of industry risks, however, can often lag or weaken over time. OMV Petrom's risk management activities therefore focus on the net risk exposure of the Group's existing and future activities. The interdependencies and correlations between different risks are also reflected in the Company's consolidated risk profile.

Risk management and insurance activities are centrally coordinated at the corporate level by the Treasury, Risk & Insurance Management department. This department ensures that well-defined and consistent risk management processes, tools and techniques are applied across the entire organization. Risk ownership is assigned to the

managers who are best suited to oversee and manage the respective risk.

OMV Petrom Group is constantly refining the EWRM process based on internal and external requirements, for instance developing ESG reporting standards and frameworks. In the EWRM process, common risk terminology and language are used across OMV Petrom to facilitate an effective risk communication.

OMV Petrom's EWRM process has been set up in accordance with ISO 31000 Risk Management International Standard and comprises a dedicated risk organization, working under a robust internal regulation framework using an information technology infrastructure.

### Risk management process

As mentioned, the risk management system and its effectiveness are monitored by the Supervisory Board (with the assistance of the Audit Committee).

**The risk management process** is based on a precautionary, systematic approach, aimed at timely identification and management of risks in order 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 conscious of the risks related to their 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. This approach ensures greater awareness and focus on risks that might affect the Company's objectives.

The risk management process, implemented through OMV Petrom's EWRM framework, **combines bottom-up and top-down processes**, each employee being responsible for managing the risks within their competency area.

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 include not only interviews, workshops, surveys and analyses of historical losses, but also information on risks documented in risk registers. Heat maps or risk matrices are used to support the assessment process and serve to identify probability ranges and the related consequences if risks were to materialize.

Senior management evaluates **top-down** risks to provide a strategic perspective of risks across a longer time horizon. Permanently scanning the time horizons to identify emerging risks and having regular risk meetings, the senior management have the full perspective on the strategic risks landscape. This enables capturing new trends and developments of the operating environment and industry best practice and thereby enables the Group to achieve its long-term objectives.

### Risk taxonomy

The risks within OMV Petrom's EWRM system are organized into the following categories: **market and financial, operational, and strategic.**

### Market and financial risks

Regarding the **market price risk**, OMV Petrom is naturally exposed to the price-driven volatility of cash flows generated by activities such as production, refining and associated marketing (where applicable) of crude oil, oil products, gas, electricity and CO2 certificates. Market price risk has core strategic importance within OMV Petrom Group's risk profile and liquidity. This is closely analyzed, quantified and evaluated. Corresponding optimization and hedging activities are undertaken to mitigate those risks. Such activities include margin hedges as well as stock hedges executed by using financial instruments. The optimization, trading and hedging risk control governance system of OMV Petrom defines clear mandates, including risk thresholds for such activities.

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 price and foreign exchange currencies, upon approval by 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. Considering a challenging geopolitical and economic environment with high inflation, volatile commodity prices, rising interest rates and distorted supply chains, special attention is paid to changes in payment behaviors. The Group's 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, at renewal date or change in limit request for the existing ones and, also, each time a new credit limit is requested.

OMV Petrom is implicitly exposed to **interest rate risk** due to its financial activities. The volatility of EURIBOR and ROBOR may trigger less or additional cash flow. However, given its strong financials and net cash positions in the last years, the risk and the impact of its volatility in our cash flow were 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.

The nature of OMV Petrom's business operations exposes the company to various health, safety, security, and environmental (HSSE) risks. Such risks include the potential impact of natural disasters, as well as process safety and personal security events. Other operational risks comprise risks related to the delivery of investment projects or legal/regulatory non-compliance. All operational risks are identified, analyzed, monitored and mitigated in accordance with the company's defined risk management process. Control and mitigation of assessed risks take place at all organizational levels, using clearly defined risk policies and responsibilities. The key company risks are governed centrally to ensure the Group's ability to meet planning objectives through corporate directives, including those relating to HSSE, legal matters, compliance, human resources, and sustainability.

The low-probability and high-impact risks associated with the operational activity (e.g., blowouts, explosions, earthquakes etc.) are identified, and incident scenarios are developed and assessed for each of them. A special focus is given to process safety risks. 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 the risks via insurance instruments. These risks are closely analyzed, quantified and monitored by the risk organization, and are managed via detailed internal procedures.

OMV Petrom's risk management system is part of the corporate decision-making process. In the context of implementing the Strategy 2030, OMV Petrom is investing in both organic and inorganic growth projects, where the risks associated with new major projects or important business initiatives are assessed and communicated to management prior to the approval decision, as part of the project evaluation process. OMV Petrom has vast experience in managing major investment projects and mitigating project risks.

The execution of major onshore and offshore projects may be affected by changes to the respective regulatory or fiscal framework, by the unavailability of contractors, or the lack of qualified staff. Project costs may be negatively impacted by price inflation, labor shortages, or the disruption or reorganization of supply chains. Projects may be affected by the inability to commercially scale up new technologies, or by the lack of regulatory clarity. In new business areas, OMV Petrom may more often invest through partnerships and joint ventures, which may expose the company to increased governance and credit risks, and may negatively impact project execution. The effect of any of these risks may have a material adverse impact on OMV Petrom's business, results of operations and financial condition.

As OMV Petrom's activities rely on information technology systems, the company may experience disruptions caused by major cyber events. Security controls are therefore implemented across the Group to protect information and IT assets that store and process information. **IT-related risks** are assessed, monitored regularly and managed actively with dedicated information and security programs across the organization. Operational Technology (OT) related risks are reflected in the assessment of process safety risks. OMV Petrom recognizes the emergence of artificial intelligence (AI)-related risks and is actively integrating measures within existing security controls to address potential disruptions and vulnerabilities associated with AI.

In terms of **regulatory compliance risk**, the company is in dialogue with the Romanian and Bulgarian authorities on topics of relevance for the industry. In the last few years, we have seen a significant number of fiscal and regulatory initiatives implemented (such as subsidy schemes, regulated/capped prices for gas and power, over taxation or the EU solidarity contribution, tax on special constructions and oil and gas turnover tax). This increases legislative volatility, with influence on the overall business environment.

### Strategic risks

In order to identify strategic risks which might have potential long-term effects on the company's objectives, OMV Petrom continuously monitors its internal and external environment.

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 longer-term horizon and, on the other hand, to develop risk mitigation plans and monitor implementation of defined actions. The strategic risks refer to both external and internal factors (e.g., climate change, traditional business, regional gas growth, human capital and communities, as well as political and regulatory). 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 objectives.

| Strategic risk | Details |
|---|---|
| **Climate change** | The energy transition brings significant challenges alongside opportunities. We recognize the climate change risks resulting from potential delays in achieving emissions reduction targets, that may lead to carbon cost exposure and reputational harm. This risk is heightened by the limited commercial viability of emerging energy transition technologies, due to gaps in regulatory frameworks, financial support, and value chain developments. Furthermore, there is a risk of reduced competitiveness and shareholder value if energy transition technologies are pursued ahead of market readiness, such as when EU targets outpace market readiness, particularly for solutions like carbon capture and storage (CCS). |
| **Traditional Business** | In E&P, the high-cost environment, regulatory challenges and climate change targets put pressure on the traditional oil and gas projects. E&P focus is on high grading and strengthening of portfolio, as well as the delivery of Neptun Deep project and selective low-carbon business activities.<br>In R&M, the sustainability focus and climate change targets put pressure on the traditional fuels demand, driving R&M business towards developing a sustainable products portfolio, shifting production to high value products, and potential acceleration of e-mobility plans, while consolidating its long-term position. |
| **Regional Gas Growth** | The regional gas growth strategic risk in the Black Sea refers to the Neptun Deep project and other projects in the Black Sea area, such as the exploration of the Han Asparuh offshore block. Geopolitical and regulatory risks, as well as operational and delivery risks might occur. These risks can trigger a delay or cancellation of exploration and potential developments in the Black Sea and the risk of not delivering in time the first gas from Neptun Deep. |
| **Human Capital and Communities** | Human capital risks might arise from a variety of causes and can emerge under the following areas: critical talent scarcity and ageing workforce, skills gap for green–digital–AI transition, employee engagement and change fatigue, employer attractiveness and industry related reputation or unbalanced relations with social partners. Caring and progressive people strategy helps us shape the employee experience in the evolving market conditions.<br>OMV Petrom considers the perspectives of affected communities within its risk management processes, emphasizing dialogue and collaboration. This approach helps reduce the potential social risks and supports initiatives that can bring benefits to local communities, fostering trust and maintaining the company's social license to operate. |
| **Political and Regulatory** | Potential change in policies following the 2024 super-election year, which rolled over into 2025 with the repeat of the presidential elections and key local elections, continued to generate regulatory changes and taxes, mostly dictated by state budget needs.<br>Separately, the company promotes the need for new legislation related to low-carbon emissions technologies, by engaging with private and public sector stakeholders – in order to generate public acceptance and support for such projects. This also materialized in attracting EU funding and committing resources to new business lines (renewable power, e-mobility, green hydrogen, biofuels and others). |

OMV Petrom thoroughly monitors geopolitical developments, including the ongoing Russia-Ukraine conflict and any additional sanctions and countersanctions resulting from it, as well as the US tariffs and the developments in the Middle East region, particularly in Israel and Iran, that have raised concerns about regional stability and their potential impact on OMV Petrom's business activities.

Geoeconomic fragmentation, trade wars and disruptions to global supply chains could lead to further cost increases for OMV Petrom. Coupled with high interest rates and high energy prices, such a situation has the potential to also impact economic growth negatively, which in turn, could affect demand for OMV Petrom's products.

OMV Petrom recognizes climate change as a key global challenge, and therefore integrates the related risks and opportunities into the development of the Company's business strategy. For further details on climate change related risks and other ESG-related risks, please refer to the Sustainability Statement.

### Internal control

The Group has implemented an internal control framework put into practice through the internal control system designed to prevent and detect undesirable events and risks, such as fraud, errors, damages, non-compliance, unauthorized transactions and material misstatements in the financial and sustainability reporting.

The main principles and responsibilities for the internal control framework within OMV Petrom Group are set in the Policy on Internal Control Framework, approved by the Supervisory Board.

OMV Petrom's internal control framework covers all areas of Group's operations with the following goals:

- Compliance with legal requirements and internal regulations;
- Reliability of financial and sustainability reporting (accuracy, completeness, and correct disclosure);
- Prevention and detection of fraud and error;
- Effective and efficient business processes and operations.

**OMV Petrom's internal control framework consists of the following elements:**

| Element | Description |
|---|---|
| **Control environment** | The existence of a control environment, comprising a set of regulations, processes, and structures, forms the basis for an effective internal control system across the organization. The following activities and principles, that establish an effective Control environment, are defined and adhered to: maintaining a transparent organizational structure (e.g. clear employees roles and responsibilities, signature rules, segregation of duties), safeguarding company's assets (including data and information), proper documentation of transactions and regulations, appropriate definition, implementation and documentation of risk and control matrixes. |
| **Risk assessment** | Generally, all business, management and support processes are included in the scope of the internal control. They are assessed through a dynamic and iterative process to identify critical activities and associated immanent risks, process and compliance risks. |
| **Control activities** | Control activities and measures (e.g. segregation of duties, checks, approvals, IT access rights) are defined (including relevant documentation), implemented and performed to mitigate significant process and compliance risks. Control activities are being updated periodically. |
| **Information and communication** | Information systems are in place to support decision making and carrying out internal control responsibilities while ensuring proper documentation. Periodic information is provided to management and governing bodies in respect of internal control system status and updates. |
| **Monitoring activities** | Monitoring activities are ongoing and periodic evaluations carried out to ascertain that the elements of an effective internal control environment are present and functioning. |

OMV Petrom's successful management and operations mean creating value for all stakeholders and require systematically and transparently managing the Company while applying the best corporate governance principles. To attain this objective, OMV Petrom has implemented a rigorous Management System.

The Management System represents the set of processes, internal regulations and controls, whose purpose is to manage and control the organization in order to achieve its objectives through optimized utilization of resources, while supporting compliance with applicable legal requirements.

The Internal Audit department assesses the effectiveness and efficiency of the organization's policies, procedures, and systems which are in place to ensure: proper identification and management of risks, reliability and integrity of information, compliance with laws and regulations, safeguarding of assets, economical and efficient use of resources and the accomplishment of established objectives and goals.

Internal Audit carries out regular audits of individual Group companies and informs the Audit Committee about the results of the audits performed.

Likewise, the Supervisory Board (with assistance from the Audit Committee) performs an assessment of the adequacy and effectiveness of company's risk management and internal control frameworks. The assessment considers the effectiveness and scope of the Internal Audit function, the adequacy of risk management and compliance, internal control reports, management's responsiveness and effectiveness in dealing with identified internal control failings or weaknesses.

The Group has an Accounting Manual that is implemented consistently in all Group companies to ensure the application of uniform accounting for the same business cases. The Group Accounting Manual is updated regularly, based on changes in International Financial Reporting Standards. Furthermore, the organization of the Accounting and Financial Reporting departments is set up to achieve a high-quality financial reporting process. Roles and responsibilities are specifically defined and a revision process – the "four-eye principle" – is applied to ensure the correctness and accuracy of the financial reporting process. The establishment of Group-wide standards for the preparation of annual and interim financial statements by means of the Group Accounting Manual is also regulated by an internal corporate regulation.

### Report on payments to governments

In accordance with Chapter 8 of the Minister of Public Finance Order no. 2844/2016 for approval of Accounting Regulations according to International Financial Reporting Standards, with all subsequent additions and modifications, transposing Chapter 10 of the Accounting Directive (2013/34/EU) of the European Parliament and of the Council, OMV Petrom management prepared a consolidated report on payments to governments for the year 2025. This report will be published together with the consolidated financial statements of OMV Petrom for the year ended December 31, 2025.

### Related parties transactions

The Company has in place a Policy on related parties transactions, which is also available on the corporate website. This policy is intended to ensure the proper monitoring, approval and reporting of the company's related parties transactions.

An overview of all related parties transactions of the Company is presented twice per year to the Executive Board, as well as to the Supervisory Board (also via Audit Committee). Moreover, transactions with related parties that are outside of OMV Petrom Group are reviewed by an independent specialized firm in relation to the observance of the arm's length principle and the outcome of such review is reported to the Executive Board and to the Supervisory Board (also via Audit Committee).

According to the Policy on related parties transactions, the Supervisory Board, with assistance from the Audit Committee, performs at least annually, an evaluation of the related parties transactions in the ordinary course of business and under normal market conditions by reference to the criteria in the Policy. The result of such evaluation by reference to 2025 is included in the Report of the Supervisory Board, part of this Annual Report.

Likewise, for information on 2025 related party transactions, as well as receivable and payable balances with related parties, please refer to Note 30 to the Consolidated Financial Statements.

### Subsequent events

Please refer to Note 38 to the Consolidated Financial Statements.

### Outlook 2026

For the full year 2026, OMV Petrom expects **the average Brent oil price** to be around USD 65/bbl. We expect the **refining margins** to be around USD 9/bbl. In Romania, **demand** for retail fuels and power is expected to be stable, while gas demand is expected to be slightly higher versus 2025.

The provisions of the government emergency ordinance 32/2024, which entered into force starting April 1, 2024, related to the regulatory framework for natural gas, were extended until the end of Q1/26 via the government emergency ordinance 6/2025. In March 2026, the government issued a new emergency ordinance by which the natural gas market for household consumers as well as for heat generation in cogeneration plants and thermal power plants for population consumption remains regulated until the end of Q1/27. The applicability of the 0.5% tax on turnover introduced in 2024, initially announced to expire at the end of 2025, was extended for one more year, until end-2026. It is estimated to have a total annual impact of below RON 250 mn in 2026. As per current regulations, the tax is to be eliminated as of January 1, 2027. A 0.5% tax on the net value (cost less depreciation) of certain constructions is applicable as of January 1, 2025. The estimated impact for 2026 is of mid double-digit million RON. As per current

regulations, the tax is to be eliminated as of January 1, 2027.

At **OMV Petrom Group** level, **total net CAPEX** is estimated to amount up to RON 9.4 bn, of which organic around RON 9 bn. We plan increased investments mainly dedicated to Neptun Deep, as well as low and zero carbon projects, mostly SAF/HVO and renewables. Investments require competitive, predictable and stable regulatory and fiscal environment. We expect negative **free cash flow before dividends**, in the context of new record high investments. We remain committed to offer **attractive returns to shareholders**: for 2025, the Supervisory Board approved the Executive Board's proposal of a total gross dividend per share (DPS)[xviii] of RON 0.0578, down 10% versus 2024, comprising of a base DPS of RON 0.0466, up 5% yoy, and a special DPS of RON 0.0112, 44% down yoy. The total dividend payout from 2025 OCF is at 40% and the total dividend yield at 5.8%[xix].

With regards to our **strategic pillar Optimize traditional business**, in the **Exploration and Production** segment, we expect hydrocarbon production to be above 100 kboe/d, with no divestments impact considered. We plan investments of around RON 5.6 bn, of which more than half will be for Neptun Deep. The rest will be used mainly for drilling around 35 new wells and sidetracks and perform around 550 workovers. Our planned exploration expenditures are estimated at around RON 0.3 bn, reflecting intensified exploration activity both onshore and offshore. In the **Refining and Marketing** segment, our refinery utilization rate is estimated to be maintained at above 95%, while the total refined product sales are forecasted to be higher yoy and the retail fuel sales are expected to be stable yoy. In the **Gas and Power** segment, total gas sales volumes are estimated to be lower yoy, while the net electrical output is forecasted to be higher yoy, in the context of the Brazi power plant planned shutdown in Q2/26: 26 days for full capacity, and the rest of the quarter for half capacity.

With regards to our **strategic pillar Grow regional gas,** we will progress with our flagship project **Neptun Deep**, focus on drilling the development wells in the Domino field and installing the subsea systems, linepipe, jacket and topsides. With regards to the offshore exploration in the Neptun block, we are performing preparatory activities for the Anaconda-1 deepwater well, expected to be drilled after the Neptun Deep development drilling is completed. In the **Han Asparuh offshore Bulgaria**, we will continue activity with the aim to complete exploration drilling and analyze the results.

With regards to our **strategic pillar Transition to low and zero carbon,** we plan to accelerate the expansion of the electrical vehicles charging network in the region, with the ambition to reach around 1,500 charging points by year-end, both in our filling stations and other locations. In addition, we plan to progress in developing our **renewable power portfolio** and, with regards to **biofuels**, we plan to further advance with the construction works of the SAF/HVO unit.

In 2026, we also plan to continue our initiatives to reduce our Scope 1-2 absolute emissions, targeting a 30% decrease in 2030 versus 2019.

[xviii] Subject to approval by the General Meeting of Shareholders on April 28, 2026.
[xix] Using the share price on 30 December 2025 of RON 0.995.

## Sustainability overview

At OMV Petrom, we continue to advance our transformation journey, guided by three fundamental elements:

our **Purpose** – Re-inventing essentials for sustainable living. This is our reason for doing business today and tomorrow.

our **Strategy** – Transforming for a lower carbon future, which defines our ambition to lead the energy transition in Romania and the neighboring region.

our **Values** – We care, We're curious, We progress. They guide how we want to achieve our purpose and deliver on our strategic ambitions.

Sustainability is embedded across all the three guiding elements. This approach has long defined the way we operate, demonstrated by more than twelve years of publishing separate Sustainability Reports, focusing on transparency, while driving performance.

With our 2025 Annual Report, we are now in the second year of integrating financial and non-financial information, in accordance with the Corporate Sustainability Reporting Directive (CSRD).

In the following pages, we present a comprehensive overview of our 2025 sustainability performance, with more detailed information available throughout the Sustainability Statement chapter.

**General disclosures**

In 2025, we continued sustainability reporting under the CSRD and ESRS, also considering the Delegated Regulation (EU) 2025/1416 ("Quick fix"). Building on the experience of our first CSRD reporting year, we made adjustments to improve the readability and structure of the 2025 Sustainability Statement. One example is that the reader will now find all methodologies related to targets and metrics in a dedicated Annex at the end of the report.

Our approach continues to be informed by the material impacts, risks and opportunities (IROs) relevant to our business, as reviewed in 2025. These build on the IROs initially identified through the Double Materiality Assessment (DMA) carried out across the company in 2023 – 2024. The DMA assessed our actual and potential impacts on people and the environment across our operations and value chain, as well as the financial effects of sustainability-related risks and opportunities on the company. The 2025 review ensured that the list of material IROs remains current and applicable to all fully consolidated entities, where the Group holds over 50% interest and operational control. Our Sustainability Statement outlines how OMV Petrom manages its material IROs which are connected to the sustainability matters presented in the below:

| Environment | | Social | | Governance | |
|---|---|---|---|---|---|
| **Chapter** | **Material topic** | **Chapter** | **Material topic** | **Chapter** | **Material topic** |
| **Climate change** | Climate change mitigation | **Own workforce** | Working conditions | **Business conduct** | Corporate culture |
| | Energy | | Training and skills development | | Management of relationships with suppliers |
| **Pollution** | Pollution of air | **Workers in the value chain** | Working conditions | **Economic value** | Economic value |
| | Pollution of soil | **Affected communities** | Communities' economic, social and cultural rights | **Cybersecurity** | Cybersecurity |
| **Water** | Water | | | | |
| **Biodiversity and ecosystems** | Direct impact drivers of biodiversity loss | | | | |

Our sustainability governance is built on our Sustainability Framework and is fully integrated into our Strategy 2030. The Framework focuses on transitioning to a low-carbon business, running responsible operations, fostering people and communities, and driving innovation and digitalization.

Accountability for the OMV Petrom Sustainability Framework and its targets lies with the Executive Board, who monitors progress through various dedicated taskforces. Sustainability-related performance incentives are also factored in the remuneration of the Executive Board, in alignment with the Strategy 2030. Variable pay is linked to ESG key performance indicators, such as GHG emissions reduction, safety and diversity KPIs, ensuring that our leadership is motivated to drive positive environmental and social outcomes.

## Environmental information

**2025 Key Results**

- **~20%** Taxonomy-eligible and Taxonomy-aligned CAPEX
- **19%** Scope 1-2 GHG emissions reduction vs. 2019
- **3%** Carbon intensity of energy supply reduction vs. 2019
- **77%** E&P methane intensity reduction vs. 2019

**Climate Change**

At OMV Petrom, we remain committed to pursuing sustainable decarbonization. We are reaffirming our target of Net Zero operations (Scopes 1 and 2) by 2050, our commitment to reduce Scope 1-2 GHG absolute emissions by 30 percent by 2030, compared to the baseline year 2019 and methane intensity target of 0.2 percent or lower by 2030.

At the same time, in line with the evolving energy transition context, we are revisiting some of our targets linked to Scope 3. The reduction target for carbon intensity of our energy supply, (Scope 1-3), by 2030 vs. the baseline year 2019 has been repaced from 20% to 10%. We are also withdrawing the 2030 absolute Scope 1-3 reduction target. Our strategic projects, including Neptun Deep and low and zero carbon business portfolio (e.g. renewable power and storage, biofuels, e-mobility), are key to ensuring our targets delivery. Less mature technologies such as Carbon Capture and Storage (CCS) have been repaced to post-2030, due to low market readiness.

In line with our strategy, we are now targeting more than 2.5 GW of solar and wind capacity installed by 2030, including partnerships. We continued to invest in sustainable transportation solutions (biofuels and e-mobility) as well as in green hydrogen, as reflected in the taxonomy eligible and aligned CAPEX, with approximately **20%** of our total CAPEX in 2025 being Taxonomy eligible and Taxonomy aligned.

Energy efficiency programs remain a key priority for us, supported by initiatives such as on-site electricity generation from PVs and generation of heat/cool from waste, to reduce energy consumption and lower GHG emissions in Scope 1 – 2. These efforts resulted in a GHG reduction of **0.9** mn $tCO_2e$ in 2025 compared to 2019 levels. Also, our E&P methane intensity decreased by **77%** vs. 2019, progressing towards our target of 0.2% or lower by 2030, which is also used as an industry benchmark of best practice. This year's performance reflects our transition to the OGMP Level 4 methodology. Under the previously applied Level 2 methodology, 2025 methane intensity would have continued to decrease by 37% compared to 2024. We will continue to work to reduce our methane emissions as we keep our target of 0,2% or lower unchanged. Through our continuous investments in the energy efficiency of our operations and in transforming our portfolio, we reduced our carbon intensity of energy supply (covering Scope 1-3 emissions) by **3%** vs. 2019.

Our Neptun Deep project plays a strategic role in contributing to Romania's and the region's security of supply. In terms of our product portfolio, the project will help transform the oil-gas mix in our E&P production, with gas expected to reach 70% by 2030.

Our ambition to decrease our carbon footprint continues to be supported by our financial frame, with **RON ~10 bn** gross Sustainability CAPEX allocated for the period 2025-2030. These combined efforts mark significant steps to transform our company for a lower carbon future.

**Pollution**

OMV Petrom continues to invest in its infrastructure to prevent, control and reduce soil pollution from accidental spills and non-GHG air emissions. Process Safety Management (PSM) remains essential to ensure safe and reliable operations, protecting the environment, and safeguarding employees and contractors. We have a comprehensive HSSE framework, incorporating policies like the Code of Conduct, Environmental Management Standard, and HSSE Directive to mitigate pollution risks.

In 2025, a total number of **~1,500 spills** occurred, out of which two major. The company implements initiatives such as Leak Detection and Repair (LDAR) program, refinery tank modernization, and pipeline integrity programs to reduce emissions and prevent spills. We monitor emissions of pollutants in compliance with European regulations, applying continuous improvement strategies to enhance environmental protection and sustainability efforts. In 2025, **RON ~90 mn** was allocated to projects within the Petrobrazi

refinery that support the mitigation of pollution related impacts.

**Water**
Water plays a critical role in OMV Petrom's operations. Freshwater is withdrawn from multiple sources and is used for technological processes such as cooling, steam generation, drilling and injection. All effluents undergo treatment before discharge. Around **95%** of produced water from oil and gas extraction is reinjected into reservoirs.

We continue to focus on responsible water management, aiming to reduce freshwater withdrawals, minimize discharge impact, and improve water efficiency. In 2025, projects such as implementation of Best Available Technology (BAT) measures and water use efficiency improvements were continued.

**Biodiversity and ecosystems**
We are dedicated to continuous improvement in our biodiversity and environmental management practices in alignment with our HSSE Strategy 2030. In 2025, we carried out a corporate-level screening to identify priority operational sites selected for future local Locate, Evaluate, Assess Prepare (LEAP) assessments.

## Social information

Fostering people and communities is a core pillar that our Sustainability Framework is built on. Our progress relies on our employees' knowledge, engagement and commitment and we constantly strive to make a positive impact in our communities, by understanding and acting on their concerns and supporting their sustainable development.

**2025 Key Results**
- **0** employee and contractor fatalities
- **0.56** total recordable injury rate (TRIR) of own workforce and **0.57** TRIR of contractors
- **Almost 6,000** employees trained on practical Life Saving Rules
- **0.18** Process Safety Event Rate
- **30%** share of women at management level
- **~RON 104 mn** social investments in national programs and local communities

**Own workforce**
Our HSSE and People & Culture Strategies are enablers in achieving our Purpose and Strategy 2030.

The health and safety of our people remain a top priority for us. In 2025, we achieved a solid safety performance, with a TRIR of **0.56**, which continues to be well below IOGP industry benchmark of **0.81** per million hours worked.

Throughout the year, we continued training and education efforts for our people and contractors for hazard identification and risk awareness and mitigation. To this end, in 2025, almost **6,000** employees performed the Life Saving Rules training.

Process Safety Management is fundamental to our operations given the high-risk nature of the energy sector. In 2025, we continued to implement measures such as the Process Safety Roadmaps, updates of the Integrated Global Risk Register (IGRR), Corrosion Management Plans and conducting HAZOP (Hazard and Operability) studies. These actions help ensure that risks are identified, assessed, and mitigated effectively. Our Process Safety Event Rate for 2025 was **0.18** (2024: 0.16).

We aim to build and retain a talented, diverse and engaged team to support the company's transition to a low-carbon business and its regional growth ambitions. Our progress includes achieving a 30% share of women at management level, highlighting our commitment to providing equal opportunities.

In 2025, we continued to maintain an ongoing and structured social dialogue with employees and their representatives, ensuring regular information, consultation and alignment on matters that may affect the workforce. The People & Culture function supports this dialogue by ensuring transparent communication, integrating employee feedback into people processes and co-creating solutions that reflect organizational needs.

Our talent attraction initiatives continued in 2025: the Fresh Graduates Program, Open4U, Her Energy Academy and the OMV Petrom Excellence Scholarship programs. These efforts collectively underscore our commitment to nurturing talent and fostering a culture of growth and excellence.

**Workers in the value chain**
We are dedicated to continuously improving the safety and sustainability performance of our supply chain. Throughout the year, we continued extending the legal requirements, internal rules, and standards applicable to OMV Petrom, as well as to our suppliers and contractors. Our supply chain partners are required to sign the OMV Petrom Code of Conduct, as an integral part of our contractual agreements.

The safety of our suppliers and contractors is held to the same level as that of our employees. Sustainability requirements are integrated across our supply chain with the aim of driving a positive change in the sustainability performance of our suppliers and contractors while mitigating potential negative impacts. In 2025, we continued

advancing our supplier assessments and audits, including conducting **14** supplier audits with external auditors and 12 Together for Sustainability (TfS) audits, to ensure compliance with human and labor rights, safety conditions, and sustainable practices.

**Affected communities**
Our commitment to transitioning to a lower carbon future is intertwined with a dedication to working closely with local communities to maintain our social license to operate.

We engage directly with various stakeholders from the communities where we operate (including authorities, NGOs and local community members) to ensure their voices and concerns are heard and addressed. Our Grievance Mechanism is one of the tools through which communities can share their concerns.

In order to ensure the creation of opportunities for communities, OMV Petrom strategically implements actions and allocates resources to ensure that communities benefit from its social responsibility programs. In 2025, our social investments amounted to **RON ~104 mn** for initiatives in education, health, and the environment.

## Governance information

**2025 Key Results**

- **~200** managers from target group trained on business ethics and integrity
- **55** awareness initiatives on cybersecurity
- **RON ~16 bn** in total taxes and dividends contributed to the Romanian state

**Business conduct**
Ethical behavior is central for securing trust and building a positive reputation. Our corporate culture is anchored on safety, ethics, responsibility, and social good, guided by our core values - "We care, We're curious, We progress.", which shape all aspects of operations, including leadership capabilities, talent management, and performance evaluations.

In 2025, we continued to promote a positive corporate culture by implementing several key actions, including focused training and awareness initiatives on ethics and integrity, onboarding, and multiple whistleblowing channels. In 2024, we initiated a new training cycle with the objective of training all managers level 1-4 and top management. In 2025, the target group consisted of **451** employees, out of which we trained almost **200** by the end of the year.

In 2025, **99** new suppliers were screened against mandatory ESG criteria during pre-qualification for sourcing projects, and forums and safety performance meetings with contractors were held to enhance engagement and identify areas for improvement.

**Cybersecurity**
Cybersecurity is essential in protecting technology, assets, and sensitive information of the business from cyber risks and threats. OMV Petrom continued to implement an incident management process and to conduct continuous breach simulations and penetration tests to identify vulnerabilities and mitigate cyberthreats. A comprehensive IT/OT Security framework that includes guidelines for device usage, access control, and data protection has been established, along with mandatory cybersecurity awareness training for employees. In 2025, **55** awareness initiatives were conducted, including classroom exercises, online training sessions, and email phishing campaigns.

**Economic value**
In 2025, OMV Petrom continued to create value for Romania, its core market, through significant tax contributions, dividends, and investments. As one of the country's largest contributors to the state budget and a major private investor, the company generates substantial economic value for stakeholders. Our high tax payments continue to enhance public finances, with total contributions to the Romanian State amounting to **RON ~16 bn**, including direct taxes, indirect taxes, and dividends.

Under our Strategy 2030, we remain committed to investing about EUR 11 bn between 2022 and 2030, which further underscores our dedication to supporting Romania's economic development. In January 2025, we published our Tax Strategy, outlining our approach to responsible tax planning, transparent cooperation with authorities, and robust tax risk management.

The economic assessments conducted with regards to our flagship project, Neptun Deep, indicate that it is projected to create direct and indirect economic benefits, including job creation and GDP growth, such as a contribution of approximately EUR 22 bn to Romania's state budget and the creation or maintenance of around 9,100 jobs over its lifespan. A separate 2025 study undertaken by Deloitte indicates that a EUR 1 bn investment in the domestic onshore upstream sector could yield an additional EUR 3.1 bn in state budget contributions, and support roughly 43,500 jobs across direct, indirect and induced effects.

### Conclusions

Environmental, Social and Governance performance continues to be embedded in our Strategy, reflecting our aim to creating value for all our stakeholders, through transparent and responsible practices. Our 2025 progress reflects our commitment to transforming our business and we remain focused on sustainability not merely as a reporting exercise, but as a driver of concrete action. As we move forward with the implementation of our Strategy 2030, we will maintain our focus on sustainability transparency and performance.

### Sustainability Statement

For the 2025 reporting year, the sustainability-related information is presented in the Sustainability Statement, part of the Directors' Report and included in the Annual Report. It has been prepared in accordance with Chapter 7[1] of Annex I to the Order of the Ministry of Public Finance No. 2844/2016 for the approval of national accounting regulations in accordance with the International Financial Reporting Standards (IFRS) and amended by Ministry of Finance Order No. 85/2024, transposing the European Sustainability Reporting Standards (ESRS) introduced by the Corporate Sustainability Reporting Directive (CSRD) into the Romanian legislation. In 2025, OMV Petrom enters its second year of reporting in line with these CSRD and ESRS requirements, also taking into account Delegated Regulation (EU) 2025/1416 ("Quick fix"). Furthermore, disclosures required under Article 8 of the EU Taxonomy Regulation (EU) 2020/852 are included in the Sustainability Statement in accordance with the Delegated Regulation amending the Taxonomy disclosure rules, adopted by the European Commission on 4th of July, 2025.

For simplicity and usability, considering its complexity and importance, the Sustainability Statement is included in the present report as a separate chapter.

# Corporate governance report

The Company has always conferred great importance upon the principles of good corporate governance, considering corporate governance a key element underpinning the sustainable growth of the business and also the enhancement of long-term value creation for its shareholders. To remain competitive in a challenging environment, especially during recent times when the focus on environmental, social and corporate governance (ESG) elements increased significantly, OMV Petrom constantly develops and updates its corporate governance practices, so that it can meet new demands and also current and future opportunities.

Since 2007, the Company has been governed in a two-tier system in which the Executive Board manages the daily business and operations of the Company, whereas the Supervisory Board monitors, supervises and controls the activity of the Executive Board. The powers and duties of the two above-mentioned bodies are stated in the Company's Articles of Association and in the relevant internal regulations and briefly detailed herein.

The Company is managed in an atmosphere of openness between the Executive Board and the Supervisory Board, as well as within each of these corporate bodies. A transparent decision-making process, relying on clear and objective rules, enhances shareholders' confidence in the Company and its management. It also contributes to the protection of shareholders' rights, improving the overall performance of the Company and providing better access to capital and risk mitigation.

The members of the Executive Board and the Supervisory Board have always paid due attention to their duty of care and loyalty. Hence, the Executive Board and the Supervisory Board have passed their resolutions as required for the welfare of the Company, primarily in consideration of the interests of shareholders and employees.

### Bucharest Stock Exchange Corporate Governance Code

The Company first adhered to the Corporate Governance Code issued by the Bucharest Stock Exchange in 2010 and has continued to apply its principles, ever since then.

OMV Petrom complies with almost all of the provisions set forth in the new Corporate Governance Code issued by the Bucharest Stock Exchange in December 2024 and which entered into force as of 1 January 2025. More details on the Company's compliance status with the principles and provisions stipulated under the Corporate Governance Code are presented in the corporate governance statement, which is a part of this Annual Report.

The first year of reporting compliance with the new Corporate Governance Code issued by the Bucharest Stock Exchange is 2026 by reference to the financial year 2025. There are 77 provisions under the new Corporate Governance Code as opposed to 34 provisions under previous Corporate Governance Code. The new Corporate Governance Code is divided into five main sections, each addressing a different aspect of companies' governance (A – "Governing Bodies", B – "Risk Management and Internal Control Framework", C – "Performance, Motivation and Reward", D – "Disclosure and Investor Relations", and E – "Sustainability and Stakeholders"), while each section is divided into three parts: Purpose, Principles, and Provisions.

## General Meeting of Shareholders (GMS)

### GMS organization

The GMS is the highest deliberation and decision forum of the Company. The main rules and procedures of the GMS are laid down in the Company's Articles of Association and in the Rules and Procedures of the GMS, both published on the Company's corporate website, as well as in the relevant GMS convening notice.

The GMS is convened by the Executive Board whenever necessary. In exceptional cases, when the Company's interest requires it, the Supervisory Board may also convene the GMS. At least 30 days before the GMS, the convening notice is published in the Official Gazette and in one widely-distributed newspaper in Romania and disseminated to the Financial Supervisory Authority and Bucharest Stock Exchange. With the observance of the same term, the convening notice is also made available on the Company's website, together with the materials and supporting documents related to items included on the relevant GMS agenda.

The GMS is usually chaired by the President of the Supervisory Board, who may designate another person to chair the meeting. The chairman of the GMS designates two or more technical secretaries to verify the fulfillment of the formalities required by law for carrying out the GMS and for drafting the minutes thereof.

At the first convening, the quorum requirements are met if the shareholders representing more than half of the share capital of the Company are present, with decisions being validly passed with the affirmative vote of shareholders representing the majority of share capital of the Company. The same rules apply both to the Ordinary and Extraordinary GMS. The Ordinary GMS held at the second convening may validly decide on the issues included on the agenda of the first scheduled meeting, irrespective of the number of

attending shareholders, by the majority of the votes expressed in such a meeting. For the Extraordinary GMS held at the second convening, the quorum and majority requirements are the same as for the first convening. Where the mandatory legal provisions set out otherwise, the quorum and majority requirements shall be carried out in accordance with such legal provisions.

In observance of capital market regulations, the resolutions of the GMS are disseminated to the Bucharest Stock Exchange and the Financial Supervisory Authority within 24 hours after the relevant event. The resolutions will also be published on the Company's website.

The Company promotes the participation of its shareholders in the GMS. The shareholders duly registered in the shareholders' register at the reference date may attend the GMS in person or by representation, based on a general or special proxy.

Shareholders may vote by correspondence, prior to the GMS. Also, the shareholders may vote by electronic means prior to the GMS via eVOTE online platform, in accordance with the provisions of art. 197 of Regulation no. 5/2018, if such voting method is indicated in the convening notice for the respective GMS.

The Company makes available at the headquarters and/ or on the Company's website templates of such proxies and voting bulletins for votes by correspondence.

The shareholders of the Company, regardless of their participation held in the share capital, may raise questions in writing or verbally regarding the items on the agenda of the GMS. To protect the interests of our shareholders, the answers to the questions shall be provided by observing the regulations applicable to special regime information (e.g. classified information), including commercially sensitive information, for which disclosure could result in losses or a competitive disadvantage for the Company.

### GMS main duties and powers

The main duties of the **Ordinary GMS** are:

- to discuss, approve or modify the annual financial statements;
- to distribute the profit and establish the dividends;
- to elect and revoke the members of the Supervisory Board and the financial auditor and set their remuneration;
- to assess the activity of the Executive Board members and of the Supervisory Board members, to evaluate their performance and to discharge them of their liability in accordance with the provisions of law;
- to approve the income and expenditure budget for the next financial year;
- to approve the remuneration policy for the Executive Board and Supervisory Board members and to give a consultative vote on the remuneration report for the Executive Board and Supervisory Board members.

The **Extraordinary GMS** is entitled to decide mainly upon:

- changing the corporate form or the business object of the Company;
- increasing or reducing the share capital of the Company;
- spin-offs or mergers with other companies;
- early dissolution of the Company;
- amendments to the Articles of Association.

### Shareholders' rights

Rights of the Company's minority shareholders are adequately protected according to relevant legislation.

Shareholders have, among other rights provided under the Company's Articles of Association and the laws and regulations currently in force, the right to obtain information about the Company's activity, regarding the exercise of voting rights and the voting results in the GMS.

In addition, shareholders have the right to participate and vote in the GMS, as well as to receive dividends. OMV Petrom applies the one share, one vote, one dividend principle. There are no shares with multiple voting rights, preferential voting rights or maximum voting rights or other voting right restrictions such as non-voting shares without preference, priority shares, golden shares and other voting rights ceilings.

Moreover, shareholders have the right to challenge the decisions of GMS or withdraw from the Company and request the Company to acquire their shares, in certain conditions mentioned by the law. Likewise, as per the applicable legislation, one or more shareholders holding, individually or jointly, at least 5% of the share capital, may request the calling of a GMS. Such shareholders also have the right to add new items to the agenda of a GMS, provided that such proposals are accompanied by a justification or a draft resolution proposed for approval and copies of the identification documents of the shareholders who make the proposals.

## Supervisory Board

### Supervisory Board members

According to the Articles of Association, the Supervisory Board consists of nine members.

The Supervisory Board members are appointed by the Ordinary GMS (except for the interim members who may be appointed by the Supervisory Board until the next GMS), in accordance with the provisions of Company Law and the Articles of Association.

The Supervisory Board's current mandate started on April 28, 2025 and runs until April 28, 2029 (as per the details provided below).

Herein below is the composition of the Supervisory Board at the end of 2025, as well as the date of this report:

**Alfred Stern (1965) – President**
Alfred Stern is the Chairman of the Executive Board and Chief Executive Officer of OMV AG since September 2021. Prior to joining the OMV Group in April 2021 as a Board member for Chemicals and Materials, he had been the CEO of Borealis since July 2018. During his tenure of 14 years, Alfred Stern held a series of other executive positions at Borealis, latterly as a Board member for Polyolefins and Innovation & Technology. He started his career at DuPont de Nemours, leading to extensive international experience in Switzerland, Germany, and the US across the spectrum of Research and Development, Sales and Marketing, and Quality and Business Management. Alfred Stern studied at the Montanuniversität Leoben in Austria. He holds a PhD in material science and a Master in polymer engineering and science.

Alfred Stern was firstly appointed as member and President of OMV Petrom Supervisory Board as of September 1, 2021 and was re-elected for another mandate in April 2025**.**

**Martijn van Koten (1970) – Deputy President**
Martijn van Koten was born in the Netherlands, where he studied Chemical Engineering at Delft University of Technology. He began his professional career at Shell in 1994, taking on several management and technical positions in the refining and downstream business in the UK, Germany and the Netherlands. Starting 2004, Martijn van Koten assumed Manufacturing Site General Manager positions at Shell in Sweden and Singapore, before becoming Vice President Manufacturing East & Middle East in Singapore in 2009 and Vice President Supply & Distribution Americas in the United States in 2013. In 2013, Martijn van Koten joined Borealis as Executive Board Member Operations, HSE & PTS in Austria. From 2018 to June 2021, he was Borealis Executive Board Member Base Chemicals & Operations in Austria. Martijn van Koten was a member of the OMV Board of Directors since July 1, 2021, being responsible for the division Refining until January 1, 2023. Since January 1, 2023, he is responsible for the division Fuels & Feedstock. Additionally, he is heading the Chemicals division on an interim basis since March 1, 2025. He is married and has two daughters.

Martijn van Koten was firstly appointed as member of OMV Petrom Supervisory Board as of August 1, 2021 and was re-elected for another mandate in April 2025.

**Berislav Gaso (1974)**
Berislav Gaso holds a master's degree in Mechanical Engineering from the Technical University of Munich, Germany, and a PhD in Business Administration from the University of St. Gallen, Switzerland. Berislav Gaso has held various management positions in the MOL Group after working as a junior partner at McKinsey & Company. Most recently, he was Executive Vice President in charge of MOL Group's Exploration & Production Division. On March 1, 2023, Berislav Gaso assumed his role as a member of the Executive Board of OMV Aktiengesellschaft, where he is responsible for the Energy Division.

Berislav Gaso was firstly appointed as member of OMV Petrom Supervisory Board as of March 17, 2023 and was re-elected for another mandate in April 2025.

**Katja Tautscher (1972)**
Katja Tautscher graduated in law (Magister iuris) from University of Vienna, Law Faculty, Vienna, Austria and holds an executive MBA from INSEAD. She is a qualified solicitor in Austria since 2001 and admitted as a solicitor in England and Wales since 2005. From 1996 to 2006, she worked in different positions in prestigious law firms such as Clifford Chance (Düsseldorf), Allen & Overy (London, UK), Wolf Theiss (Vienna, Austria and Ljubljana, Slovenia). Her most recent position was as Chief Legal and Compliance Officer of Borealis AG, Vienna, Austria, and since June 2022, Katja Tautscher became the SVP General Counsel of OMV Group.

Katja Tautscher was firstly appointed as member of OMV Petrom Supervisory as of January 1, 2023 and was re-elected for another mandate in April 2025.

**Sorin-Dumitru Elisei (1977)**
With over 18 years of experience in the energy sector, Sorin Elisei has coordinated national and international projects, as well as studies, analyses, projects and strategies in the field of energy and climate change such as defining and implementing decarbonisation strategies, defining energy transition plans, as well as implementing ESG factors in business development plans. He graduated in Journalism and Communication Science from University of Bucharest and an Executive Management Programme from London

School of Business and Finance. Sorin Elisei also completed various courses, trainings and seminars in the energy sector and since 2007 he worked in different management positions in companies active in the energy sector. His most recent position was as Director within the energy and sustainability specialized practice at Deloitte Romania. Since February 2024, he became General Director, General Directorate for Energy Policies and Green Deal (currently General Directorate for Energy) within the Ministry of Energy.

Sorin-Dumitru Elisei was firstly appointed as member of OMV Petrom Supervisory Board as of April 24, 2024 and was re-elected for another mandate in April 2025.

**Jochen Weise (1956) – independent [xx]**
Jochen Weise graduated in Law from the Universities of Bochum and Bonn, Germany, where he also received his PhD. He holds a non-executive position as Senior Advisor Energy Infrastructure Investments to Allianz Capital Partners in London since November 2010. Previously, he was Supervisory Board member of Verbundnetzgas AG in Leipzig, Germany between December 2014 and June 2022, member of the Management Board, between April 2004 and August 2010, Executive Vice President Gas Supply & Trading, between January 2003 and March 2004, at E.ON Ruhrgas AG, and Director Commercial Sales at Deutsche Shell GmbH, between April 1998 and December 2001.

Jochen Weise was firstly appointed as member of OMV Petrom Supervisory Board as of 1 November 2016 and was re-elected for another mandate in April 2025.

**Răzvan-Eugen Nicolescu (1978) – independent [xxi]**
Răzvan-Eugen Nicolescu graduated from the Power Engineering Faculty of Politehnica University of Bucharest. He also completed various economic studies, being a graduate of the MBA program of Solvay Brussels School – Economics and Management, as well as of an executive course on corporate governance at Harvard Business School. Răzvan-Eugen Nicolescu is a recognized specialist in the energy field, with a solid experience in both private and public sector. He was Director for Regulatory and Public Affairs of OMV Petrom S.A. between 2008-2014, Chairman and Vice-chairman of the European Union Agency for the Cooperation of Energy Regulators (ACER) between 2010-2016, as well as Minister of Energy in Romania in 2014, without being a member of any political party. Between February 2015 and April 2021, Răzvan-Eugen Nicolescu has been Partner – Energy Resources and Sustainability Industry Leader of Deloitte Central Europe. Between 2021 and 2025, he was member of the Governing Board of the EIT – European Institute for Innovation and Technology.

Răzvan-Eugen Nicolescu was firstly appointed as member of OMV Petrom Supervisory Board as of 28 April 2021 and was re-elected for another mandate in April 2025.

**Christine Catasta (1958) – independent [xxii]**
Christine Catasta holds a graduate degree and a doctorate from Vienna University of Economics & Business. She is a tax advisor and certified public accountant. Christine Catasta was CEO and Senior Partner at PwC Austria and CEO of ÖBAG and member of the supervisory board at Austrian Airlines AG, Telekom Austria AG, Verbund AG and OMV AG. She is currently, among others, member of the Supervisory Board at Erste Group Bank AG and chairwoman of the audit committee and member of the supervisory board at Banca Comerciala Romana S.A., Erste Bank and chairwoman of the supervisory board at Bundesimmobilien GmbH.

Christine Catasta was appointed as member of OMV Petrom Supervisory Board as of April 28, 2025.

**Teodora Elena Preoteasa (1984) – independent [xxiii]**
Teodora Preoteasa is an accomplished public policy strategist and senior executive with over 15 years of high-level experience in European funds management, international negotiations, and strategic investment programming. She currently serves as Director of the European Funds Administration Directorate at the Investment and Development Bank of Romania. Previously Teodora Preoteasa held different positions within Romania's Ministry of Investments and European Projects. Her governance expertise extends to board-level roles in major institutions, including ROMATSA, and EXIMBANK's Interministerial Committee.

She is also an Associate Lecturer at the Bucharest University of Economic Studies, where she mentors students in European funds management and public policies.

[xx] Independent member as per the criteria of the new Bucharest Stock Exchange Corporate Governance Code, criteria which are substantially similar to those provided by Company Law.
[xxi] Independent member as per the criteria of the new Bucharest Stock Exchange Corporate Governance Code, criteria which are substantially similar to those provided by Company Law.
[xxii] Independent member as per the criteria of the new Bucharest Stock Exchange Corporate Governance Code, criteria which are substantially similar to those provided by Company Law.
[xxiii] Independent member as per the criteria of the new Bucharest Stock Exchange Corporate Governance Code, criteria which are substantially similar to those provided by Company Law.

Teodora Preoteasa has a bachelor's degree in "Communication and Public Relations", psychology, management, marketing from Lucian Blaga University in Sibiu, holds academic credentials in Communication, Public Relations, Managerial Communication, and European Integration from top Romanian institutions and has pursued specialized training with the European Investment Bank, World Bank, and international organizations.

A passionate advocate for female empowerment and inclusive growth, Teodora Preoteasa is committed to shaping policies that drive innovation, sustainability and socio-economic cohesion. She is also a dedicated mother of three.

Teodora Elena Preoteasa was appointed as member of OMV Petrom Supervisory Board as of 28 April 2025.

Christine Catasta and Teodora Elena Preoteasa are the two new members of the Supervisory Board, appointed by the Ordinary GMS in April 2025, in the context of the expiry of the previous mandate of the Supervisory Board on 28 April 2025. On the same day, the mandates of Reinhard Florey and Marius Ștefan as Supervisory Board members ceased.

### Main duties and powers of the Supervisory Board

The Supervisory Board has the following main powers, as further detailed in the Articles of Association and the Internal Rules for the Supervisory Board:

- to exercise control over the management of the Company by the Executive Board;
- to appoint and revoke the members of the Executive Board;
- to determine the Executive Board remuneration;
- to approve the Executive Board and Supervisory Board Nomination Policies, including Executive Board profile and the Supervisory Board profile;
- to submit to the GMS a report concerning the supervision activity undertaken;
- to verify the reports of the members of the Executive Board;
- to verify the Company's annual separate and consolidated financial statements;
- to approve the risk appetite and a formal risk policy;
- to approve the internal audit charter and to appoint and dismiss the head of internal audit function, via the Audit Committee;
- to propose to the GMS the appointment and the revocation of the independent financial auditor, as well as the minimum term of the audit contract;
- to adopt a Code of Conduct;
- to approve other specific major operations, transactions, investments, etc. as set out in the Internal Rules for the Supervisory Board.

Details on the Supervisory Board works and activities in 2025, as well as the results of the Supervisory Board self-evaluation are included in the Supervisory Board Report.

### Supervisory Board functioning

The responsibilities of the members of the Supervisory Board, as well as the working procedures and the approach to conflicts of interest are governed by relevant internal regulations, mainly the Internal Rules for the Supervisory Board, available on Company's website.

The Supervisory Board meets whenever necessary, but at least once every three months in accordance with the law. The Supervisory Board may hold meetings in person or by telephone or video conference. At least five of the Supervisory Board members must be present or represented for resolutions to be validly passed. The decisions of the Supervisory Board shall be validly passed by the affirmative vote of the majority of the members present or represented at such Supervisory Board meeting. In the event of parity of votes, the President of the Supervisory Board shall have a casting vote. In urgent cases, the Supervisory Board may take decisions by circulation, without an actual meeting being held, by the majority of votes. The President shall decide on whether issues are of an urgent nature.

### Special committees

The Supervisory Board may assign particular issues to certain Supervisory Board members, acting individually or as part of special committees, and may also refer to experts to analyze certain issues. The task of the committees is to issue recommendations for preparing resolutions to be passed by the Supervisory Board itself, without preventing the entire Supervisory Board from dealing with matters assigned to the committees. The special committees established at the level of the Supervisory Board are the Audit Committee and the Nomination and Remuneration Committee (formerly named Presidential and Nomination Committee).

### Audit Committee

The Audit Committee is composed of six members appointed by decision of the Supervisory Board from among its members.

At the beginning of 2025, the Audit Committe had the following five members: Jochen Weise (President – independent), Reinhard Florey (Deputy President), Sorin-Dumitru Elisei (member), Răzvan Eugen Nicolescu (member

– independent) and Marius Ştefan (member – independent). Following the expiration of the mandates as Supervisory Board members of OMV Petrom, Reinhard Florey and Marius Ştefan ceased to hold also the position as members of the Audit Committee of OMV Petrom starting with April 28, 2025.

Following the approval by the Ordinary GMS held on April 24, 2025, of the members of the Supervisory Board for a new mandate of 4 years, starting April 28, 2025, the Supervisory Board approved a new composition of six members of the Audit Committee as of July 2, 2025, which is unchanged since then and consists of: Jochen Weise (President – independent), Christine Catasta (Deputy President – independent), Răzvan Eugen Nicolescu (member – independent), Katja Tautscher (member), Sorin-Dumitru Elisei (member) and Teodora Elena Preoteasa (member – independent).

The CVs of the current Audit Committee members are available on the Company's corporate website.

The Audit Committee is constituted so that its members collectively possess competencies relevant to the Company's area of operations. In addition, three members also have competences in the field of statutory auditing and accounting, as such is defined by law.

### Main duties and powers of the Audit Committee

The main duties and powers of the Audit Committee according to the Audit Committee's Terms of Reference focus on five main areas:

- Financial reporting – to examine and review the annual separate and consolidated financial statements of the Company and the proposal for the distribution of the profits before their submission to the Supervisory Board and subsequently to the GMS for approval;
- External audit – to consider and make recommendations to the Supervisory Board on the appointment, re-appointment and removal of independent financial auditors, subject to approval by the shareholders; to approve a policy on the provision of permitted non-audit services by the external auditor, setting the nature and level of such services, in line with legal requirements, and enforce implementation of that policy; to assess and monitor the external auditor's independence and objectivity and discuss the annual audit work plan with the external auditor;
- Internal audit, internal controls and risk management – to oversee the internal audit function; to review the Internal Audit function's Charter; to approve the annual internal audit work plan; to review the Company's internal controls and risk management frameworks; to understand the emerging information technology and artificial intelligence-related changes;
- Compliance, conduct and conflicts of interest – to oversee the development and application of the Company's policies on conflicts of interests and related party transactions; to examine and review, before their submission to the Supervisory Board for approval, significant transactions concluded with related parties, in accordance with Related Party Transactions Policy; to oversee the framework for ensuring the Company's compliance with applicable laws and regulations of the Company;
- Sustainability – to oversee the preparation process of sustainability-related reports (sustainability statement) and information included in them, including in electronic format (if required by law) and support the Supervisory Board in ensuring that sustainability, environmental and social considerations (impacts, risks and opportunities) are integrated in the Company's strategy and operations, risk management and remuneration practices and overseeing this integration.

Details on the Audit Committee works and activities in 2025 are included in the Supervisory Board Report.

### Audit Committee functioning

The working procedures of the Audit Committee are stated in the Audit Committee's Terms of Reference, available on Company's website.

The Audit Committee meets on a regular basis, at least three times per year, and on an extraordinary basis if required. The Audit Committee's meetings are chaired by the President or, in his/her absence, by the Deputy or by another member, by virtue of a mandate from the President.

The decisions of the Audit Committee shall be taken by unanimous consensus of all members of the Audit Committee. In case unanimous consensus cannot be reached with respect to a specific item on the agenda, that item will be resolved upon by the Supervisory Board without the consultative opinion of the Audit Committee.

In urgent cases, the Audit Committee may take decisions also by circulation, without an actual meeting being held, with the unanimous consensus of all members of the Audit Committee. The President shall decide on whether issues are of an urgent nature.

### Nomination and Remuneration Committee

The Nomination and Remuneration Committee is composed of four members appointed by the Supervisory Board among its members.

At the beginning of 2025, the Presidential and Nomination Committee (renamed into Nomination and Remuneration Committee as of 23 October 2025) was composed of: Alfred Stern (President), Martjin van Koten (Deputy President), Răzvan-Eugen Nicolescu (member – independent) and Marius Ştefan (member – independent).

Following the approval by the Ordinary GMS held on April 24, 2025, of the members of the Supervisory Board for a new mandate of 4 years, starting April 28, 2025, the Supervisory Board has approved a new composition of the Presidential and Nomination Committee (renamed into Nomination and Remuneration Committee as of 23 October 2025) as of July 2, 2025, which remained unchanged since then and consists of: Berislav Gaso (President), Martjin van Koten (Deputy President), Sorin-Dumitru Elisei (member – independent) and Teodora Elena Preoteasa (member – independent).

### Main duties and powers of the Nomination and Remuneration Committee

The main responsibilities of the Nomination and Remuneration Committee, as further detailed in its Terms of Reference include:

- is involved in the development of professional development programmes for Executive Board and Supervisory Board members;
- leads the development of succession plans for Executive Board members;
- leads the development and periodical review of the Executive Board/Supervisory Board Nomination Policies, including Executive Board profile and the Supervisory Board profile, respectivelly;
- reviews and recommends to the Supervisory Board the size and composition of the Supervisory Board;
- carries out the assessment of independency of Supervisory Board members;
- leads the development and periodical review of the Remuneration Policy and coordinates the preparation of the annual Remuneration Report for the Executive Board and Supervisory Board members;
- oversees the administration of the compensation and benefits plans of the Executive Board and Supervisory Board;
- coordinates an annual evaluation of the composition, activity and dynamics of the Supervisory Board and its committees, individually (including the President of the Supervisory Board) and as a whole.

### Nomination and Remuneration Committee functioning

The working procedures of the Nomination and Remuneration Committee are stated in the Nomination and Remuneration Committee's Terms of Reference, available on Company's website.

The Nomination and Remuneration Committee meets on a regular basis, at least once per year, and on an extraordinary basis if required. The Nomination and Remuneration Committee's meetings are chaired by the President or, in his/her absence, by the Deputy or by another member, by virtue of a mandate from the President.

The decisions of the Nomination and Remuneration Committee shall be validly passed by the affirmative vote of the majority of the members present or represented at the meeting. In the event of parity of votes, the President shall have a casting vote. However, the President shall endeavor to achieve that, to the extent possible, resolutions are passed with a consensus among its members.

In urgent cases, the Nomination and Remuneration Committee may take decisions also by circular resolution, without an actual meeting being held, by the majority of votes. The President shall decide on whether issues are of an urgent nature.

## Executive Board

### Executive Board members

The Executive Board of the Company comprises five members, appointed by the Supervisory Board for a mandate of four years ending on April 16, 2027.

During 2025, there were no changes in the membership of the Executive Board.

Therefore, at the end of 2025, as well as at the date of this report, the Executive Board has the following composition:

**Christina Verchere (1971)**
**Chief Executive Officer and President of the Executive Board**
Christina Verchere holds a Master degree in Economics Science from the University of Aberdeen, Scotland. She started her career in 1993 and spent over 20 years with an oil and gas supermajor, where she held numerous leadership positions in the UK, the US, Canada and Indonesia. Between 2012 - 2014, she was the Regional President Canada of BP located in Calgary and between 2014 - 2018, she was the Regional President of the Asia Pacific region located in Jakarta, Indonesia. She was appointed Chief Executive Officer and President of the Executive Board of OMV Petrom starting May 1, 2018.

**Alina Popa (1977)**

**Chief Financial Officer**
Alina Popa graduated from Bucharest Academy of Economic Studies in 1999 and is a member of ACCA (Association of Chartered Certified Accountants in the UK) since 2005, being also certified by ACCA in Sustainability for Finance in 2024. With her career starting at Deloitte Romania, Alina Popa joined OMV Petrom in 2006 and has held leadership positions in finance functions, coordinating important projects in the financial field. Between 2015 and 2019, she has been the General Manager and President of the Board of Directors of OMV Petrom Global Solutions, the Shared Service Center of OMV Group. She was appointed Chief Financial Officer and member of the OMV Petrom Executive Board as of April 17, 2019.

**Cristian Hubati (1971)**
**Responsible for Exploration & Production**
Cristian Hubati graduated the Faculty of Electrical Engineering from Polytechnic University of Bucharest in 1995 and holds a master's degree in Business Administration from Open University Business School, UK and also a postgraduate certificate in Board Practice and Directorship from Henley Business School, UK. Cristian Hubati has 20 years of experience in the oil and gas industry. He joined OMV Petrom in 2007 and he held since then various management positions in the OMV Group. He was appointed member of the OMV Petrom Executive Board starting April 17, 2023.

**Radu-Sorin Căprău (1974)**
**Responsible for Refining & Marketing**
After graduating the Faculty of Management from the University of Economic Studies in Braşov, Radu Căprău started his career in the sales area, before joining OMV Petrom in 2000 as Area Manager for OMV Romania. Since then, he held various management positions within OMV Petrom Group in Romania and Bulgaria, being responsible for Retail, Supply, Logistics & Sales and Petrom Aviation. In 2018, he was the Head of Crude Supply & Trading within OMV Refining & Marketing GmbH in Vienna. He was appointed member of the OMV Petrom Executive Board as of October 1, 2018.

**Franck Albert Neel (1970)**
**Responsible for Gas & Power**
Franck Neel studied Energy at the University of Rouen and received an Engineer Degree and then followed a Master of Mechanical Engineering at Cranfield University in United Kingdom. Later on, he earned an Executive Degree from the London Business School. Franck Neel spent 25 years working for the Group Engie. Thus, he started his career at Gaz de France in the engineering department for seven years and then moved to Marketing and Sales with different functions in different countries such as France, Czech Republic, Hungary, Netherlands, Italy and United Kingdom before joining OMV Petrom. He was appointed member of the OMV Petrom Executive Board as of July 1, 2018.

### Main duties and powers of the Executive Board

The main powers of the Executive Board, performed under the supervision and control of the Supervisory Board, are:

- to establish the strategy and policies regarding the development of the Company, including the organization structure of the Company and the operational divisions;
- to submit annually for the approval of the GMS, within four months after the end of the financial year, the report regarding the business activity of the Company, the financial statements for the previous year, as well as the business activity and budget projects of the Company for the current year;
- to conclude legal acts on behalf of and for the account of the Company, with observance of matters reserved to the GMS or to the Supervisory Board;
- to hire and dismiss, and to establish the duties and responsibilities of the Company's personnel, in line with the Company's overall personnel policy;
- to undertake all the measures necessary and useful for the management of the Company, implied by the daily management of each division or delegated by the GMS or by the Supervisory Board, with the exception of those reserved to the GMS or to the Supervisory Board through operation of law or of the Articles of Association;
- to exercise any competence delegated by the Extraordinary GMS.

The Executive Board reports to the Supervisory Board on a regular basis on all relevant issues concerning the course of business and its operations, strategy implementation, the risk profile and risk management of the Company.

Moreover, the Executive Board ensures that the provisions of the relevant capital markets legislation are complied with and implemented by the Company. Likewise, the Executive Board ensures the implementation and operation of accounting, risk management and internal controlling systems which meet the requirements of the Company.

The members of the Executive Board have the duty to disclose immediately to the Supervisory Board any material personal interests they may have in transactions of the Company, as well as all other conflicts of interest. Furthermore, they have the duty to notify other Executive Board colleagues of such interests forthwith.

All business transactions between the Company and the members of the Executive Board, as well as persons or

companies closely related to them, must be in accordance with normal business standards and applicable corporate regulation. Such business transactions, as well as their terms and conditions, require the prior approval of the Supervisory Board.

### Executive Board functioning

The responsibilities of the Executive Board members, as well as the working procedures and the approach to conflicts of interest are governed by the relevant internal regulations.

The Executive Board may hold meetings in person or by telephone or video conference. The meetings of the Executive Board are held regularly (at least once every two weeks, but usually every week) and whenever necessary for the operative management of the Company's daily business.

The Executive Board shall have a quorum if all members were invited and if at least three members are personally present. The Executive Board shall pass its resolutions by simple majority of the votes cast. In the event of a tie, the President shall have a casting vote. However, the President shall endeavor in her/his best efforts to achieve that, to the extent possible, resolutions are passed unanimously.

Should the nature of the situation require it, the Executive Board can pass a resolution by circulation based on the written unanimous agreement, without an actual meeting being held. The President shall assess whether such a procedure is called for. Such a procedure may not be used for resolutions pertaining to the annual financial statements of the Company or its registered share capital.

In 2025, the Executive Board met 53 times, either in person or by video conference and passed resolutions by circulation on 6 other occasions in order to approve all matters requiring its approval in accordance with the Articles of Association and the Company's internal regulations, as well as to allow the members of the Executive Board to discuss all significant matters concerning the Company and to inform each other about all relevant issues of their activity.

### Women's advancement

The Company supports gender diversity and development of women in management positions, although it acknowledges the gender gap in the oil and gas industry.

OMV Petrom strives for diverse teams and thus, aims to increase the percentage of women at senior management levels (including female executives and women in advanced management career level) to 35% by 2030. The Company supports this through a number of initiatives such as mentoring, succession planning, and specific programs.

Additional information is available in the Sustainability Statement.

Starting April 28, 2025, following the appointment of the membership of the Supervisory Board for a new mandate of 4 years, OMV Petrom had five women in its management bodies: Christina Verchere, the CEO and President of the Executive Board, Alina Gabriela Popa, CFO and member of the Executive Board and Christine Catasta, Katja Tautscher and Teodora-Elena Preoteasa as members of the Supervisory Board of OMV Petrom, leading to a gender balance proportion among all the directors of OMV Petrom SA of 35.7%, thus being compliant with the gender diversity requirement as per the law.

Moreover, at the end of 2025, the percentage of women at senior management levels (including female executives and women in advanced management career level) was 30.3%. The percentage of women at all management levels was 26.2%. OMV Petrom is committed to protecting the rights and opportunities of all employees, by promoting parity, eliminating gender bias and by offering learning opportunities. Also, OMV Petrom makes available to all employees an Ombudsman Department, namely the PetrOmbudsman, to which they may raise work related issues, including gender related.

### Principles of Remuneration Policy

OMV Petrom targets to reach a market positioning with remuneration levels designed to be competitive in the respective labour markets, ideally in reference to the oil and gas sector, in order to attract, motivate and retain the best qualified talents. This allows us to offer an attractive remuneration package, which attracts, motivates and retains those people who are OMV Petrom's competitive advantage and a vital factor for OMV Petrom's sustainable success.

OMV Petrom's remuneration principles are targeting more than just being compliant with the legislation. The Company places people at the core of its business, being one of the main pillars of the Company's success. When setting up our reward structures and individual remuneration packages, we always pay attention to internal equity.

In line with regulatory requirements, OMV Petrom has in place a Remuneration Policy for the Executive Board and Supervisory Board, aligned with OMV Petrom's long-term strategy, current market practice, as well as OMV Petrom's shareholders' views and interests. It is regularly reviewed and revised by the Nomination and Remuneration Committee, in close cooperation with independent consultants, and subsequently approved by the Supervisory Board and ultimately by the Ordinary GMS.

The Remuneration Policy for the Executive Board and the Supervisory Board of OMV Petrom, applicable in 2025, was approved by the annual Ordinary GMS held on April 24, 2025, while a revised version, effective starting 2026, was approved by the Ordinary GMS on October 23, 2025. The revisions of the Remuneration Policy in the 2025 financial year were based on current market practice, relevant legal requirements, as well as the recommendations of the new Bucharest Stock Exchange Corporate Governance Code effective as of January 1, 2025.

The revised Remuneration Policy, applicable in 2025, that was approved by the Ordinary GMS in April 2025 with a majority of 75.5% of the valid casted votes and 70.1% of the share capital, focused on the Supervisory Board remuneration. In particular, the additional remuneration per meeting of the committees was replaced by an annual fixed remuneration. The provisions regarding Executive Board remuneration remained unchanged.

In October 2025, the Ordinary GMS approved a revised Remuneration Policy, applicable starting 2026, with a majority of 97.8% of the valid casted votes and 89.9% of the share capital. These adjustments to the Remuneration Policy focused on the Executive Board remuneration. It is based on the principle that the remuneration for the Executive Board members should be closely linked to both financial and non-financial performance on an OMV Petrom level and OMV Petrom shares, to further strengthen the link between pay and performance in line with shareholders' interests. The principles regarding the Supervisory Board remuneration remain unchanged, except for a clarification on Directors' and Officer (D&O) insurance and benefits in kind.

The 2025 Remuneration Policy and 2026 Remuneration Policy are available on the corporate website www.omvpetrom.com in the Corporate Governance section, Corporate Documents & Policies.

### Remuneration of the Executive Board and Supervisory Board members

In accordance with Article 107 of Law no. 24/2017, the Remuneration Report for the 2024 financial year was submitted to the Ordinary GMS held on April 24, 2025, and approved by a majority of 99.8% of valid casted votes and 92.1% of the share capital. With the 2024 Remuneration Report, we aim to continue to promote detailed disclosure and transparency of the Executive Board's and Supervisory Board's remuneration and take into account the feedback we received to date from our investors.

The application of the 2025 Remuneration Policy and the performance outcomes for the 2025 financial year are presented in the 2025 Remuneration Report for OMV Petrom's Executive Board and Supervisory Board, that will be submitted for consultative vote in the Ordinary GMS on April 28, 2026.

### Remuneration of other staff

The employees of OMV Petrom are employed under local Romanian terms and conditions and the salaries are set in RON currency. The employment contracts are concluded with OMV Petrom and governed by the Romanian law. Reflecting additional responsibilities in other OMV Petrom Group companies, there are employees with an additional part time employment contract with other entities within OMV Petrom Group.

The remuneration of OMV Petrom employees is at competitive levels for the relevant oil and gas industry and includes: (i) a fixed base remuneration, paid monthly as a net salary determined by applying to the base gross salary the income tax quotas and social contributions, (ii) other fixed payments, such as fixed bonuses and special allowances according to the Collective Labour Agreement, (iii) other statutory and non-statutory benefits, such as private insurance, holiday indemnity / special days off and, depending on the assigned position, a company car, car compensation fee, commuting and transportation support and (iv) short-term (discretionary and / or annual) performance-related bonuses. The measures / key performance indicators used are based on OMV Petrom financial and non-financial metrics.

Since January 1, 2023, the former indemnity allowance of 20% applicable to all working agreements to compensate the transfer of the social security contributions from the employer to the employee based on the fiscal changes introduced by OUG no. 79/2017, was made a permanent measure. It is included in the base salary, but this may be subject to change in the future in case the legal provisions regulating payment of social security contributions will undergo amendments.

# Corporate governance statement

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
|---|---|---|---|---|---|
| **Section A: GOVERNING BODIES** | | | | | |
| **Principle A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.** | | | | | |
| A.1., 1 | The Board should have an internal regulation that formalises and clearly states its roles and responsibilities. The articles of association, Board's internal regulation and other internal regulations should clearly delineate the roles and competencies among the Board, general meeting of shareholders (GMS) and executive management. | √ | | | Internal Rules for the Supervisory Board (link)<br>Articles of Association (link) |
| A.1., 2 | Board's internal regulation should include, among others, the Board's responsibilities as well as fiduciary duties of directors to act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company, its shareholders and taking into account the interests of other stakeholders in line with legal requirements. | √ | | | Internal Rules for the Supervisory Board (link)<br>Articles of Association (link) |
| A.1., 3 | To sustain the Company's long-term viability and success, the Board should:<br>▶ Oversee the development and approve the Company's strategy and ensure that it also integrates sustainability aspects, including environmental and social (E&S) considerations and climate-related risks and opportunities;<br>▶ Appoint and dismiss CEO and other executives to whom executive management responsibilities were delegated (called executive management ) and ensure their succession planning;<br>▶ Oversee the management performance, management role in addressing material | √ | | | Internal Rules for the Supervisory Board (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
|---|---|---|---|---|---|
| | sustainability risks and opportunities and align the remuneration of executive management with the long-term interests and sustainability of the Company, according to the provisions of the Company's remuneration policy;<br>▶ Ensure there is a sound framework for internal controls and risk management;<br>▶ Ensure that the Company has in place procedures to enable effective communication with shareholders and other stakeholders. | | | | |
| A.1., 4 | Duration of appointment of Board and executive management should be set clearly and should, to the extent possible, foster stability and predictability. | √ | | | Articles of Association (link) |
| **Principle A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.** | | | | | |
| A.2., 1 | The Board should have at least five members. | √ | | | Articles of Association (link) |
| A.2., 2 | The Board should have in place a policy on Board and executive management diversity and should ensure that diversity requirements in terms of gender, age, experiences and skills are incorporated in the Nomination Policy. | √ | | | Supervisory Board Profile and Nomination Policy (link)<br>Executive Board Profile and Nomination Policy (link) |
| A.2., 3 | The Board should develop a Board profile which specifies the desired characteristics and traits of its members including factors such as independence, diversity, integrity, specific skills and experience, industry knowledge, ability and willingness to devote adequate time and effort to Board responsibilities in the context of the needs of the Board and its committees and their exercise of the Board's strategic and | √ | | | Supervisory Board Profile and Nomination Policy (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
|---|---|---|---|---|---|
| | oversight roles. The Board profile can be part of the Nomination Policy. | | | | |
| A.2., 4 | The majority of the members of the Board should be non-executives. At least a third of the Board members should be independent. Each independent member of the Board should submit a declaration regarding his/her independence at the time of his/her nomination for election or re-election as well as when any change in his/her status arises, as per the criteria of independence defined in law and in Appendix A to the Code. | √ | | | At the date of this report, four out of nine members of the Supervisory Board are independent (link) Information on the independence of the Supervisory Board members (including the methodology used for the evaluation of independence) is captured also in the Report of the Supervisory Board, part of this Annual Report. |
| A.2., 5 | The Nomination and Remuneration Committee (or the entire Board if there is no Nomination and Remuneration Committee) should assess whether the directors can be considered independent under the factors taken into account, by examining whether there are any business or other personal relationships that could materially affect the independence and objectivity of the director and his/her ability to act in the best interests of the Company, its shareholders and stakeholders. | √ | | | Supervisory Board (link). Information on the independence of the Supervisory Board members (including the methodology used for the evaluation of independence) is captured also in the Report of the Supervisory Board, part of this Annual Report. Likewise, the result of the assessment performed by Nomination and Remuneration Committee is included in the Report of the Supervisory Board, part of this Annual Report. |
| A.2., 6 | The positions of Chairperson and Chief Executive Officer (CEO) are recommended to be held by different individuals. | √ | | | n/a |
| A.2., 7 | If the Chairperson and CEO functions are performed by the same person, it is recommended that the Board appoints an independent Vice-Chairperson. | √ | | | n/a |
| **Principle A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.** | | | | | |
| A.3., 1 | The Company should develop and disclose a board nomination policy ("Nomination Policy") that should define the processes and procedures for | √ | | | Supervisory Board Profile and Nomination Policy (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
|---|---|---|---|---|---|
| | the nomination, election or replacement of a director. The Nomination Policy, approved by the competent governance body, shall describe how the Company receives and evaluates nominations from shareholders (including minority shareholders) or from members of the Board, including in relation to the board profile, independence and diversity. | | | | |
| A.3., 2 | The Board, through its Nomination and Remuneration Committee, if established, should monitor the nomination process of candidates for the position of Board member. | √ | | | Internal Rules for the Supervisory Board (link)<br>Nomination and Remuneration Committee Terms of Reference (link) |
| A.3., 3 | The Company should disclose to shareholders information on the experiences and CV of the director candidates that they require to make an informed decision on the appointment or reappointment of the directors including the following:<br>▶ candidates' professional commitments and engagements, including executive and non-executive positions in companies, public authorities, not-for-profit bodies or other organisations;<br>▶ any existing or potential conflicts of interest including whether they have business, family or other relationships that could affect their performance as directors on the Board;<br>▶ which shareholder or member of the Board proposed each candidate for the Board positions. | √ | | | CVs of the Supervisory Board members (link)<br>As example, the list of candidates for the appointment of the Supervisory Board members by the General Meeting of Shareholders of 24 April 2025 (link) |
| **Principle A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.** | | | | | |
| A.4., 1 | The Board shall establish an Audit Committee to enhance its oversight capability over the | √ | | | Audit Committee Terms of Reference (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
|---|---|---|---|---|---|
| | financial reporting, internal control framework, internal and external audit processes, and compliance with applicable laws and regulations. Where a separate risk management committee is not required by law or already established, the Audit Committee will also include oversight responsibilities for the efficiency of the risk management framework. | | | | |
| A.4., 2 | The Audit Committee is recommended to be composed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Audit Committee, as a whole, should have competencies relevant to the Company's area of operations. The Committee and its members should comply with the applicable national and European legislation. | √ | | | At the date of this report, the majority of the Audit Committee members (four out of six), including the President, are independent (link).<br>Audit Committee Terms of Reference (link) |
| A.4., 3 | The Boards of Premium Tier companies should set up a Nomination and Remuneration Committee formed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Board may also establish a separate Nomination Committee and a separate Remuneration Committee if the Board composition accommodates it and if this is justified given the Company's size and complexity of its business and governance structures. | | √ | | The Supervisory Board has established a Nomination and Remuneration Committee, composed from amongst Supervisory Board members, who are all non-executives. The current composition of the Nomination and Remuneration Committee, as approved by the Supervisory Board, includes only 1 (one) independent member (link), reflecting overall the particular shareholding structure of the Company (i.e. one majority shareholder and one large minority shareholder). This allows the Committee to benefit of industry insights from the majority shareholder and also of local perspective of its largest minority shareholder (the Romanian state). In addition, the composition of the Nomination and Remuneration Committee reflects the full consolidation of the Company by |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | | | | | its majority shareholder, while in the same time allowing existing synergies between the two companies, without however impacting the duty of care and duty of loyalty of the Committee members towards the Company, stemming from their capacity as members of the Supervisory Board. |
| A.4., 4 | In addition to its specific responsibilities as provided under this Code, the Nomination and Remuneration Committee should:<br>i. Review and recommend to the Board the size and composition of the Board and lead the development and ongoing review of the Board profile;<br>ii. Identify individuals qualified to become Board members and members of the executive management, if requested; evaluate the candidates for executive management roles; evaluate the candidates proposed by the shareholders or by Board members for a director role and inform the GMS accordingly;<br>iii. Make recommendations to the Board concerning committee appointments (other than the Nomination and Remuneration Committee);<br>iv. Coordinate an annual evaluation of the Board, directors and committees in line with provisions set out in Principle A.5.;<br>v. Assist the Board in fulfilling its responsibilities related to the Company's remuneration policy;<br>vi. Assist the Board in the development of the succession plans for | √ | | | Terms of Reference of the Nomination and Remuneration Committee (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | executive management, as well as the emergency succession plans and CEO search process, as required;<br>vii. Oversee the administration of the Company's compensation and benefits plans. | | | | |
| A.4., 5 | The role and responsibilities of Board committees should be defined in separate internal regulation (operating regulations) and disclosed on the Company's website. If the Company chooses not to establish any of the Board committees not required by law, the corresponding tasks and responsibilities shall be done by the Board and should be adequately stated in the Board's internal regulation. | √ | | | Audit Committee Terms of Reference (link)<br>Nomination and Remuneration Committee Terms of Reference (link) |
| A.4., 6 | The evaluation of independence for the members of the committees, including when the members of the committees are appointed by the GMS, shall be carried out according to the same procedure applicable to the independent members of the Board. | √ | | | Nomination and Remuneration Committee Terms of Reference (link) |
| A.4., 7 | The chairpersons of the Audit Committee and Nomination and Remuneration Committee should not be the Chairperson of the Board or of any other committee, unless this is justified by the size of the Board. | √ | | | Supervisory Board (link)<br>Audit Committee and Nomination and Remuneration Committee (link) |
| **Principle A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.** | | | | | |
| A.5., 1 | The Board Chairperson is primarily responsible for ensuring that the Board functions properly. The Board's internal regulation should contain the role and responsibilities of the Board Chairperson and the Board | √ | | | Internal Rules for the Supervisory Board (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | Chairperson, at a minimum, should:<br>▶ Determine the agenda of the Board meetings, chair such meetings and ensure that minutes are kept of such meetings;<br>▶ Ensure the Board receives accurate, timely, useful, succinct information to enable the Board to make sound decisions;<br>▶ Ensure the Board has sufficient time for consultation and decision-making;<br>▶ Enable the Committees to function properly and that there is effective communication with Board committees, including actionable, insightful reports of committees back to the full Board;<br>▶ Ensure the performance of the Board is evaluated and discussed at least once a year and disclosed as per provision D.1.3;<br>▶ Ensure that the Board has proper working relationship with the executive management. The CEO and the Chairman of the Board (if positions are held by different individuals) shall meet regularly;<br>▶ Address and manage internal disputes and conflicts of interest concerning Board members. | | | | |
| A.5., 2 | The Board should meet as often as necessary but not less than six (6) times a year. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. In 2025 the Supervisory Board met 10 times and on one other occasion took decisions via circular resolution, without a meeting. |
| A.5., 3 | The Board can request to designate the Corporate Secretary who should assist the Board in complying with its | √ | | | The roles and responsibilities of the Supervisory Board Secretary are detailed in the Internal Rules for the Supervisory Board (link). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | obligations under law, Board internal regulation and other policies. The Corporate Secretary should be a senior officer in the Company tasked with assisting the Board and its committees in organising their activities, in preparing for the meetings, annual Board and committee performance evaluation and director training programs, if the case. | | | | |
| A.5., 4 | The Board should clearly define the rights and responsibilities, scope of authority and other issues related to the Corporate Secretary. | √ | | | The roles and responsibilities of the Supervisory Board Secretary are detailed in the Internal Rules for the Supervisory Board (link). |
| A.5., 5 | The Board and its committees should develop and approve an annual internal work plan identifying topics to address during the year before the end of the previous year. The plan should take into account decisions that need to be proposed to the GMS, reporting by management and internal control functions, the required frequency of Board and Committee meetings, and should be reviewed by the Chairperson, assisted by the Corporate Secretary. | √ | | | Internal Rules for the Supervisory Board (link)<br>Audit Committee Terms of Reference (link)<br>Nomination and Remuneration Committee Terms of Reference (link) |
| A.5., 6 | The Board should conduct an annual evaluation of the composition, activity and dynamics of the Board and its committees, individually and as a whole, and which should be coordinated by the Nomination and the Remuneration Committee. | √ | | | Nomination and Remuneration Committee Terms of Reference (link)<br>The results of such evaluation are included in the Report of the Supervisory Board, part of this Annual Report, and published on the website (link). |
| A.5., 7 | The Nomination and Remuneration Committee should share the results of the Board evaluation with the whole Board and should then set follow up actions, if any, including professional development and training plans for the Board to fill gaps. | √ | | | Nomination and Remuneration Committee Terms of Reference (link)<br>The results of such evaluation are included in the Report of the Supervisory Board, part of this Annual Report, and published on the website (link). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| A.5., 8 | The Board's internal regulation should require Company orientation (induction) programmes for newly appointed directors, ensured by internal staff of the Company. The Board's internal regulation can also include references for ongoing director education program, if needed. The implementation of any orientation and ongoing trainings programmes for directors (as per the Board decision) is made under the oversight of the Nomination and Remuneration Committee, with the support of the Corporate Secretary. Based on the results of the annual board evaluation, the Nomination and Remuneration Committee jointly with the Board Chairperson shall develop professional development programmes focusing on the areas where capacity should be built among Board members. | √ | | | Internal Rules for the Supervisory Board (link)<br>Nomination and Remuneration Committee Terms of References (link). |
| **Principle A.6. Executive management is responsible for day-to-day management of the Company. The Board should ensure that the executive management is capable of effectively running the Company and that its composition, competence, roles and management incentives support the successful implementation of Company's strategy and plans.** | | | | | |
| A.6., 1 | Executive management should run the Company and be accountable to the Board. Division of responsibilities between the Board and the executive management and between different members of the executive management should be clearly articulated in the Company's by-laws and the internal regulations of the Company. | √ | | | Articles of Association (link) |
| A.6., 2 | When Board Chairperson and CEO roles are exercised by one individual, the different responsibilities of the Board Chairperson and CEO should be clearly defined and | √ | | | n/a |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | distinguished in the Company by-laws. | | | | |
| A.6., 3 | The Board should ensure that the executive management is comprised of persons with adequate knowledge, skills, diversity and experience to support successful Company performance and that there are measures in place to provide for the orderly succession of executive management. | √ | | | Executive Board Profile and Nomination Policy (link) |
| A.6., 4 | The Board, with the support of the Nomination and Remuneration Committee, should annually evaluate executive management's performance, the effectiveness of its cooperation with the Board, including the information provided to the Board. | √ | | | Internal Rules for the Supervisory Board (link)<br>Nomination and Remuneration Committee Terms of References (link). |
| **Section B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK** | | | | | |
| **Principle B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.** | | | | | |
| B.1., 1 | The Board determines the nature and extent of the risks the Company is willing to take necessary for the achievement of Company's strategic objectives (i.e., the Company's risk appetite) and should ensure there are clear structures, policies and procedures in place that identify, evaluate, report, manage and monitor significant and emerging risks, including risks related to sustainability, cybersecurity and the use of digital technologies. The Board should explain in the annual report the mechanisms and processes in place to identify and manage risks. | √ | | | Please see the Report of the Supervisory Board, as well as the risk management section in the Directors' Report, both part of this Annual Report and the Risk management section on the Company's website (link) |
| B.1., 2 | The Board should adopt a formal risk management policy, to ensure accurate, complete and timely identification, measurement and reporting of risks, adequate and feasible risk control measures as well as | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report and the Risk management section on the Company's website (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | integration of an E&S risks into the risk management framework in support of the Company's strategy implementation. | | | | |
| B.1., 3 | The Board and Audit Committee should understand emerging information technology and artificial intelligence-related changes so to mitigate cybersecurity risks. Time should be given to the AI risks and opportunities and cybersecurity on Board agenda to ensure understanding of cyber protection. | √ | | | Please see the Report of the Supervisory Board, as well as the risk management section in the Directors' Report, both part of this Annual Report and the Risk management section on the Company's website (link) |
| B.1., 4 | The Company is recommended to establish a risk management function responsible for ensuring accurate, complete and timely identification of the risks, ensuring that adequate and feasible risk control measures are in place and monitoring the risk management procedures. The risk management function, through the Chief Risk Officer (CRO), where present, should have a direct communication and functional reporting to the Board and Audit Committee (if there is no separate Risk Committee). | √ | | | Internal Rules for the Supervisory Board (link)<br>Audit Committee Terms of Reference (link) |
| B.1., 5 | The Board with the assistance from the Audit Committee should at least annually assess the adequacy and effectiveness of Company's risk management and internal control framework (including operational and compliance controls) and make relevant recommendations. The assessment should consider the effectiveness and scope of the internal audit function, the adequacy of risk management and compliance, internal control reports, if they are required by applicable legislation, to the Audit Committee, management's responsiveness | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | and effectiveness in dealing with identified internal control failings or weaknesses and submission of relevant reports to the Board. | | | | |
| B.1., 6 | The Company should develop and make available on a free of charge basis on the Company's website a whistle-blowing mechanism which would enable employees and stakeholders to make reports about suspected breaches or wrongdoings as per the applicable legislation in place. | √ | | | Integrity Platform (link) |
| **Principle B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.** | | | | | |
| B.2., 1 | In addition to its responsibilities mentioned in legislation and elsewhere in the Code, the Audit Committee should:<br>▶ Review the Company's internal controls and risk management frameworks;<br>▶ Oversee the development and application of the Company's policies on conflicts of interests and related party transactions;<br>▶ Ensure independence and review the effectiveness of the Company's internal audit function and make a recommendation to the Board;<br>▶ Oversee the internal audit function;<br>▶ Oversee the preparation of sustainability-related reports and information included in them, unless this task is assigned to another committee;<br>▶ Oversee the framework for ensuring the Company's compliance with applicable legal and regulatory requirements and internal regulations of the Company (like the procedures for | √ | | | Audit Committee Terms of Reference (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | reporting breaches of the law or the Company's Code of Conduct), unless this task is assigned to another committee. | | | | |
| B.2., 2 | Whenever the Code mentions reviews or analysis to be exercised by the Audit Committee, these should be followed by regular (at least annual) or ad-hoc reports to the Board. | √ | | | Audit Committee Terms of Reference (link)<br>Nomination and Remuneration Committee Terms of References (link). |
| B.2., 3 | The Audit Committee should monitor the independence and objectivity of the external auditor. The Committee should approve a policy on the provision of permitted non-audit services by the external auditor in line with legal requirements and enforce implementation of that policy. Committee's findings regarding the independence of the external auditor should be disclosed in the annual report. | √ | | | Audit Committee Terms of Reference (link)<br>The Report of the Supervisory Board, part of this Annual Report. |
| B.2., 4 | The Audit Committee should discuss the annual audit work plan with the external auditor covering the scope and materiality of the activities to be audited. The audit committee should meet the external auditor as needed to discuss issues identified and to monitor the quality of the services provided. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. |
| **Principle B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.** | | | | | |
| B.3., 1 | The Board should ensure that the internal audit has the authority, resources and procedures adequate to assist the Board in ensuring effectiveness and efficiency of the Company's risk management and internal control framework. | √ | | | Internal Rules for the Supervisory Board (link) |
| B.3., 2 | To ensure fulfillment of the core functions of the internal audit | √ | | | Internal Rules for the Supervisory Board (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | function, the head of the function should be appointed by and report functionally directly to the Board via the Audit Committee, who shall be tasked with approving his/her appointment and dismissal. This is without prejudice to administrative reporting to the CEO and sharing information with the Company's executive management, in line with legal requirements and professional standards. | | | | Audit Committee Terms of Reference (link) |
| B.3., 3 | The internal audit function should be established in line with applicable legal requirements and industry standards (e.g., Institute of Internal Auditors). The internal audit authority, composition, remuneration, annual budget, working procedures and other relevant matters shall be regulated in separate internal audit's internal regulation approved by the Board, following the recommendation of the Audit Committee. | √ | | | Internal Rules for the Supervisory Board (link)<br>Audit Committee Terms of Reference (link) |
| B.3., 4 | The Audit Committee should agree an annual internal audit work plan with the internal auditor, receive internal audit reports, updates on key audit issues, monitor implementation of recommendations of the internal audit and provide necessary guidance. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. |
| **Section C: PERFORMANCE, MOTIVATION AND REWARD** | | | | | |
| **Principle C.1. Members of the Board shall receive remuneration corresponding to the volume and weight of powers and their responsibilities, rather than the performance of management or the Company. The structure and amount of director's remuneration should enable the Company to attract, retain and motivate the competent and qualified directors.** | | | | | |
| C.1., 1 | Board members should receive remuneration, as per the Remuneration Policy of the Company. Members who also serve on Board committees should receive additional remuneration for this work. But in no circumstances should the | √ | | | Remuneration Policy for the members of the Executive Board and the Supervisory Board of the Company (link) |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | remuneration be linked to the number of board or committee meetings. | | | | |
| **Principle C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.** | | | | | |
| C.2., 1 | The Board should determine the annual remuneration of the executive management, based on the recommendations of the Nomination and Remuneration Committee and in accordance with the Company's remuneration policy. The remuneration policy should be prepared in accordance with the relevant legal requirements. | √ | | | Remuneration Policy for the members of the Executive Board and the Supervisory Board of the Company (link) |
| C.2., 2 | Levels of remuneration for executive management members and key performance indicators taken into account when determining variable (performance-based) part of the remuneration should be set in advance and be measurable and appropriate in relation to the agreed strategy and risk appetite, the economic environment within which the Company operates, and the pay and conditions of employees within the Company. In particular, they should include indicators related to non-financial performance and appropriate sustainability objectives. | √ | | | Remuneration Policy for the members of the Executive Board and the Supervisory Board of the Company (link) |
| C.2., 3 | Company's shares and/or share purchase options should represent a significant part (e.g., not less than 10%) of the executive management member's total variable remuneration. | √ | | | Remuneration Policy for the members of the Executive Board and the Supervisory Board of the Company (link) |
| **Section D: DISCLOSURE AND INVESTOR RELATIONS** | | | | | |
| **Principle D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.** | | | | | |
| D.1., 1 | The Company should make sure to provide accurate, complete and timely financial | √ | | | Investors section of the Company's website (link). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | and operational information, including quarterly, half-yearly and annual reports, as well as current reports. Companies should ensure all relevant information is easily accessible to investors, including through the Company website and other public information sources, as the case may be. | | | | |
| D.1., 2 | The Company is recommended to have an Investor Relations (IR) function and should appoint a dedicated person in charge of IR function. The contact details of the person or persons charged of the IR function shall be available on the Company's website. The IR function will report directly to the CEO/CFO, underscoring its significance within the Company's hierarchy and emphasizing its central role in managing and communicating the Company's capital market engagements and status. The Company should organise induction and regular training/courses, if needed, for the IR function, tailored to its specific needs and responsibilities. | √ | | | Investors section of the Company's website (link). |
| D.1., 3 | The Company should include on its corporate website a dedicated Investor Relations section, with all relevant information of interest for investors, available both in Romanian and English. | √ | | | Investor section of the Company's website (link). |
| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Main corporate regulations: updated articles of association, GMS procedures, board's internal regulation and board committees' internal regulations. | √ | | | The sub-section Corporate Documents & Policies in the Corporate Governance section (part of the Investors section of Company's website) (link). |
| D.1., 3 | The company should include on its Investor Relations section: | √ | | | The sub-section Leadership & Governing Bodies in the Corporate Governance section (part of the |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | ▶ List of current members of the Board, Board's Committees and executive management, providing an up-to-date information on independence status , professional CVs (containing at least: name, surname, gender, nationality, age; work experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), other professional commitments, including executive and non-executive Board positions in companies, not-for-profit institutions and state institutions; relationship with shareholders holding at least 5% of the voting rights/shares issued by the Company; the duration of the appointment of the members of the Board, the Committees and the executive management, specifying the date from which they were appointed. | | | | Investors section of Company's website) (link). |
| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Current reports and periodic reports (quarterly, semi-annual and annual reports). | √ | | | Sub-section News & Events under the Investors section of the Company's website (link).<br><br>Sub-section Reports & Publication under the Investors section of the Company's website (link) |
| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Information related to GMS: the agenda, supporting materials and the decisions taken; procedure for running the GMS; the Nomination Policy; candidates' professional CVs (containing at least: name, surname, gender, nationality, age; work | √ | | | A dedicated General Meeting of Shareholders section on Company's website (link), within the News & Events sub-section (part of the Investors section). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), as well as any other information presented at A.3.3; communication channel(s) for shareholders to address questions; answers to shareholders' questions related to the agenda; declarations of independence for board candidates and evaluations made by Nomination and Remuneration Committee/Board for candidates, including their compliance with independence criteria. | | | | |
| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Information on Board evaluation, made as per Provision A.5.7, including evaluation criteria and process, as well as a summary result of the evaluation and actions that have been or will be undertaken as a result of the evaluation. | √ | | | The results of such evaluation are included in the Report of the Supervisory Board, part of this Annual Report, and published on the website (link). |
| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Information on corporate events, such as payment of dividends and other distributions to shareholders, or other events leading to the acquisition or limitation of rights of a shareholder, including the deadlines and principles applied to such operations. Such information should be published within a timeframe that enables investors to make investment decisions. | √ | | | The Dividends sub-section, within the Investors section of Company's website(link). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| D.1., 3 | The company should include on its Investor Relations section:<br>▶ Corporate policies, among which code of conduct, dividend policy, remuneration policy, forecast policy, policy for communication with investors, the corporate social responsibility (CSR)/sponsorship policy, policy for related parties' transactions, policy for diversity, equity and inclusion, and whistleblowing policy (if not already part of the Code of Conduct). | √ | | | The sub-section Corporate Documents & Policies in the Corporate Governance section (part of the Investors section of Company's website), includes the most relevant corporate documents of the Company (link). |
| D.1., 4 | The Company should organise at least two meetings/conference calls with analysts and investors each year. The information presented on these occasions should be published in the IR section of the Company website at the time of the meetings/conference calls. | √ | | | Information of the 2025 events are included in the Results sub-section under the Reports&Publication section (part of the Investors section of the Company's website) (link) and in the Roadshows & Conferences sub-section under the News & Event section (part of the Investors section of the Company's website) (link) |
| D.1., 5 | The Company should disclose the material and reportable non-financial and sustainability issues with emphasis on the disclosure of environmental, social and governance (ESG) issues of its business and operations in line with the recognized standard of sustainability reporting. The Company's sustainability statements shall be disclosed on its website. | √ | | | The Company incorporates its material sustainability disclosures in the Sustainability Statement, which is integrated in this Annual Report. |
| D.1., 6 | The Company should have a CSR/sponsorship policy to guide the activity in the area of supporting CSR activities and sponsorship. | √ | | | Social Investment Policy (link) |
| **Principle D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.** | | | | | |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| D.2., 1 | The Company should have a dividend policy as a set of directions the Company intends to follow regarding the distribution of net profit. | √ | | | Dividend Policy (link). |
| D.2., 2 | The procedure for running the GMS should not restrict the participation of shareholders in GMS and the exercise of their rights. Amendments of the procedure for running the GMS should take effect, at the earliest, as of the next GMS. | √ | | | Rules and procedures of the general meeting of shareholders (link). |
| D.2., 3 | The external auditors should attend the shareholders' meetings where their reports are presented, in order to respond to shareholders' questions. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. |
| D.2., 4 | The Board should present to the annual GMS a summary of the assessment of the adequacy and effectiveness of the risk management and internal control framework, as per the related information included in the annual report. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. The conclusions of such assessment are to be presented in the next GMS. |
| D.2., 5 | The Company should stimulate engagement with shareholders and investors by:<br>▶ Encouraging active shareholder participation in GMS, like ensuring conditions for virtual participation.<br>▶ Holding regular briefings and updates for investors, especially during significant corporate events.<br>▶ Establishing channels for shareholders to provide feedback and ask questions, ensuring responses are timely and comprehensive. | √ | | | Please see the OMV Petrom on capital markets section of this Annual report and the Roadshows & Conferences sub-section under the News & Event section (part of the Investors section of the Company's website) (link) |
| D.2., 6 | Any professional, consultant, expert or financial analyst may participate in the shareholders' meeting upon prior invitation from the Chairperson of the Board. Accredited journalists may also participate in the | √ | | | Rules and procedures of the general meeting of shareholders (link). |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | GMS, unless the Chairperson decides otherwise. | | | | |
| **Section E: SUSTAINABILITY AND STAKEHOLDERS** | | | | | |
| **Principle E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.** | | | | | |
| E.1., 1 | The Board should ensure that sustainability, environmental and social considerations are integrated in the Company's strategy and operations, risk management and remuneration practices and shall oversee this integration. A specialised sustainability committee or one of the standing committees of the Board shall assist the Board with these tasks. | √ | | | Sustainability, environmental and social considerations are integrated in Company's Strategy 2030 (link) and operations, as well as in the Executive Board remuneration (link). |
| E.1., 2 | The Board should ensure that Company's operations run according to the national and international E&S standards and Company's E&S policies are consistent with its long-term objectives. In particular, the Company shall have internal acts relating to its responsibilities for environmental and social issues and policies and procedures that enable it to identify material factors and assess the impact on the Company's activities. | √ | | | Relevant details are included in the Sustainability Statement, part of this Annual Report and also on the Company's website (link). |
| E.1., 3 | Whenever a decision to be approved by the Board has potential material and negative E&S impact, the Board should receive from the executive management (i) an analysis on how this decision is aligned with the Company's sustainability objectives and E&S policies or (ii) proposal of the measures to mitigate negative E&S impacts. | √ | | | Please see the Report of the Supervisory Board, part of this Annual Report. |
| **Principle E.2. The Company should have in place a process for identifying the stakeholders affected by Company's operations. The Board should take into consideration stakeholders' interests and ensure there is active communication between the Company and its stakeholders.** | | | | | |
| E.2., 1 | The Board should ensure that there is a formal stakeholder identification process for Company's stakeholders including investors, creditors, | √ | | | The Company adopted a formal Policy on Stakeholder identification & engagement framework, in line with the existing practices in the Company. Details on stakeholder |

| Prov. No. | Provision (detailed) | Yes | Partial | No | Explanation |
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| | clients, employees and suppliers, as well as targeted approaches for engaging with its priority stakeholders. | | | | engagement are included in the Sustainability Statement, part of this Annual Report.<br>Also, the Company has in place an Investor Relations Communication Policy (link). |
| **Principle E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.** | | | | | |
| E.3., 1 | The Board should develop a purpose statement and a vision statement as well as articulate Company's values, so the entire organisation understands the Company's strategic direction. | √ | | | Elements of Company's purpose and vision are included in the Strategy 2030 (link), while Company's values are captured also in the Code of Conduct (link). |
| E.3., 2 | The Board should adopt a Code of Conduct for Board members, executive management and Company employees, with clear provisions aimed at preventing and sanctioning fraud and bribery. The Board should not permit any waiver of any ethics requirement by any director, executive manager or employee. | √ | | | The Company has in place a Code of Conduct (link). The principles and rules for an ethical behaviour are further detailed in the Ethics & Integrity Policy and in the Code of Business Ethics (link). |
| E.3., 3 | The Board should ensure that the Code of Conduct policies are integrated into Company's practices and incorporated into the onboarding process for new hires. The Board should ensure the efficient implementation and monitoring of compliance with the Code of Conduct and periodically review it. | √ | | | The Code of Conduct (link). |

# Declaration of the management

We confirm to the best of our knowledge that the consolidated financial statements for the year ended December 31, 2025 give a true and fair view of OMV Petrom Group's assets, liabilities, financial position and profit or loss, as required by the applicable accounting standards, that the Sustainability Statement, as included in the Directors' Report is prepared in accordance with the applicable reporting standards, and that the Directors' Report gives a true and fair view of the development and performance of the business and the position of the Group, together with a description of the principal risks and uncertainties associated with the expected development of the Group.

Bucharest, March 17, 2026

The Executive Board

| | | |
|---|---|---|
| Christina Verchere<br>Chief Executive Officer<br>President of the EB | | Alina Popa<br>Chief Financial Officer<br>Member of the EB |
| Cristian Hubati<br>Member of the EB<br>Exploration and Production | Franck Neel<br>Member of the EB<br>Gas and Power | Radu Căprău<br>Member of the EB<br>Refining and Marketing |

# Sustainability Statement

How to read this statement
General disclosures
Environmental information
Social information
Governance information
Annexes

# How to read this statement

The 2025 Annual Report integrates financial and non-financial data, which is part of this separate section entitled Sustainability Statement, in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Our Sustainability Statement is structured according to the four sections in the European Sustainability Reporting Standards (ESRS): “General disclosures”, “Environmental information”, “Social information” and “Governance information”. Within each of these sections, we outline details on the sustainability related matters that are material to OMV Petrom, reflecting the results of our Double Materiality Assessment, as shown in the mapping below:

| Environment | | Social | | Governance | |
|---|---|---|---|---|---|
| **Chapter** | **Material topic** | **Chapter** | **Material topic** | **Chapter** | **Material topic** |
| **Climate change** | Climate change mitigation | **Own workforce** | Working conditions | **Business conduct** | Corporate culture |
| | Energy | | Training and skills development | | Management of relationships with suppliers |
| | | | | **Economic value** | Economic value |
| **Pollution** | Pollution of air | **Workers in the value chain** | Working conditions | **Cybersecurity** | Cybersecurity |
| | Pollution of soil | **Affected communities** | Communities’ economic, social and cultural rights | | |
| **Water** | Water | | | | |
| **Biodiversity and ecosystems** | Direct impact drivers of biodiversity loss | | | | |

The structure of the Sustainability Statement chapter is guided by the requirements of ESRS and generally follows the same format.

- **Governance**: this section outlines our governance processes, controls and procedures we use to monitor and manage our material impacts, risks and opportunities;
- **Strategy**: here we describe our approach for each topic; the interaction of our material impacts, risks and opportunities with our strategy and business model; and how the interests and views of our stakeholders were taken into account when building the strategy;
- **Impact, risk and opportunity management:** in this section we detail the policies related to each topic as well as the actions we take to address our material impacts, risks and opportunities. For some social topics, we provide information about how we engage with our stakeholders and channels where they can raise concerns;
- **Metrics and targets:** this section includes the key performance indicators used to manage our material negative impacts, advance positive impacts and manage material risks and opportunities.

# General disclosures

For the 2025 reporting year, the sustainability-related information is presented in the Sustainability Statement, part of the Directors' Report and included in the Annual Report. It has been prepared in accordance with Chapter 7[1] of Annex I to the Order of the Ministry of Public Finance No. 2844/2016 for the approval of national accounting regulations in accordance with the International Financial Reporting Standards (IFRS) and amended by Ministry of Finance Order No. 85/2024, transposing the European Sustainability Reporting Standards (ESRS) introduced by the Corporate Sustainability Reporting Directive (CSRD) into the Romanian legislation. In 2025, OMV Petrom enters its second year of reporting in line with these CSRD and ESRS requirements, also taking into account Delegated Regulation (EU) 2025/1416 ("Quick fix"). Furthermore, disclosures required under Article 8 of the EU Taxonomy Regulation (EU) 2020/852 are included in the Sustainability Statement in accordance with the Delegated Regulation amending the Taxonomy disclosure rules, adopted by the European Commission on 4th of July, 2025. In relation to the preparation of this Sustainability Statement in accordance with ESRS standards, KPMG Audit SRL has performed a limited assurance engagement on the Sustainability Statement, in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information (ISAE 3000 (Revised)).

## Basis for preparation

**[BP-1] General basis for preparation of sustainability statement**

The Sustainability Statement of OMV Petrom Group was prepared on a consolidated basis, covering the same scope as for the financial statements. For certain metrics, the consolidation scope may vary, as indicated in the Methodologies section.

All fully consolidated entities and where the Group holds over 50% interest and operational control are herein referred to Own operations. Relevant information related to the upstream and downstream value chain has also been included and relates to material impacts, risks and opportunities that may affect or arise from upstream and downstream business relationships, policies and actions that extend over the value chain, and specific metrics that may consolidate value chain data.

Certain information about cybersecurity has been withheld from this sustainability statement. This approach was taken to prevent the disclosure of confidential or sensitive data that could compromise the organization's security posture, while still providing an overview of related governance.

OMV Petrom has not opted to withhold information about impending developments or ongoing negotiations due to the exemption allowed in articles 19a (3) and 29a(3) of Directive 2013/34/EU.

**[BP-2] Time horizons and changes versus previous Statement**

When preparing this Sustainability Statement, the same definitions of time horizons as prescribed by ESRS 1 paragraph 6.4 were used. Respectively, the short-term horizon corresponds to the reporting period used in the financial statements, the medium-term horizon covers the period from the end of the short-term up to five years, and the long-term horizon refers to periods exceeding five years.

**Changes in preparation or presentation of sustainability information**

Building on the experience gained during the first year of reporting under the CSRD, OMV Petrom made slight adjustments to the 2025 Sustainability Statement. These changes aim to improve readability and streamline disclosures by reducing redundancies. The adjustments reflect lessons learned from our own reporting process and insights gathered through benchmarking with other sustainability statements, while maintaining full compliance with the European Sustainability Reporting Standards (ESRS) and subsequent regulatory requirements.

Structural changes in 2025:

- The topic of Process Safety is no longer presented as a standalone chapter but is now integrated under the "Pollution" and "Own Workforce" chapters.
- In order to further improve the flow and readability within the topical chapters, the minimum disclosure requirements related to all the metrics and targets were transferred in a dedicated Annex – Methodologies.

**Use of Quick Fix**

The Quick Fix Delegated Act, which was adopted in July 2025 by the European Commission, introduced the option to postpone for another two financial years the phased-in disclosure requirements provided by Appendix C of ESRS 1, as well as to omit full disclosure on certain topical chapters for companies with more than 750 employees. OMV Petrom has adopted these provisions, by adjusting the content in Biodiversity and ecosystems, Workers in the Value Chain and Affected communities chapters, in line with the minimum requirements laid under paragraph 17 of the ESRS 2 Standard. The adjusted chapters include relevant information related to connection of the associated impacts, risks and opportunities to the strategy and business model, as well as brief description of the targets, policies, actions, along with the relevant metrics connected to the matters in question.

**Use of EU Taxonomy Delegated Act as regards the simplification and presentation of EU Taxonomy disclosure**

For the reporting year, OMV Petrom has applied the provisions of Commission Delegated Regulation (EU) 2026/73, amending the EU Taxonomy delegated acts on disclosures and published in the Official Journal of the European Union on 8 January 2026. Following an internal analysis of the relevance and proportionality of its Taxonomy disclosures, the Company decided to apply the relief related to the immateriality of operating expenditures (OPEX), and the reduced set of Taxonomy disclosure templates.

**Other changes**

Other changes concern the methodologies and definitions used for selected metrics included in the Water chapter. These cases were distinctively marked in the dedicated tables, whilst all necessary explanations were included alongside the minimum disclosure requirements for methodologies used, included in the dedicated "Methodologies" Annex.

In addition to the information prescribed by the ESRS, this Sustainability Statement includes disclosures guided by

other generally accepted sustainability reporting standards. Entity-specific topics such as Economic Value and Cybersecurity, or certain metrics such as process safety events or spills, were developed with reference to the Global Reporting Initiative (GRI) Standards and disclosed in accordance with ESRS.

Our Sustainability Statement also serves as Communication on Progress for the United Nations Global Compact (UNGC).

**Use of incorporation by reference**

To avoid duplication of information already disclosed within other sections of the 2025 Annual Report or publicly available reports/information, we used incorporation by reference to address ESRS prescribed disclosure requirements:

- General disclosures - ESRS 2-SBM-1.40 f: assessment of current significant products and services and significant markets and customers groups in relation to sustainability goals
- General disclosures - ESRS 2-SBM-3.48 c: details regarding material impacts
- General disclosures ESRS 2-IRO-1, all data points Description of the process to identify and assess material impacts, risks and opportunities
- Climate change - E1-SBM-3.19 b, c: how resilience of strategy and business model in relation to climate change has been conducted and results
- Climate change - E1-3.29 c; ESRS 2 MDR-A69b: CAPEX for actions taken in 2025
- Pollution - [MDR-A.69 b] CAPEX for actions taken in 2025
- Economic value, ESRS 2 MDR-A 69b: Total Capex allocated in 2025 in addressing the action regarding OMV Petrom's support in Romania's energy transition through the Strategy 2030.

## Governance structure

### [GOV-1] The role of the administrative, management and supervisory bodies

OMV Petrom is governed in a two-tier system, with the Executive Board managing the Company's daily business and operations, under the supervision of the Supervisory Board.

The Supervisory Board consists of nine non-executive members, appointed by the General Meeting of Shareholders, of which four are independent (44%). One of the Supervisory Board members serves as President, after being appointed by the Supervisory Board. The current Supervisory Board mandate runs through April 2029.

The Executive Board, appointed for four-year terms, comprises five members, whose tenure is until April 2027.

**Employee representation**

In line with the collective bargaining agreement and the applicable laws, Trade Union representatives are invited to attend the meetings of the Supervisory Board, as well as of the Executive Board when collective lay-off projects are approved. This enables them to raise matters regarding the rights and interests of the employees.

**Expertise of the Executive and Supervisory Boards**

All the Supervisory Board members bring extensive experience in sectors relevant for the company, from energy to chemicals. Their professional backgrounds span core business roles as well as finance, legal or consulting within the industry. Geographically, their experience covers a broad range, with a focus on the Central and Eastern Europe (CEE) region and, for some members, on Romania.

The five members of the Executive Board possess vast experience in the energy sector. Two have worked across multiple geographies, while the remaining three have worked mainly in Romania and the CEE region. Collectively, they offer a deep understanding of the local markets in which OMV Petrom operates.

For more information regarding the professional qualifications of the Supervisory Board and Executive Board members, please also see the relevant section in the Corporate Governance Report.

### Diversity of Executive and Supervisory Boards

**Percentage by gender and other aspects of diversity for Supervisory Board members**

| | | 2025 | 2024 |
|---|---|---|---|
| Male | % | 67 | 89 |
| Female | % | 33 | 11 |
| <30 | % | 0 | 0 |
| 30-50 | % | 33 | 44 |
| >50 | % | 67 | 56 |
| **Total** | **%** | **100** | **100** |

**Percentage by gender and other aspects of diversity for Executive Board members**

| | | 2025 | 2024 |
|---|---|---|---|
| Male | % | 60 | 60 |
| Female | % | 40 | 40 |
| <30 | % | 0 | 0 |
| 30-50 | % | 20 | 40 |
| >50 | % | 80 | 60 |
| **Total** | **%** | **100** | **100** |

### Roles and responsibilities in relation to sustainability matters

Both the Executive and the Supervisory Board members focus on sustainability matters.

### Role of the Supervisory Board

The Supervisory Board, with support from the Audit Committee, oversees the development and approves the Company's strategy, making sure that it integrates sustainability aspects, including environmental and social (E&S) considerations and climate-related risks and opportunities. Likewise, the Supervisory Board ensures that sustainability and E&S considerations are integrated also in Company's operations, risk management and remuneration practices and oversees their integration, that Company's operations run according to the national and international E&S standards and Company's E&S policies are consistent with its long-term objectives. For all other sustainability matters, the Supervisory Board oversees the targets achievement as part of the Sustainability Statement approval process.

Moreover, the Supervisory Board ensures that there is a sound framework for internal controls and risk management and, with the assistance of the Audit Committee, assesses at least annually the adequacy and effectiveness of Company's risk management and internal control framework (including operational and compliance controls). The assessment considers the effectiveness and scope of the internal audit function, the adequacy of risk management and compliance, internal control reports, management's responsiveness and effectiveness in dealing with identified internal control failings or weaknesses.

Likewise, the Audit Committee oversees the efficiency of the internal control and risk management frameworks.

The Audit Committee reviews and makes recommendations to the Supervisory Board in relation to matters such as financial reporting, external auditing, internal auditing, internal controls and risk management, as well as the framework for ensuring the Company's compliance with applicable legal and regulatory requirements and internal regulations of the Company as well as the development and application of the Company's policies on conflicts of interests and related party transactions.

The Audit Committee also has oversight responsibility over the preparation process of the sustainability statement. It considers and makes recommendations to the Supervisory

Board on the appointment, re-appointment or removal of external auditors for the assurance report on the Sustainability Statement and reviews and discusses the external assurance report and related recommendations.

The Supervisory Board exercises its oversight role over material impacts, risks and opportunities by approving the Sustainability Statement.

**Role of the Executive Board**

The Executive Board manages the organization's impact on the economy, environment, and society. This responsibility includes supervision over all sustainability matters. Topics such as Health, Safety, Security, and Environment (HSSE), climate change, and business ethics, are discussed in Executive Board meetings and integrated into the Company's daily operations and management processes. In line with the Internal Rules, the Executive Board provides for a risk management system corresponding with OMV Petrom Group's requirements. The potential impacts and risks are linked with the risks assessed across the organization according to the enterprise-wide risk management process. The Executive Board also approves the Company's strategy and objectives, the annual risk management strategy, as well as the hedging measures in the Group and provides regular updates to the Supervisory Board on all business matters.

Our Company's Strategy 2030 embeds the Sustainability Framework and its targets, for which the Executive Board is accountable. Through the regular weekly meetings and special taskforces, organized at different frequencies, from bi-monthly to yearly, which bring together the Executive Board members, as well as internal specific functions, the Executive Board monitors the progress on the impacts, risks and opportunities and the corresponding sustainability targets.

These specific internal functions act as subject matter experts in their respective fields, from HSSE to People & Culture or Compliance. Their responsibilities within OMV Petrom include proposing and reviewing policies, actions and targets, as well monitoring their implementation and progress, in relation to material impacts, risks and opportunities. They report to the heads of functions who own the material topics and who, in turn, report to the respective Executive Board members. Additionally, in 2025, dedicated Sustainability Business Partner roles were set up, to support business division in advancing the Company's sustainability agenda.

The management of impacts, risks and opportunities is covered by policies in place, described in the topical chapters of the Sustainability Statement, related to environmental, social and governance topics. Such policies, that include a broad set of internal regulations, are monitored through the internal management system available at OMV Petrom Group level. The Executive Board determines the development strategy and policies, ensures adherence to corporate governance principles within the Group and provides regular updates to the Supervisory Board on all important business matters, including strategy implementation, company risk profile, and risk management.

The Sustainability sub-department is part of the Communication and Sustainability Department that reports directly to the CEO, and it is responsible for the integration, coordination, and publishing of the Sustainability Statement.

**[GOV-1 G1] Business conduct**

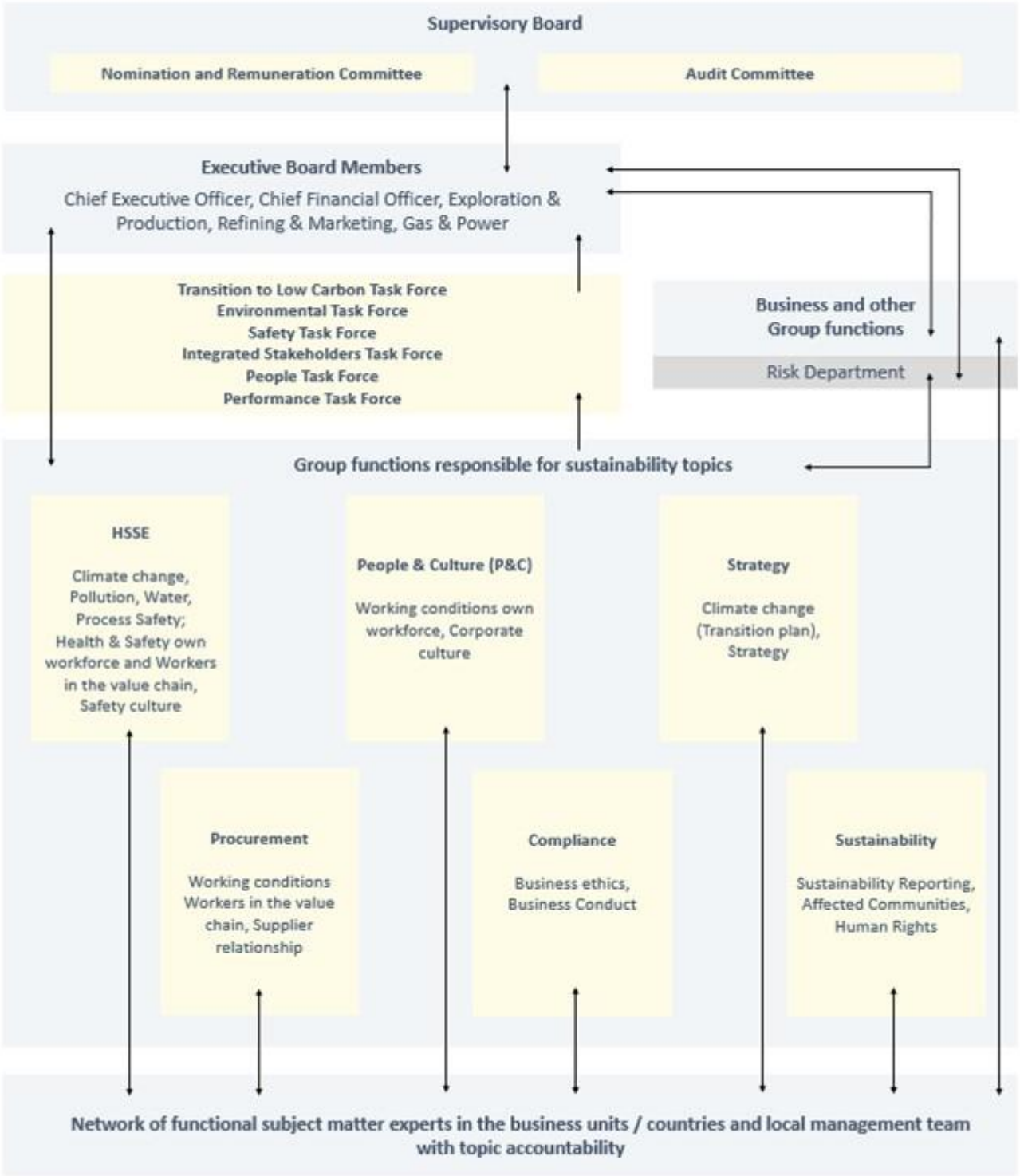
The Executive Board and Supervisory Board support the Code of Conduct, which outlines a strict zero-tolerance stance on bribery, fraud, theft, and other corrupt activities.

Business conduct topics are regularly included in discussions at Supervisory Board level, in Audit Committee meetings, ensuring ethical considerations are a constant focus in financial and operational oversight. This also ensures access to expertise in business conduct matters.

The Executive Board receives continuous education and updates on business ethics, managed by the Compliance Officer who reports directly to the CEO, through quarterly Executive Board reporting updates. Such reports may refer to policy developments in relation to business ethics, international sanctions, whistleblowing reports, as well as various external consultant reports on matters related to business ethics, and other topics.

Every three years, the Executive Board members receive a business ethics training, facilitated directly by the Compliance Officer. The Compliance Officer can also attend Audit Committee meetings. Moreover, orientation and training programs covering these topics may be developed, if needed, also for Supervisory Board members (as per the Supervisory Board resolution).

**Reporting lines to the administrative, management and supervisory bodies, in relation to sustainability matters**



**[GOV-2] Overview of sustainability matters addressed by the administrative, management and supervisory bodies**

In 2025, all the material IROs were reviewed by the internal subject matter experts and approved by the relevant bodies, as described under [IRO-1].

Throughout 2025, the CEO and CFO had regular meetings with the internal subject matter experts to discuss material impacts, risks and opportunities, as well the policies, actions and targets to mitigate or advance them. The Executive Board provides regular updates to the Supervisory Board on various business matters, including strategy implementation, actions, metrics and targets related to sustainability topics. In 2025, these topics included updates on Low Carbon business development, methane emissions and GHG targets. Furthermore, all impacts, risks and opportunities related to Climate change, Affected communities and Own workforce were discussed in the Audit Committee.

When making decisions on major transactions/projects, the Executive Board and, as applicable, the Supervisory Board of OMV Petrom consider a series of criteria: business strategic targets, financial metrics, risk profile, and climate targets impact. This set of criteria assists the Executive Board in objectively identifying and reviewing OMV Petrom's projects, enabling a comprehensive portfolio optimization across the Group in support of its strategic goals, including greenhouse gas emissions reduction pathway. The same criteria are applied when major decisions are submitted for approval to the Supervisory Board.

**[GOV-3], [GOV-3 E1] Sustainability in Board remuneration**

The Supervisory Board remuneration is fixed. The Executive Board remuneration at OMV Petrom consists of fixed and variable remuneration elements as well as benefits.

The variable remuneration, which includes a Long-Term Incentive Plan (LTIP) and an annual bonus, is aligned with the Strategy 2030 and places a strong emphasis on sustainability performance, including Environment, Social, Governance (ESG) related key performance indicators, such as greenhouse gas emission reduction. In the LTIP, the OMV Petrom's GHG emissions reduction target has a weight of 25%. Additionally, the increase of the representation of women at management level is weighted at 10%. The definition of the climate-related consideration is based on the reduction of direct GHG emissions (Scope 1) and indirect GHG emissions from energy purchased (Scope 2) from operated and/or majority owned assets in 2025 against 2019. Various Safety KPIs, including Zero-work related fatalities, Process Safety Event Rate and Total Recordable Injury Rate are included in the 2025 annual bonus scheme with a cumulated 15% weighting.

The Company has had in place a Remuneration Policy for the Executive Board and Supervisory Board since 2021. Following the launch of the Strategy 2030 and the entrance into force in 2025 of the new Corporate Governance Code of the Bucharest Stock Exchange, updated versions of the Remuneration Policy were subsequently prepared by the Presidential and Nomination Committee (currently named Nomination and Remuneration Committee) and approved by the Ordinary General Meeting of Shareholders in 2025. For more information regarding the Remuneration Policy, please see the Corporate Governance Report under the Report of the governing bodies chapter.

**[GOV-4] Statement on due diligence**

OMV Petrom's mapping of the information provided in its sustainability statement about the due diligence process is provided in the table below:

| Core elements of due diligence | Paragraphs in the Sustainability Statement |
|---|---|
| a) Embedding due diligence in governance, strategy and business model | i.ESRS 2 GOV-2: Information provided to, and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (chapter ESRS 2);<br>ii.ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes (chapter ESRS 2); and<br>iii.ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model (chapter ESRS 2) |
| b) Engaging with affected stakeholders in all key steps of the due diligence | i.ESRS 2 GOV-2 (chapter ESRS 2);<br>ii.ESRS 2 SBM-2: Interests and views of stakeholders (chapter ESRS 2);<br>iii.ESRS 2 IRO-1 (chapter ESRS 2);<br>iv.ESRS 2 MDR-P (chapters E1, E2, E3, S1, G1, Cybersecurity and Economic Value); and |

| Core elements of due diligence | Paragraphs in the Sustainability Statement |
|---|---|
| | v.Topical ESRS: reflecting the different stages and purposes of stakeholder engagement throughout the due diligence process |
| c) Identifying and assessing adverse impacts | i. ESRS 2 IRO-1 (chapter ESRS 2); and<br>ii. ESRS 2 SBM-3 (chapters ESRS 2, S1) |
| d) Taking actions to address those adverse impacts | i.ESRS 2 MDR-A (chapters E1, E2, E3, S1, G1, Cybersecurity and Economic Value); and<br>ii. Topical ESRS: reflecting the range of actions, including transition plans, through which impacts are addressed |
| e) Tracking the effectiveness of these efforts and communicating | i. ESRS 2 MDR-M (chapters E1, E2, E3, S1, G1, Cybersecurity and Economic Value);<br>ii. ESRS 2 MDR-T (chapters E1, E2, E3, S1, G1, Cybersecurity and Economic Value); and<br>iii. Topical ESRS: regarding metrics and targets |

**[GOV-5] Risk management and internal controls over sustainability reporting**

The main features and components of the risk management and internal control systems in relation to sustainability reporting follow the OMV Petrom's Internal Control System section, as described in the Report of the Supervisory Board, part of the Report of the governing bodies chapter.

In scope of risk management and internal controls in relation to sustainability reporting process are the environmental, social and governance areas.

Our risk assessment and internal control systems are designed to identify, assess, and mitigate risks that could affect our financial and sustainability reporting. We perform periodic reviews for each end-to-end process defined in the risk and internal controls matrixes at least every three years, or sooner if triggered by internal/external factors, to address risks and comply with regulatory requirements. This approach enables us to detect emerging risks and update the existing ones, if needed, prioritizing risks based on materiality, process complexity, and likelihood of errors.

Potential risks related to the sustainability reporting process refer mainly to completeness and accuracy of data used. In line with Internal Control System Directive, mitigation strategies are established, which consist in various control activities.

Monitoring activities are ongoing, as part of OMV Petrom's internal control system. The findings of such activities are assessed and communicated, and further mitigated through remediation actions, together with responsible internal functions.

The Executive Board and the Supervisory Board, with support from the Audit Committee, have responsibilities in relation to the Company's internal control system, as described in the Roles and Responsibilities section.

A yearly presentation to the Executive Board, to the Audit Committee and to the Supervisory Board is prepared, focused on the general risk and internal control frameworks, as well as key topics relevant for the current year and planned agenda for next year.

## Our Strategy

**[SBM-1] Strategy, business model and value chain**

OMV Petrom's ambition is to lead the energy transition in Romania and South-East Europe, capitalizing on emerging markets opportunities, while delivering value for all its stakeholders. Our goal is to become a partner of choice for all the customer groups we serve, from retail customers of our filling stations, to gas and power wholesale customers represented by small, medium and large businesses in various industries, such as construction, aviation or oil companies.

Our Strategy 2030 sets out the path we plan to take to reach our ambitions, through three key pillars, which refer to the products and services we offer as well as the markets we serve.

**▶ Transition to low and zero carbon**

This strategic pillar underpins our bold transformation path towards a lower carbon future by investing in renewable power generation, power storage, biofuels, and alternative mobility and by assessing the potential for other new technologies, such as geothermal energy, low-carbon hydrogen and biogas. All these contribute to achieving Net Zero operations (Scope 1 and Scope 2 emissions) by 2050, while supporting our customers to decarbonize (for example, in transportation sector by powering low-carbon mobility with

EV charging points or by lowering emissions through the use of blended sustainable fuels).

▶ **Grow Regional Gas**

Natural gas is a resilient transition fuel – supporting energy security and enabling emission reduction. In this regard, Neptun Deep is a strategic project for OMV Petrom, for Romania and for the region, with plans to develop 100 bcm of recoverable reserves of natural gas. The extensive knowledge acquired in more than 40 years of offshore operations can help unlock potential for further growth beyond Romania, in the Black Sea region. In terms of our product portfolio, we will transform the oil-gas mix in our E&P portfolio, with gas expected to reach more than 70% in 2030.

▶ **Optimize traditional business**

While demand for green energy grows, traditional energy is expected to stay in demand due to the gradual nature of transition to greener energy. Therefore, OMV Petrom will continue to modernize and further integrate its current assets, to ensure security of energy supply and generate value.

Our own workforce plays a crucial role in the successful delivery and support of our company's strategy. Data regarding the headcount of employees by region may be found in the Own Workforce chapter, S1-6 Characteristics of the undertaking's employees.

For more information regarding our Strategy 2030: Transforming for a lower carbon future, please see the OMV Petrom Strategy 2030 chapter.

OMV Petrom aims to transform its portfolio of products and services in order to keep supplying the energy needs for today, while transitioning towards low and zero carbon. We have set targets for reducing our Scope 1-2 absolute emissions and the carbon intensity of our energy supply (Scope 1-3), with the goal of reaching net-zero operations (Scope 1 and Scope 2) by 2050.

The planned sustainability-related business portfolio goals are outlined at the beginning of the SBM-1 section.

Our sustainability-related goals address both internal and external stakeholders and they are reflected in our 2030 targets.

For targets and progress related to:

- Health and safety, training and development, human rights and level of engagement for own workforce, please see Own Workforce and Business conduct chapters.
- Health and safety for workers in the value chain and ESG screening of new suppliers, please see Workers in the value chain chapter.
- Yearly spend with local suppliers and affected communities' coverage by social investments, please see Affected communities chapter.
- Carbon footprint reduction, please see Climate change chapter.

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.

Through 2030, we will continue to have as priority the health and safety of our employees, customers and partners.

As part of our 2030 commitments, we plan to assemble and maintain a skilled, diverse and committed team, while persistently creating a positive influence in our communities. OMV Petrom stands by the basic principles of a just transition, concentrating on social dialogue, protection, and retention, along with re-skilling or up-skilling of employees. The firm is devoted to fostering a diverse workforce and an inclusive work culture, which is considered critical to its success.

Less mature technologies, such as Carbon Capture and Storage (CCS), currently face significant challenges due to limited market readiness. While CCS remains a strategic component of our long-term decarbonization pathway, it is no longer considered commercially viable or achievable by 2030 and has been repaced post-2030.

**Our business model and value chain**

OMV Petrom is the largest integrated energy producer in Southeastern Europe. The company is active along the entire energy value chain: from exploration and production of oil and gas, to refining and marketing of refined petroleum products, and further on to power generation and marketing of gas and power. The company is organized into three operationally integrated business segments Exploration & Production (E&P), Refining & Marketing (R&M) and Gas & Power (G&P).

Our company has a leading position in the fuels and natural gas markets in Romania and an important contribution to the country's security of electricity supply.

In E&P, OMV Petrom is present in Romania and Bulgaria. In Romania, our activities are centered around three assets - one for oil, one for gas and one for operated JVs, all centralized in Bucharest (after Target Operating Model implementation in October 2025). The operations are reorganized into 13 Operational & Maintenance Units, managing 146 commercial oil and gas fields. These include both onshore and shallow offshore exploration and production, as well as deep offshore exploration. By the end of 2025, our portfolio included 411 million boe in proved oil and gas reserves. Annual hydrocarbon production reached 38.1 million boe, which included 2.4 million tons of crude oil and natural gas liquids and 3.1 billion cubic meters of natural gas. In Bulgaria we hold a 45% interest and the role of operator in the Han Asparuh deep offshore exploration block.

In R&M, OMV Petrom operates the Petrobrazi refinery, which has a capacity of 4.5 mn tons per year and primarily processes domestically produced crude oil in order to obtain petroleum products, thus maximizing the company's integration value. Additionally, the Company continuously evaluates the economic benefits from processing imported crude oil. During 2025, around 36% of crude oil processed by OMV Petrom was imported.

We are present on the oil products retail market through a network of 780 filling stations located in Romania, Moldova Republic, Bulgaria, and Serbia. In some of our filling stations in Romania, Bulgaria and Serbia we complemented the offer to our customers by installing charging points for electric vehicles (end-2025: ~1,350 charging points, own and in partnerships).

In G&P, we are engaged in electricity production, as well as gas and power sales. In Romania, we operate the Brazi gas fired power plant, which has a capacity of 860 MW. We carry out gas and power marketing operations in seven countries, while expanding market access in Romania's geographical proximity.

OMV Petrom's sales to third parties are split by geographical areas, Romania and Central and Eastern Europe represent the Group's most important geographical markets. In 2025, 83% of the Group's total sales were in Romania while the remaining 17% sales were registered in the rest of Central and Eastern Europe.

OMV Petrom is present on relevant markets as a producer and supplier of crude oil and natural gas, petroleum products and electricity, thus contributing to energy security. Our activities strengthen Romania's and Southeastern Europe's security of supply, as well as the EU's energy resilience.

- Crude oil: OMV Petrom accounts for almost the entire oil production in Romania.
- Natural gas: OMV Petrom accounts for around a third of the gas production in Romania. Gas equity volumes are complemented with third party supply gas volumes, and are placed on the market, to industrial end-users, small and medium enterprises, as well as to wholesalers, while also delivered to internal consumers (such as the Brazi power plant). In compliance with the legislation in force, since 2022 OMV Petrom has been supplying volumes to the regulated market for households and district heating consumption from its equity production.
- Petroleum products: These products are either produced in the Petrobrazi refinery or supplied from third parties and are sold to both Romanian and international markets. In 2025, our refined product sales placed on the Romanian market accounted for approximately one third of the country's demand.
- Electricity: In 2025, our Brazi power plant covered around 9% of the national power generation mix. For the full year, Brazi power plant net electrical output reached 4.7 TWh. Additionally, our renewable assets held in partnership, already operational, have contributed to the national generation mix with a total green power production of 0.09 TWh, not reflected in our key performance indicators.

In 2025, the revenues derived from fossil-fuel related activities are disclosed in note 19 "Sales revenues", line "Total sales revenues" to the consolidated financial statements.

We are part of the Romanian social and economic fabric, as a major investor, employer and contributor to the state budget and also through our involvement in social causes that are relevant for the country, as mentioned in the Affected communities chapter. We will continue to invest to capture market opportunities, generating value for all stakeholders.

Our proposition to shareholders is clear: growth in investment, increase in profitability and dividends – all while securing a sustainable long-term business through our energy transition.

For more details regarding benefits for stakeholders, please see the Own workforce, Affected communities and Economic value chapters.

Our value chain encompasses suppliers and contractors, forming the upstream value chain; owned assets and own workforce, forming own operations and partners and wholesale customers, forming the downstream value chain.

- Upstream value chain: For the E&P segment, supplies and contracted services largely relate to operations such as exploration, drilling of new wells and production of hydrocarbons, including maintenance, workovers and abandonment jobs. In the G&P segment, energy and trading companies account for majority of the spend. For the R&M segment, purchases include conventional feedstocks and non-fuel business products.
- Own operations: More information on our own operations can be found in this chapter, under paragraph "Our business model and value chain", which includes a description of our business segments and products.
- Downstream value chain: All the sales volumes of oil and gas from E&P are distributed to own operations in R&M and G&P segments. External customers of G&P and R&M range from energy companies and wholesalers to industry and, indirectly, through our retail partners, to end customers.

**[SBM-2] Interests and views of stakeholders**

Our commitment is to respect our entire range of stakeholders, and to engage with them through transparent communication and open dialogue for win-win relationships.

OMV Petrom's stakeholder engagement is organized around identifying and managing relationships with various stakeholder groups that might be affected by our activities or have an impact on our business. Examples of engagements, grouped by stakeholders' category, are provided below:

**Employees**
Purpose: identifying and addressing concerns, identifying impacts, risks and opportunities, strengthening reputation

- Update events with Executive Board members
- Internal online company platform, blogs and newsletters
- Communication materials for line managers
- Surveys
- Constant dialogue through Trade Unions

**Customers**
Purpose: strengthening reputation, identifying impacts, risks and opportunities, strengthening decision-making

- Advertising/ communication campaigns
- Events
- Engagement activities within the filling stations
- Newsletters

**Suppliers, contractors & business partners**
Purpose: improving business relations, identifying impacts, risks and opportunities

- Negotiations and contracts
- Supplier audits and assessments
- Supplier meetings
- Reporting related to common projects
- Participation in working groups

**Capital market participants**
Purpose: strengthening decision-making, identifying impacts, risks and opportunities, strengthening reputation, identifying and addressing concerns

- Quarterly reports and presentations
- Roadshows, including governance roadshows
- Investor conferences
- General Meetings of Shareholders

**Competitors & peers**
Purpose: identifying impacts, risks and opportunities, strengthening reputation, enhancing decision-making

- Industry meetings
- Contracts
- Participation in working groups
- Conferences

**NGOs/ NPOs**
Purpose: identifying and addressing concerns, identifying impacts, risks and opportunities, strengthening reputation

- Social projects for communities, vulnerable people
- Stakeholder dialogue and grievance mechanisms

**Government/central authorities**
Purpose: identifying impacts, risks and opportunities, strengthening reputation, understanding and addressing concerns

- Participation in meetings
- Relationship management
- Regular reporting (as required by legislation)
- Position papers

**Local communities**
Purpose: identifying and addressing concerns, identifying impacts, risks and opportunities, strengthening reputation

- Social investments
- Grievance mechanisms

- Meetings for business projects
- Public debates
- Participation in Town Hall events

**Associations/networks**

Purpose: identifying impacts, risks and opportunities, strengthening reputation, enhancing decision-making

- Regular reports and presentations
- Roadshows
- Meetings/ Debates
- Workshops/ Conferences
- Position papers

**Media**

Purpose: strengthening reputation, identifying impacts, risks and opportunities

- Press releases
- Conferences/ Events
- Interviews
- Workshops

**Education, science and research organizations**

Purpose: strengthening decision-making, identifying impacts, risks and opportunities, strengthening reputation

- Joint projects with industry partners, scientific organizations, schools and universities
- Conferences and lectures
- Sustainability projects
- Employer branding activities

We use the outcome of our stakeholder engagements to inform and adapt our decision-making processes, to adjust our plans, or to analyze and mitigate or advance our impacts, risks and opportunities.

As part of OMV Petrom's due diligence processes, engagement with stakeholders occurs on a regular basis.

During the Double Materiality Assessment process for the 2024 Sustainability Statement, we engaged with various stakeholder groups, both internal and external, such as employees, customers, suppliers/contractors/business partners, capital market participants, NGOs, authorities, communities, associations/networks, media, and education, science and research organizations. The purpose of this engagement was to inform the impact assessment process. The input was used for validation and to potentially review the internal impact assessment. The Executive Board of OMV Petrom is informed about the views and interests of affected stakeholders as part of the approval process of the Double Materiality Assessment. The Executive Board members are also constantly being informed on the views and interests of our stakeholders through the results of the Pulse Check and direct engagement with employees and through direct meetings with representatives of investors, media, business partners or academia. The Executive Board is informed about the views and perspectives of stakeholders also by company experts who are directly in touch with these stakeholders.

Informing Supervisory Board members takes place via the Executive Board.

**Interests and views of affected stakeholders**

OMV Petrom's commitment is to explicitly integrate human rights in its engagement with affected stakeholders – own employees, workers in the value chain and communities. Respect for human rights is a core principle in all our business activities and relations, as also reflected in OMV Petrom's Code of Conduct and Human Rights Policy Statement. These policies also affirm the values and rules the company acts by, in line with the United Nations Guiding Principles on Business and Human Rights.

**[SBM-2 S1] Interests and views of Own workforce**

OMV Petrom's own workforce is a key group of affected stakeholders. Through various communication channels, regular engagements with the trade unions, as well as direct engagement with our workforce (through Executive Board webcasts, People & Culture roadshows and events, etc.), we ensure that the interests, views and rights of our people are taken into account when developing our People Strategy. Our People Strategy supports the delivery of our Strategy 2030 and contributes to the adaptation of our business model.

**[SBM-2 S2] Interests and views of Workers in the value chain**

Value chain workers represent a key group of affected stakeholders with which OMV Petrom continuously engages, as reported in the Workers in the value chain chapter. We conduct regular assessments and audits (e.g., HSSE, human rights) of our value chain partners to identify and address actual or potential impacts, engaging directly with value chain workers and their representatives to understand their concerns and perspectives. We have not yet identified the need to adjust our strategy or business model as a result of the engagements conducted with this category of stakeholders as described in the Workers in the Value Chain chapter.

**[SBM-2 S3] Interests and views of Affected communities**

One of the key pillars of OMV Petrom's Sustainability Framework is "fostering people and communities", through which the company recognizes the importance it places on the role of its local communities.

We engage with communities through stakeholder engagement activities, public consultations, meetings, projects and partnerships, and community grievance channels to maintain open and transparent communication. By respecting their needs and addressing their concerns, we are fostering positive community relations, investing in our communities, and enhancing community trust. We have not yet identified the need to adjust our strategy or business model as a result of these engagements.

**[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model**

| Sustainability Matter | Material Impact, Risk or Opportunity | Type | Value chain | Time horizon |
|---|---|---|---|---|
| Climate change | Emission of greenhouse gases from fossil-based energy within own operations and products sold | Negative impact | OO, DVC | Long-term |
| Climate change | Transition to low and zero carbon energy with higher energy efficiency in operations | Positive impact | OO, DVC | Long-term |
| Climate change | Delayed emissions target achievement may lead to carbon cost exposure and reputational harm | Risk | OO | Medium-term |
| Climate change | Reduced competitiveness due to decoupled energy transition efforts, such as EU targets outpacing market readiness (e.g., CCS) | Risk | DVC | Medium-term |
| Climate change | Reduced viability of emerging transition technologies given limited regulatory framework, funding, and immature value chains | Risk | DVC | Medium-term |
| Climate change | Leverage rising demand for advanced green energy technologies, to avoid carbon costs and benefit from incentives and regulatory clarity, by accelerating growth in high-potential products and markets. | Opportunity | OO | Medium-term |
| Climate change | Gas as pivotal transition fuel remains resilient and reliable contributor to portfolio value and transition financing | Opportunity | DVC | Medium-term |
| Climate change | Investment opportunities in low carbon across the value chain, with reduction of own & clients' carbon footprint, with positive reputational impact. | Opportunity | DVC | Medium-term |
| Pollution | Pollution of soil coming from accidental hydrocarbon spills | Negative impact | OO | Medium-term |
| Pollution | The release of air pollutants from our own operations, supplier's activities or the use of our products negatively impacts air quality | Negative impact | UVC, OO, DVC | Medium-term |
| Water | Impact water availability for other uses through water withdrawal and consumption (particularly for water stressed areas) | Negative impact | OO | Long-term |
| Biodiversity and ecosystems | Impacts on biodiversity and ecosystems resulting from land use change, water and | Negative impact | OO | Long-term |

| Sustainability Matter | Material Impact, Risk or Opportunity | Type | Value chain | Time horizon |
|---|---|---|---|---|
| | resource use and pollutant releases from our own operations | | | |
| Own workforce | Exposure to chemicals, pollutants, constant noise, light, other stressors as well as low to severe injuries, with short to long term effect or even fatalities, due to operational profile | Negative impact | OO | Long-term |
| Own workforce | Provision of medical healthcare services, training, awareness programs and regular medical check-ups | Positive impact | OO | Long-term |
| Own workforce | Workplace injuries that may result in individual work days lost and decrease of productivity | Risk | OO | Long-term |
| Own workforce | Supporting the workforce by offering career opportunities, long-term employment, flexible working conditions, upskilling, various benefits and well-paid employment | Positive impact | OO | Medium-term |
| Own workforce | Maintain competitiveness on the local market as attractive employer and trusted business partner by providing adequate wages and secure employment for our own workforce, as well as decent pay and working conditions for external collaborators. | Opportunity | OO | Long-term |
| Own workforce | Providing comprehensive training programs to result in a highly skilled and knowledgeable workforce | Positive impact | OO | Medium-term |
| Own workforce | Strengthen company performance through continuous workforce development, fostering new expertise and diverse contributions to adapt to evolving market demands | Opportunity | OO | Medium-term |
| Workers in the value chain | Promoting strong Human Rights principles along the value chain through supplier engagement can positively impact working conditions, skills and people engagement | Positive impact | UVC | Medium-term |
| Workers in the value chain | Safety hazards associated with the activities performed by contractors on OMV Petrom operational sites | Negative impact | UVC | Long-term |
| Affected communities | Creation of opportunities for communities around suppliers and own operations | Positive impact | UVC, OO | Long-term |
| Business conduct | A strong corporate culture that promotes values and constantly reinforces high standards for safety, ethics, and social responsibility, drives a positive impact on our internal and external stakeholders and the environment. | Positive impact | OO | Long-term |
| Business conduct | Late payments from OMV Petrom may lead to the financial vulnerability of suppliers and contractors who are dependent on us as their primary source of revenue | Negative impact | UVC | Medium-term |

| Sustainability Matter | Material Impact, Risk or Opportunity | Type | Value chain | Time horizon |
|---|---|---|---|---|
| Entity specific - Cybersecurity | Continue to increase security of personal information and protection of right to privacy | Positive impact | OO | Long-term |
| Entity specific - Cybersecurity | Lack of protection against cyberthreats could lead to personal data theft, increased vulnerability up to operational disruptions or physical incidents with an environmental and social impact | Negative impact | OO | Long-term |
| Entity specific – Economic value | High tax contributions to the Romanian State | Positive impact | OO | Long-term |
| Entity specific – Economic value | Regulatory changes resulting in higher taxes impacting the company's financial position | Risk | OO | Medium-term |
| Entity specific – Economic value | Investments' multiplier effect (direct and indirect) in the Romanian economy | Positive impact | OO | Long-term |

UVC Upstream Value Chain; OO Own Operations; DVC Downstream Value Chain

For all details regarding our impacts, risks and opportunities, please see the topical chapters.

**Current financial effects**

The material risks and opportunities did not have any material, measurable impact on OMV Petrom Group's current financial position, financial performance, and cash flows. There are no foreseen current financial effects of material risks and opportunities for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets, considering the base case scenario which is used for mid-term planning as disclosed in the Consolidated Financial Statements, Note 2 - Effects of climate change and energy transition.

**Resilience analysis**

The resilience of OMV Petrom's strategy and business model is crucial in addressing material impacts and risks, while seizing opportunities. OMV Petrom's strategic framework is designed to be adaptable, enabling the Company to navigate the dynamic market environment and energy transition landscape. We have identified climate change as a strategic risk that is being annually reviewed as part of the strategic risk management process. More details can be found in the Strategic Risks section in the Director's Report, part of the Report of the governing bodies chapter. In addition, our Company's resilience is sustained by investments in renewable energy and technological innovation, positioning us to capitalize on emerging opportunities in the green energy sector. More details on 2030 GHG emissions targets to mitigate impacts and advance opportunities related to energy transition, can be found in the Climate change chapter of the Sustainability Statement section. In the longer-term, the Company's ambition to achieve net zero operations by 2050 (Scope 1 and Scope 2 emissions) highlights its long-term vision and dedication to environmental stewardship.

**Changes to material IROs**

In 2025, a revision of the impacts, risks and opportunities identified during the Double Materiality Assessment (2023, 2024) was conducted by the corresponding internal subject matter experts and material topic owners. The revision consisted mainly in rephrasing or clustering previously reported material impacts, risks and opportunities, with the intended purpose of enhancing clarity for users of the sustainability statement. For Climate change, the time horizon used for the revision of the risks and opportunities is in line with the OMV Petrom Strategy, namely 2030. In some cases, IROs previously assessed as material in 2024, were re-assessed based on factual evidence and resulted immaterial following the 2025 revision.

Below is a summary table of the changes to the material impacts, risks and opportunities compared to the previous reporting period:

| Material topic | Number of material IROs 2024 | Number of material IROs 2025 | Changes |
|---|---|---|---|
| Climate change | 13 | 8 | Clustered, re-scored, reworded |
| Pollution | 2 | 2 | Reworded |
| Water resources | 1 | 1 | Reworded |
| Biodiversity & ecosystems | 1 | 1 | Reworded |
| Own workforce | 7 | 7 | Reworded |
| Workers in the value chain | 5 | 2 | Re-scored, reworded |
| Affected communities | 4 | 1 | Re-scored |
| Business conduct | 4 | 2 | Clustered, reworded |
| Process Safety | 1 | 0 | Clustered |
| Cybersecurity | 2 | 2 | Reworded |
| Economic value | 3 | 3 | No change |

All the impacts, risks and opportunities corresponding to the ESRS prescribed topics are covered by ESRS Disclosure Requirements.

The corresponding material IROs to the entity-specific topics in 2025 – Cybersecurity and Economic Value are presented following the Minimum Disclosure Requirements prescribed by ESRS 2 – General disclosures.

## Impact, risk and opportunity management

### [IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

OMV Petrom conducted its Double Materiality Assessment (DMA), following the ESRS methodology in 2023 and 2024. The process included five steps: (1) identifying relevant topics from ESRS and other guidelines, (2) interviews with internal subject matter experts to define impacts, risks, and opportunities, (3) engagement with ten stakeholders groups to determine sustainability topics that are of highest relevance to them, (4) scoring impacts and financial effects using defined criteria, and (5) prioritizing topics based on thresholds. Impacts were assessed across operations and business relationships using criteria such as scale, scope, irremediability, and likelihood. Risks and opportunities were evaluated for financial magnitude and likelihood, applying existing risk management principles.

In 2025, OMV Petrom internal subject matter experts revised the list of impacts, risks and opportunities resulted from the full Double Materiality Assessment performed in 2023. The reviewed list was also based on a re-assessment of the IROs identified in the previous reporting year, taking into account market developments, regulatory and technological changes, and internal evidences and covering all fully consolidated entities and where the Group holds over 50% interest and operational control. The list was approved by the Executive Board and, as part of this Sustainability Statement, also by the Supervisory Board.

This process ensured that the revised IROs remain relevant and reflect the current context of the undertaking's operations and strategy.

For all related disclosure requirements to the Description of the processes to identify and assess material impacts, risks and opportunities [IRO-1] and details on our Double Materiality Assessment process, please consult our 2024 Sustainability Statement.

### [IRO-2] List of Disclosure Requirements included in Sustainability Statement

In determining the disclosures in the Sustainability Statement, the Executive Board interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

The list of the Disclosure Requirements complied with in preparing the Sustainability Statement, including the page numbers where these are located (content index), as well as the table of all datapoints that derive from other EU legislation (Appendix B of the ESRS 2 General disclosures

standard), are included as Annexes after the Governance information chapter.

For the 2025 Sustainability Statement, minimum disclosure requirements as per ESRS 2, as well as the material reporting requirements and corresponding data points that are mandatory starting with the first year of reporting were included.

OMV Petrom also applied the provisions of the EU Delegated Act “Quick Fix”, as stated in the BP-2 section within the present chapter.

All disclosure requirements and data points corresponding to topics and sub-topics that resulted as immaterial during the Double Materiality Assessment are not included in this statement.

# Environmental information

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# EU Taxonomy

The EU Taxonomy Regulation (EU) 2020/852 provides a classification framework for environmentally sustainable economic activities. OMV Petrom's reporting aligns with this regulation and its subsequent delegated acts.

In July 2025, the European Commission introduced a Delegated Act (2026/73) aimed at reducing complexity and administrative burden in Taxonomy reporting. Key changes include the significant reduction of the reporting templates, deletion of gas and nuclear disclosures and the introduction of a 10% materiality threshold, allowing companies to exclude immaterial economic activities from detailed assessment and reporting. This update maintained the relief regarding the assessment of OPEX immateriality and also streamlined certain Do-no-significant-harm (DNSH) criteria and reporting templates, making compliance more efficient while maintaining transparency.

For financial year 2025, OMV Petrom has decided to implement the simplification provisions related to OPEX immateriality and streamlined reporting templates.

## 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 specified activity description provided in the EU Taxonomy Delegated Acts. OMV Petrom undertook a comprehensive screening of its portfolio of activities for comparison against the descriptions of the economic activities outlined in Annex I or II of the EU Taxonomy Climate Delegated Act and in Annexes I-IV of the Environmental Delegated Act. This assessment used both bottom-up and top-down approach, involving interdisciplinary teams (both corporate and business segments) for effective identification of eligible activities, assets, projects, and their corresponding capital and operational expenditure and turnover.

All OMV Petrom's identified EU Taxonomy-eligible economic activities are directly related to the environmental objective of climate change mitigation. Analysis of all our economic activities is done on an annual basis and includes an update of the previous year assessment.

### EU Taxonomy alignment assessment

OMV Petrom's alignment assessment includes the following criteria:

- Substantial contribution to the environmental objective Climate change mitigation. Evaluations include the application of technical screening criteria for eligible activities to ensure they contribute meaningfully to climate objectives. Evidence is collected by project managers, supported by the Sustainability sub-department, for each eligible activity. Few examples of such activities are electricity generation using solar photovoltaic technology and infrastructure enabling low-carbon road transport public transport.
- "Do No Significant Harm" (DNSH) criteria: Compliance is assessed for each DNSH objective, covering climate change adaptation, water and marine resources, circular economy, pollution prevention and control, biodiversity, and ecosystems. The physical climate risk assessments for DNSH for Climate change adaptation are conducted centrally, by sustainability experts, with external validation where necessary.
- Minimum social safeguards: Compliance with international standards, including human rights, labor law, anti-corruption policies, and tax governance, is ensured through an evaluation of OMV Petrom's key policies, such as the Human Rights Policy, Code of Conduct, and Tax Strategy. Processes such as grievance mechanisms and community consultations are reviewed to ensure conformity with global standards.

To ensure comprehensive assessments aligned with EU Taxonomy standards, the evaluation process involves corporate functions, business segments representatives (such as sustainability experts, project managers) and external consultants.

### Definition of financial KPIs

OMV Petrom's Key Performance Indicators (KPIs) are calculated based on OMV Petrom Group's consolidated IFRS financial statements. KPIs are computed based on the consolidated sales revenues (equivalent with the turnover indicator from taxonomy) and CAPEX 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.

Based on the company's assessment, the EU Taxonomy OPEX represents approximately 3% of total operating expenditures for the reporting period and therefore was considered immaterial for OMV Petrom's business model. EU Taxonomy OPEX consists of research and development (R&D) expenses, maintenance and repair costs, other direct expenditures for day-to-day servicing of assets and short-term leases, while total operating expenditures comprises all operating expenses, including depreciation and amortization, direct operating costs and cost of goods sold. Consequently, a determination of the taxonomy eligible and taxonomy aligned OPEX is waived for the financial year 2025 and reported as not assessed in the Summary KPIs table. This approach is in line with the relief regarding the immateriality of OPEX maintained in the EU Taxonomy Delegated Act no 2026/73.

The Turnover and CAPEX KPIs reflect the eligibility and alignment of economic activities under the EU Taxonomy framework and are derived from consolidated IFRS financial statements. The following principles and methodologies based on the Delegated Act 2021/2178 for Reporting apply:

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

The Turnover denominator is determined based on OMV Petrom's consolidated sales revenues, as reported in the OMV Petrom Consolidated Financial Statements (2025, Note 19). For further details on our accounting policies regarding consolidated sales revenues, see OMV Petrom Consolidated Financial Statements 2025, Note 5.3.q).

The CAPEX Denominator includes additions to intangible assets, tangible assets (excluding decommissioning costs), and right-of-use assets. It includes also the additions due to business combinations (except for goodwill which is excluded from the CAPEX KPI). Relevant details are included in Notes 7 and 8 of the Consolidated Financial Statements (2025). Additional details on accounting policies are described in Notes 5.3.d), e), f), g) and i).

### EU Taxonomy – Overview KPIs 2025

| | Turnover | | Capital expenditure | |
|---|---|---|---|---|
| | RON mn | % | RON mn | % |
| Environmentally sustainable (taxonomy-aligned) activities | 15.26 | 0.04 | 773.97 | 9.13 |
| Taxonomy-eligible, but not taxonomy-aligned activities | 3,162.61 | 8.64 | 960.00 | 11.33 |
| Taxonomy-non-eligible activities | 33,414.00 | 91.32 | 6,739.84 | 79.54 |
| **Total** | **36,591.87** | **100.00** | **8,473.81** | **100.00** |

### EU Taxonomy – Overview KPIs 2024

| | Turnover | | Capital expenditure | |
|---|---|---|---|---|
| | RON mn | % | RON mn | % |
| Environmentally sustainable (taxonomy-aligned) activities | 8.90 | 0.02 | 997.74 | 14.49 |
| Taxonomy-eligible, but not taxonomy-aligned activities | 3,084.53 | 8.63 | 1,000.87 | 14.54 |
| Taxonomy-non-eligible activities | 32,671.26 | 91.35 | 4,886.53 | 70.97 |
| **Total** | **35,764.69** | **100.00** | **6,885.14** | **100.00** |

**Taxonomy-eligible and aligned turnover:**
In 2025, 8.64% of OMV Petrom's turnover was generated from taxonomy eligible activities (2024: 8.63%) and 0.04% from taxonomy aligned activities (2024: 0.02%).

**Taxonomy-eligible, but not aligned, turnover 2025:**
Taxonomy-eligible but not aligned turnover reflects revenues derived from activities that meet the EU Taxonomy's eligibility criteria, but do not meet the technical screening criteria for alignment These activities include mainly the electricity generation from fossil gaseous fuels in OMV Petrom own facilities (Activity 4.29) and manufacture of organic basic chemicals (Activity 3.14).

**Taxonomy-aligned turnover 2025:**
Aligned turnover includes revenues generated from the

economic activity related to infrastructure enabling low-carbon transport. (Activity 6.15). The methodology follows the Group's guidance, ensuring no double counting and proper allocation keys for joint production activities.

**EU Taxonomy – Taxonomy-eligible and taxonomy-aligned turnover (in RON mn)**

| | 2025 | | 2024 | |
|---|---|---|---|---|
| | Aligned turnover | Eligible (non-aligned) turnover | Aligned turnover | Eligible (non-aligned) turnover |
| Revenue from contracts with customers (IFRS 15) | 15.26 | 3,162.61 | 8.90 | 3,084.53[1] |
| Revenue from transactions within the scope of IFRS 9 | - | - | - | - |
| **Total** | **15.26** | **3,162.61** | **8.90** | **3,084.53** |

[1] Starting with 2025, the revenues from forward sales of power from own production are presented under "Revenue from contracts with customers (IFRS 15)" as this better reflects their nature. "Revenues from contracts with customers (IFRS 15)" in 2024 includes the amount of RON 267.78 million representing revenues from forward sales of power from own production, which were previously presented under "Revenue from transactions within the scope of IFRS 9".

**Taxonomy-eligible and aligned CAPEX:**
In 2025, 11.33% of OMV Petrom's CAPEX qualified as taxonomy-eligible, but not aligned (2024: 14.54%), and 9.13% was deemed taxonomy-aligned (2024: 14.49%).

**Taxonomy-eligible CAPEX 2025:**
Eligible CAPEX includes investments in tangible and intangible assets related to eligible activities, such as manufacture of organic basic chemicals (Activity 3.14), sea and coastal freight water transport, vessels for port operations and auxiliary activities (Activity 6.10) and Transmission and distribution of electricity (Activity 4.9). These investments are directly linked to the EU Taxonomy activities identified during the eligibility assessment.

**Taxonomy-aligned CAPEX 2025:**
Aligned CAPEX reflects investments mainly related to infrastructure enabling low-carbon road transport (Activity 6.15), electricity generation using solar photovoltaic technology (Activity 4.1), and Manufacture of biogas and biofuels for use in transport and of bioliquids (Activity 4.13).

**EU Taxonomy – Taxonomy-eligible and taxonomy-aligned CAPEX (in RON mn)**

| | 2025 | | 2024 | |
|---|---|---|---|---|
| | Aligned Capital expenditure | Eligible (non-aligned) Capital expenditure | Aligned Capital expenditure | Eligible (non-aligned) Capital expenditure |
| Additions to property, plant, and equipment | 772.81 | 958.60 | 997.74 | 1,000.41 |
| Additions to capitalized development costs | - | - | - | - |
| Additions to other intangible assets | 1.16 | 1.40 | - | 0.46 |
| **Total** | **773.97** | **960.00** | **997.74** | **1,000.87** |

The disclosures in line with the templates mandated by the Commission Delegated Regulation (EU) 2026/73 of July 2025 are presented in the Annexes section of this Sustainability Statement:

- Proportion of turnover, capital expenditure (CAPEX), and operating expenditure (OPEX) derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (summary KPIs).
- Proportions of turnover and respectively, capital expenditure (CAPEX) derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown).

## Climate change

The energy transition presents both challenges and opportunities. We are committed to supporting society's shift toward a lower-carbon future. We acknowledge the risks caused by decoupled energy transition efforts, such as European Union targets outpacing market and value chain readiness for emerging technologies (e.g., CCS), associated with delayed emissions reductions, including potential exposure to carbon costs and reputational harm.

At the same time, we see opportunities to leverage growing demand for advanced low and zero-carbon technologies and to invest in scalable solutions across the value chain. We also recognize the strategic role of natural gas as a resilient transition fuel – supporting energy security and enabling emissions reductions by displacing coal in the power mix over the next decade.

**Our material impacts, risks and opportunities that underpin the disclosures in this chapter**

| # | Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain[1] | Policies |
|---|---|---|---|---|---|
| 1 | Emission of greenhouse gases from fossil-based energy within own operations and products sold | Act | Negative impact | OO & DVC | ▶ Code of Conduct<br>▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Environmental Management Standard |
| 2 | Transition to zero and low carbon energy with higher energy efficiency in operations | Act | Positive impact | OO & DVC | ▶ Code of Conduct<br>▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Environmental Management Standard |
| 3 | Delayed emissions target achievement may lead to carbon cost exposure and reputational harm | N/A | Risk | OO | ▶ Code of Conduct<br>▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Enterprise-Wide Risk Management (EWRM) |
| 4 | Reduced competitiveness due to decoupled energy transition efforts, such as EU targets outpacing market readiness (e.g., CCS) | N/A | Risk | DVC | ▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Enterprise-Wide Risk Management (EWRM) |
| 5 | Reduced viability of emerging transition technologies given limited regulatory framework, funding, and immature value chains | N/A | Risk | DVC | ▶ Enterprise-Wide Risk Management (EWRM) |
| 6 | Leverage rising demand for advanced green energy technologies, to avoid carbon costs and benefit from incentives | N/A | Opportunity | OO | ▶ Code of Conduct<br>▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Environmental Management Standard |

| # | Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain[1] | Policies |
|---|---|---|---|---|---|
| | and regulatory clarity, by accelerating growth in high-potential products and markets | | | | |
| 7 | Gas as pivotal transition fuel remains resilient and reliable contributor to portfolio value and transition financing | N/A | Opportunity | DVC | ▶ Enterprise-Wide Risk Management (EWRM) |
| 8 | Investment opportunities in low carbon across the value chain, with reduction of own and clients' carbon footprint, with positive reputational impact | N/A | Opportunity | DVC | ▶ Code of Conduct<br>▶ HSSE Policy<br>▶ GHG Management Framework<br>▶ Environmental Management Standard |

[1] UVC – Upstream value chain; OO – own operations; DVC – Downstream value chain

## Strategy

### [E1-1] Transition plan for climate change mitigation

At OMV Petrom, the commitment to transition to a lower carbon future is aligned with our Strategy 2030, as well as our dedication to achieve long-term growth by capitalizing on higher demand for low and zero carbon energy and on investment opportunities across the value chain while reducing the transition risks.

Our transition plan for climate change mitigation for 2030 ("Transition Plan") is aligned to our strategy and business model and with the transition to a sustainable economy, as follows:

- For our strategic horizon 2030, all our three strategic pillars support the energy transition, while generating value for our business and responding to our customers' needs:
  - Transition to low and zero carbon, by developing new low-emission products
  - Grow regional gas, contributing to the regional energy security and grid stability
  - Traditional business, for which we are improving operational efficiency.
- In the longer term, our company's ambition is to achieve Net Zero operations (Scopes 1 and 2) by 2050 through improvement of operational efficiency (including by constant monitoring of new technologies), increase in low and zero-carbon energy usage, as well as sustainable feedstock and carbon reduction measures.

OMV Petrom's commitment to sustainability and its Strategy 2030 are embedded in its integrated business model (General disclosures chapter). Our company operates across the entire energy value chain, including the exploration and production of oil and gas, refining and marketing of petroleum products, as well as power generation and the marketing of gas and electricity. The 2030 strategic pillars are designed to enhance vertical integration throughout the energy value chain, supporting the reduction of carbon emissions for both our own operations and our customers. For example, renewable energy generated will be supplied to clients and also used within our own operations (such as, to power the EV charging network and be converted into green hydrogen in electrolyzers for use in our refinery).

Since 2021, OMV Petrom has made significant progress in implementing its Strategy 2030. The company has matured a strong growth portfolio of diversified, attractive opportunities across all strategic pillars, which are being further pursued. For more information, please visit the Strategy 2030 section.

At the same time, the external context is marked by macroeconomic uncertainty and geopolitical volatility, with energy affordability and security being prioritized as the energy transition proves longer, costlier and more complex. All these elements impact the overall pace of energy transition and new technologies deployment, requiring agility and flexibility of our strategic plans. Against this backdrop, OMV Petrom's 2030 strategic directions are resilient and remain consistent with those established in 2021. Nonetheless, the pace of transformation needs to reflect the

energy transition realities: gas remains a key transition fuel, oil stays resilient and low carbon solutions advance at different paces - faster for renewable power, sustainable fuels and e-mobility development, while less mature technologies are disadvantaged due to low market readiness.

**GHG emission reduction targets**

Our 2030 GHG emissions reduction targets have a clear focus on minimizing our environmental impact. We continue our relentless efforts to reduce our emissions from operations (Scope 1 and 2), targeting an absolute reduction of 30% by 2030, when compared to the baseline year of 2019.

In 2025, OMV Petrom continued to improve its energy and operational efficiency, reducing absolute Scope 1 and 2 emissions by 19% compared to 2019, driven by E&P integrity investments, projects aiming to reduce flaring, venting and fugitive methane emissions by upgrading, replacing and/ or optimizing gas processing and transport infrastructure, as well as other operational measures. During the same period, the E&P methane intensity decreased by approximately 77% to 0.37%, along with significant reductions in flaring and venting with the goal to reach 0.2% by 2030.

After a thorough review of current market trends and the broader economic context, we are revisiting some of our targets linked to Scope 3. We remain committed to pursuing sustainable decarbonization, in line with the evolving energy transition context. However as gas remains stronger in our portfolio and fuel demand remains resilient in our region we are repacing our reduction target for the carbon intensity of our energy supply (Scope 1, 2 and 3) in 2030 vs baseline year 2019 to 10% from 20% before, with a focus to reduce absolute GHG emissions in our operations and increasing the share of low and zero-carbon energy products in our portfolio. In addition we have decided to withdraw the 2030 absolute Scope 1, 2 and 3 reduction target (note we maintain our Scope 1 and 2 targets), as we steer our products portfolio in line with market demand.

Our strategic projects, including Neptun Deep and low and zero carbon business portfolio (e.g. renewable power and storage, biofuels, e-mobility), are key to ensure our 2030 carbon intensity target delivery and to support Romania's decarbonization agenda. In 2025, we have reduced the carbon intensity of energy supply (Scope 1, 2 and 3) by 3% compared to 2019, driven by lower gas sales volumes.

In assessing our 2030 total GHG reduction targets' compatibility with the Paris Agreement objective[xxiv], we compare them to the approximate trajectories implied by International Energy Agency (IEA) scenarios. IEA's World Energy Outlook (WEO) report describes scenarios regarding global emissions, and the associated temperature increase in each scenario until 2050 and 2100.

In the 2025 WEO[xxv] , IEA acknowledged that, in the challenging global context, energy security took center stage and updated their scenarios as follows:

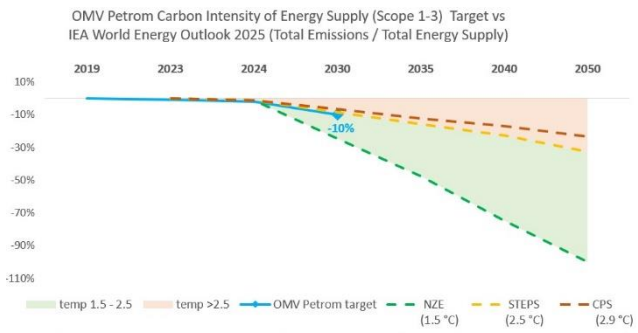
- **Current Policies Scenario (CPS)** - anchored in enacted laws and measures (setting out a pathway for the future of the energy system in which no change in energy-related policies is assumed beyond what is already in place);
- **Stated Policies Scenario (STEPS)** - a reflection of existing policy settings and assumes that timebound policies are prolonged into the future and retain a similar pace of change;
- **The Net Zero Emissions by 2050 Scenario (NZE)** – the normative scenario for a global pathway to limit warming to 1.5°C. However, IEA highlights that reflecting current trends, an overshoot of the 1.5°C target is now inevitable (peak warming in NZE exceeds 1.5 °C for several decades) and the return below 1.5 °C by 2100 requires rapid transformation of the energy sector and widespread deployment of CO2 removal technologies that are currently unproven at large scale.

In our analysis, we compared the company's emissions intensity trajectory to the corresponding temperature trajectory of each IEA scenario trajectory of each IEA scenario. The percentage decrease of the total global energy GHG emissions (in MT $CO_2$) divided by total energy supply (in EJ) between 2023 and 2050 in each of the IEA scenarios (free dataset) was used as proxy for the percentage decrease needed in company's GHG emissions. OMV Petrom's carbon intensity of energy supply (Scope 1, 2 and 3) targeted reduction of -10% in 2030 vs. 2019 is closely

[xxiv] Paris Agreement goal: limiting global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius by 2100.

[xxv] Current Policies Scenario (CPS), corresponding to a global average surface temperature rise of around 2 °C in 2050 and 2.9 °C in 2100; Stated Policies Scenario (STEPS), corresponding to a temperature increase 2.5 °C by 2100; in Net Zero Emissions by 2050 Scenario (NZE) warming peaks around 2050 at about 1.65 °C and declines slowly to below 1.5 °C by 2100.

positioned on the STEPS trajectory (~2°C temperature increase by 2050).




According to the benchmarking analysis performed, our 2030 GHG reduction targets are compatible with the World Outlook on Paris Agreement's goal of limiting global warming to below 2°C, however our targets are situated above a trajectory compatible with limiting the global temperature increase to 1.5°C.

Currently, there are no sectoral oil and gas pathways defined through public policies and no sectoral science-based target-setting methodologies which would facilitate a more precise evaluation of the alignment of GHG reduction targets with the Paris Agreement goal. Provided new guidance and methodologies become available, OMV Petrom will revisit the 1.5°C compatibility assessment and adjust related conclusions as needed.

**Decarbonization levers**

To achieve our 2030 strategic GHG related targets, OMV Petrom has identified climate change mitigation actions across its entire value chain (details in DR E1-3 Actions table), aggregated in the decarbonization levers described below and in the next graph. These decarbonization levers group the investments identified as part of OMV Petrom's mid-term planning toward the OMV Petrom Strategy 2030 and its climate targets.

In 2025, these levers were adjusted to better reflect the foreseen product portfolio and capital allocation to low- and zero-carbon solutions up to 2030. Lack of value chain readiness and regulatory uncertainty have impacted our roadmap, and while we believe Carbon Capture and Storage (CCS) remains critical for long term decarbonization, it is no longer deemed commercially viable or feasible by 2030. Consequently, CCS contribution to climate targets has been re-paced to post-2030.

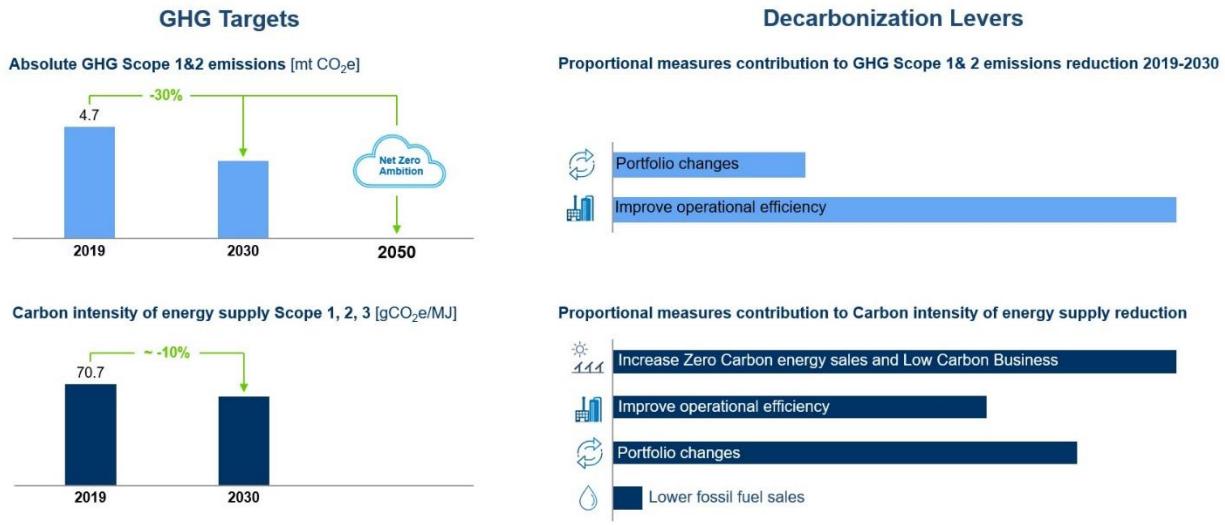
- **Improve operational efficiency**: this decarbonization lever includes initiatives aiming at optimizing and decarbonizing our operational processes by increasing energy efficiency, electrifying operations (green electricity generation from small on-site photovoltaic systems), reducing flaring and venting, and reducing methane emissions through leak detection and improvements to asset integrity. All these key actions contribute to reducing the absolute Scope 1 and 2 emissions (including to reduce methane emissions) and to improve the carbon intensity of energy supply (Scope 1, 2 and 3) indicator.

- **Increase Zero Carbon Energy Sales and Low Carbon Business**[xxvi]: with impact on the achievement of our Carbon intensity of energy supply (Scope 1, 2 and 3) target. This includes sales of sustainable fuels and renewable power and capital allocated including to exploring new or less mature technologies such as CCS, low-carbon hydrogen, geothermal energy, and biogas and with medium to longer term contribution to our climate goals.

- **Portfolio changes**: implementing our strategic portfolio actions in line with energy transition realities. This includes optimization of our oil and gas portfolio, by decommissioning, while focusing on gas as a transition fuel and delivering the Neptun Deep project, which will help us reduce emissions and achieve our climate targets. As gas grows in our portfolio so the carbon intensity of our production decreases.

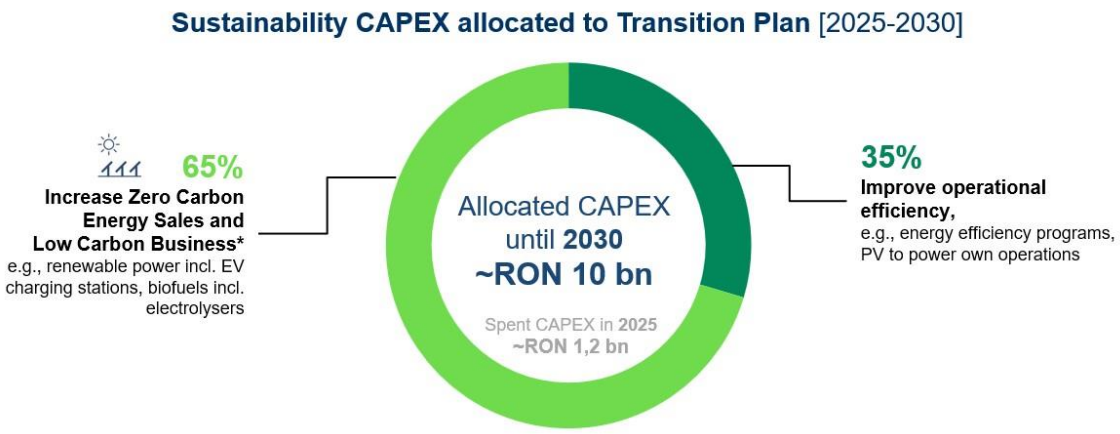
- **Lower fossil fuels sales**: lever for the reduction of absolute Scope 3 emissions vs. 2019, driven by lower anticipated demand for fossil fuels and so lower fuel products sold to customers in Romania and in the region; it contributes to the improvement of Carbon intensity of energy supply (Scope 1, 2 and 3) indicator.

[xxvi] Previously: "Increase in zero carbon energy sales"




**Investments and funding supporting the implementation of the Transition Plan**

To support the achievement of our climate targets, the company allocated approximately RON 10 bn gross CAPEX for the period 2025-2030 (more details in this chapter, DR E1-3 Actions table). More than half of planned Sustainability CAPEX will go to low and zero carbon products. Planned projects considered within the Increase Zero Carbon Energy Sales and Low Carbon Business lever mostly comprise of activities that have been EU taxonomy aligned in previous years.




**Oil and gas-related activities**

Recent period was marked by unprecedented macro environment volatility and energy transition slowdown. Our response to this shifting context is a demand-driven transformation, calibrated to market realities. Thus, OMV Petrom continues to play its responsible energy supplier role by meeting sustained oil and gas demand and ensuring security of regional energy supply.

Natural gas is expected to play a pivotal role as a transition fuel in Romania's power mix[xxvii], with more than 50% lower

[xxvii] ANRE Annual Report 2022, page 92;

$CO_2$ emissions than coal in power generation. A game-changer for OMV Petrom and Romania, Neptun Deep is foreseen to come on stream in 2027, increasing Romania's and the region's long-term security of energy supply, while contributing to a lower carbon economy through its low carbon intensity footprint. In addition, the flexibility of gas-fired power plants, such as Brazi, support the integration of additional renewable capacities into the power system.

Significant CAPEX invested in 2025 in oil and gas related economic activities amounted to RON 6.2 bn. As an oil and gas company, OMV Petrom is excluded from EU Paris-aligned benchmarks.

Greenhouse gas emissions from fossil-based energy contribute to global GHG levels and energy consumption, within our operations and through the products we sell. While these impacts are inherent to the business model of an oil and gas company, we continue to pursue sustainable decarbonization by developing low and zero carbon energy solutions and continuously improving energy efficiency across our operations.

Locked-in emissions refer to future GHG emissions that are likely to be caused by OMV Petrom's active and firmly planned key assets as well as the GHG emissions coming from the products sold. OMV Petrom's key assets regarding their locked-in emissions include the following assets:

- Petrobrazi refinery;
- Brazi power plant;
- Exploration & Production assets.

Petrobrazi refinery has a refining capacity of 4.5 mn tons/year of crude oil. The GHG emissions generated by Petrobrazi consist mainly of emissions from processing of crude oil into a wide range of petroleum products (gasoline, diesel, LPG, aviation fuel and other petroleum products).

Brazi power plant is a combined cycle power plant with a total capacity of 860 MW, allowing to cover approximately 10% of Romania's electricity generation mix. Its locked-in emissions are directly related to the gas consumption for electricity generation over its lifetime.

In E&P, we operate 146 commercial oil and natural gas fields in Romania, including, though not yet in production, the Domino and Pelican South offshore gas fields in the Neptun Deep block. The emissions associated with E&P assets are from thermal and electrical production, flaring, venting, fugitive emissions and other specific processes.

The locked-in emissions associated with the products OMV Petrom sells are represented by Scope 3, Category 11, reflected in the Carbon Intensity of Energy Supply 2030 target (Scopes 1, 2 and 3). These emissions are directly related to the combustion of the sold oil and gas products for energy use.

The locked-in emissions stemming from our key assets and products do not jeopardize the achievement of our emission targets, as their emissions profile over the coming years is accounted for in our Strategy 2030 (see details on decarbonization levers and key actions that support the achievement of our GHG targets 2030 in section E1-1).

**[ESRS2 SBM-3] Interaction with strategy and business model**

OMV Petrom's overall risk management process also covers climate change-related risks. These are analyzed and addressed in a systematic way, according to adopted sustainability-related policies and targets. Climate change risk identification and assessment at OMV Petrom consider various sources of uncertainty associated with physical and transition risks for our own operations and along the value chain.

As an integrated oil and gas company, OMV Petrom's business and its key assets are more exposed to transition risks in 2030 and beyond, rather than physical risks. Following the double materiality assessment, OMV Petrom has identified the following material climate-related transition risks:

- Delayed emissions target achievement may lead to carbon cost exposure and reputational harm
- Reduced competitiveness due to decoupled energy transition efforts, such as EU targets outpacing market readiness (e.g., CCS)
- Reduced viability of emerging transition technologies given limited regulatory framework, funding, and immature value chains.

OMV Petrom's resilience framework for managing potential climate change crises or unpredictable threats adheres to the principles of assessment, testing, monitoring, and continuous improvement. This framework includes a stress test based on a "net zero emissions by 2050" scenario to identify the challenges OMV Petrom may face before 2030 related to the energy transition, including the risk of stranded assets, and to develop the necessary capabilities to address these challenges. The assumptions for this scenario are consistent with the IEA Net Zero Emissions scenario, where available. Details about the macroeconomic trends and

energy consumption and mix are disclosed in the Business Environment chapter of the Annual Report 2025.

The resilience analysis was performed in line with the consolidated financial statements prepared in accordance with IFRS as of December 31st, 2025. Further details can be found in Note 2 to the consolidated financial statements for the year end December 31, 2025, in the Annual Report 2025.

The critical assumptions for a low carbon and resilient economy were set for OMV Petrom using sensitivities calculated based on the IEA Net Zero Emissions price assumptions. Further details about time horizons and financial effects, as well as the mitigation measures and resources needed, can be found in Note 2 to the consolidated financial statements for the year end December 31, 2025, in the Annual Report 2025.

Details about the uncertainties of the resilience analysis and to what extent the assets and business activities at risk are considered within the definition of the OMV Petrom's Strategy 2030, investment decisions, and current and planned mitigation actions can be found in the Note 2 to the consolidated financial statements for the year end December 31, 2025, in the Annual Report 2025.

OMV Petrom has committed to addressing climate change and reducing the carbon footprint of its operations and portfolio by 2030, in line with its GHG reduction targets (provided in the [E1-4] Targets related to climate change mitigation section), supporting its ambition to achieve net-zero operations by 2050 (Scopes 1 and 2). While energy transition poses risks to oil and gas companies, it also triggers increases in demand for green energy which leads to investment opportunities across the value chain. Through its integrated strategic portfolio, OMV Petrom is in a good position to take advantage of these opportunities, while managing transition risks.

OMV Petrom continues to be in close dialogue with financial institutions and the investor community regarding its transformation toward net zero operations (Scope 1 and 2) by 2050 and the necessary steps to follow the decarbonization pathway. OMV Petrom reports on its ESG performance and provides insights into its active approach to shaping its business strategy to ensure alignment with sustainability climate goals. This also supports potential access to attractive debt and equity financing.

While aligning with ESRS requirements and enhancing sustainability practices, OMV Petrom is targeting a broad diversification of its investor base. OMV Petrom fosters investor confidence and assesses ESG-aligned funding options to ensure access to funding and liquidity at attractive rates, if needed, in line with market developments.

## Impact, Risk and opportunity management

### [E1-2] Policies

Key objectives addressing climate change mitigation and energy IROs include continuously improving carbon efficiency, supporting and accelerating the energy transition and achieving net-zero operations (Scope 1 and 2) by 2050. We actively engage with stakeholders to develop and comply with the highest operating standards. Our monitoring process ensures transparency and continuous improvement in our sustainability efforts, aligning with our broader commitment to building a sustainable world for everyone.

Furthermore, climate change mitigation and energy efficiency are addressed within our company through policies that support the development and implementation of activities which are aligned with an inside-out perspective of reducing impacts on climate and enhancing the efficiency of our operations. In this sense, our material impacts, risks and opportunities are primarily addressed by the following policies:

- OMV Petrom Group Code of Conduct

The OMV Petrom Group Code of Conduct serves as a central guideline applicable to all our employees, business partners, and representatives of OMV Petrom Group. It lays out OMV Petrom's specific commitments on transition to low carbon business, running responsible operations, fostering people and communities and ethical business practices. The policy promotes sustainable and responsible behavior toward employees, the environment, and society, ensuring comprehensive adherence across the organization. The Code of Conduct is applicable across the OMV Petrom Group, including its consolidated subsidiaries. Compliance with the Code of Conduct is mandatory for everyone working for or acting on behalf of OMV Petrom. All our employees and business partners, and other people acting on behalf of OMV Petrom must comply with all relevant laws and regulations and adhere to our Code of Conduct or upon proof of their own adequate regulations in place, to such alternative standards. The Executive Board of OMV Petrom is accountable for the Code of Conduct. The fundamental values established in the Code of Conduct are guided by recognized best practices and international standards such as the goals set forth by the Paris Agreement, the UN Sustainable Development Goals (SDGs), the International Labour Organization (ILO), the UN Guiding Principles on Business and Human Rights, and by adherence to the

United Nations (UN) Global Compact. Key internal stakeholders are directly engaged in setting the policy, which is publicly accessible on the corporate website. The policy is communicated through internal channels to ensure all employees are aware of and understand its contents.

▶ HSSE Directive and HSSE Policy

The HSSE Directive establishes the principles and rules for managing Health, Safety, Security & Resilience, and Environment (HSSE) across all stages of the company's business and activities, including capital projects and mergers and acquisitions. It serves as a E1 framework for managing HSSE aspects with the aim of safeguarding people, the environment, assets, and the company's reputation, in accordance with OMV Petrom's HSSE Policy and its vision and mission of "Committed to Zero Harm – Protect People, Environment and Assets". The HSSE Policy states high level objective for OMV Petrom's approach in the areas of health, safety and environment. The directive covers OMV Petrom Group. The directive lays down minimum expectations and requirements for different levels of functions, such as all staff, line management, senior management, corporate and divisional HSSE functions. The Directive's requirements are communicated through internal channels, including training when major revision appears.

▶ GHG Management Framework

The GHG Management Framework covers all GHG scopes with targets for 2030 and outlines the ambition to achieve net-zero operational (Scope 1 and 2) emissions by 2050. It includes systematic monitoring, reporting, and auditing of emissions, ensuring that operations are screened for GHG reduction and energy efficiency opportunities, implementing all financially viable measures. The framework mandates the quantification and documentation of impacts on GHG emissions (Scope 1, 2 and 3) and energy efficiency potential, with a commitment to achieving net-zero for operations (i.e. Scope 1 and 2) by 2050 and developing a pathway for Scope 3. It also addresses the identification, analysis, and evaluation of climate change risks and opportunities, following the HSSE Risk Management Standard, and ensures that all climate-related risks are assessed in investments and M&A activities. The overarching objective is to systematically reduce emissions, enhance energy efficiency, and manage climate-related risks and opportunities through rigorous monitoring and adherence to best practices. The framework is applicable at OMV Petrom Group. Specific responsibilities are laid down for line management and senior management. Input and interests of key internal stakeholders were considered during the setting of the policy. The document is made available to the employees through the internal regulations' platform on company's intranet. For other interested parties such as authorities and auditors, the document is made available on request.

▶ Environmental Management Standard

The OMV Petrom Environmental Management Standard mandates that all its businesses and activities use energy responsibly, conserve primary energy resources, and implement energy management plans that are consistent with ISO 50001. It stipulates the assessment of environmental impacts and risks, ensuring adherence to performance requirements related to energy use, emissions, water use and discharge, raw materials, waste management, hazardous substances, and biodiversity protection. Key objectives include identifying and mitigating environmental impacts and risks, systematically monitoring and documenting GHG emissions, setting targets and KPIs for effective GHG management, and developing GHG forecasts aligned with business plans. The policy addresses material impacts, risks, and opportunities related to climate change and energy efficiency, requiring the implementation of financially viable carbon reduction measures. The process for monitoring includes systematic assessment and screening of GHG-related reduction risks and opportunities, ensuring compliance with the highest environmental standards. The Standard applies to all OMV Petrom group businesses and activities. Line management is responsible for the effective implementation of this standard in their operations/businesses. Asset Development Managers and Project Managers are responsible for the implementation of this standard in all relevant projects.

For sites/operations holding a certificate according to ISO 14001 the requirement of the standard is covered by the certification. Within the setting of the Environmental Management Standard, all key internal stakeholders were consulted, and their feedback was taken into consideration. The document is made available to the employees through the company's internal regulations platform. For other interested parties such as authorities and auditors, the document is made available on request.

▶ Enterprise-Wide Risk Management Standard (EWRM)

The aim of this standard is to define and support OMV Petrom's EWRM activities through: (1) clear, continuous and consistent risk management process across OMV Petrom Group, from the operational level to the OMV Petrom Executive Board, (2) documentation of clear accountability and ownership of risk and EWRM activities and (3) explanation of the relationship between EWRM and related

directive, procedures and committees. This standard addresses all major risks within our organization.

For further information regarding the Enterprise-Wide Risk Management Standard, please refer to Economic value chapter.

**[E1-3] Actions and resources in relation to climate change policies**

To prevent and, wherever applicable, mitigate the impacts and risks identified in relation to Climate change, OMV Petrom has defined the following key actions, as described in the table below.

Projects selection and prioritization could be influenced also by regulatory and market developments and might end up in different allocation between technologies. The overall planning of relevant investments for the implementation of the action plan includes non-reimbursable financial support.

The CAPEX required to implement the actions taken in 2025 as shown in the table below is included in the Group total capital expenditure (CAPEX); for the reconciliation between Group's total CAPEX and additions according to statement of non-current assets (intangible and tangible assets) from consolidated financial statements, refer to Director's Report chapter, section "Capital Expenditure (CAPEX).

Key actions are defined as those requiring CAPEX of EUR >5 mn for their implementation. CAPEX includes additions to property, plant and equipment and to intangible assets (including IFRS 16 right-of-use assets) and expenditures for acquisitions as well as equity-accounted investments and other interest for pre-defined Sustainability CAPEX categories. Decommissioning assets, and other additions that by definition are not considered capital expenditure are not included in gross CAPEX figures. Within the boundaries of applicable accounting standards, expenditure incurred during project implementation is generally capitalized, thus included in the CAPEX figures. Figures are not validated by external bodies. For the material topic Climate change, the key actions mainly refer to activities in Europe, the majority of them in Romania.

Due to the threshold of >EUR 5 mn per project, the CAPEX figures in the table below do not represent the total CAPEX OMV Petrom allocated to addressing climate mitigation.

## Key actions related to the decarbonization levers

| Decarbonisation lever | Key actions | Status | Expected outcome | Contribution to policy objective / target | Scope | Time horizon | Progress | CAPEX 2025 (bn RON) | CAPEX 2026-2030 (bn RON) | Related IRO[1] | Achieved GHG reduction 2025 vs. 2019 [mn tCO2e] | Expected GHG reduction 2030 vs. 2019 [mn tCO2e] |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Increase zero carbon energy sales and Low Carbon Business | Electricity generation from solar & wind | Actual and Planned | Increase in zero carbon energy sales contributing to reduction of the carbon intensity of energy supply | Contributes to strategic target 2030: Carbon intensity of energy supply; Key initiatives undertaken: significant increase in sustainable and biobased fuels, green gas sales, and build-up of photovoltaic electricity capacity | DVC | Short- to mid-term | Execution Completion | 0.8 | 5.6 | I - 2 R - 3 O - 6, 7 | No impact in absolute GHG emissions, but contribution to reduction of carbon intensity of energy supply | |
| | Infrastructure enabling low carbon transport | Actual | Increase in biobased zero carbon energy sales contributing to reduction of the carbon intensity of energy supply | | DVC | Short- to mid-term | Execution Completion | | | I - 2 R - 3 O - 6, 7 | | |
| | Manufacture of biofuels and biogas | Actual and Planned | | | DVC | Mid- term | Assessment Execution Completion | | | I - 2 R - 3 O - 6, 7 | | |
| | Manufacture of hydrogen | Actual and Planned | | | DVC | Mid- term | Assessment Execution | | | I - 2 R - 3 O - 6, 7 | | |
| | Carbon Capture Storage | Planned | Reduction of CO2 emissions released into the atmosphere by storage underground in geological formations. This process helps mitigate climate change. | Contributes to the reduction of Carbon intensity of energy supply; Estimated impact after 2030 | DVC | Mid- to long-term | Assessment | | | I - 2 R - 3, 4, 5 O - 6, 7 | Contribution post- 2030 | |
| Improve operational efficiency | Energy efficiency programs | Actual and Planned | Reduction of energy consumption and improvement of energy efficiency in operations. Energy efficiency results in lower GHG scope 1&2 emissions and enhances sustainability | Contributes to strategic targets 2030: Scope 1&2 reduction target and Carbon intensity of energy supply target | OO | Short- to mid-term | Assessment Execution | 0.4 | 3.0 | I - 1, 2 R - 3 O - 6, 7, 8 | 0.8 | 1.1 |
| | Other scope 1&2 reductions | Actual and Planned | Improving operational efficiency resulting in lower GHG scope 1&2 emissions and enhancing sustainability | | OO | Short- to mid-term | Assessment Execution | | | I - 1, 2 R - 3 O - 6, 7, 8 | | |
| | Electricity generation from | Actual and Planned | Reducing scope 1&2 emissions by production and use of renewable electricity. Improving operational | | OO | Short- to mid-term | Execution | | | I - 1, 2 R - 3 | | |

| Decarbonisation lever | Key actions | Status | Expected outcome | Contribution to policy objective / target | Scope | Time horizon | Progress | CAPEX 2025 (bn RON) | CAPEX 2026-2030 (bn RON) | Related IRO[1] | Achieved GHG reduction 2025 vs. 2019 [mn tCO2e] | Expected GHG reduction 2030 vs. 2019 [mn tCO2e] |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | small on site photovoltaics | | efficiency resulting in lower GHG Scope 1&2 emissions and enhancing sustainability | | | | | | | O - 6, 7, 8 | | |

[1]Related IRO – Impact, Risk and/or Opportunity addressed by the key action. Numbering is in accordance with the table of material Impacts, Risks and Opportunities displayed at the beginning of this chapter.

## Metrics and targets

### [E1-4] Targets related to climate change mitigation

#### GHG Emission Reduction Targets

| GHG Emission Reduction Targets | M.U. | Base year (2019) | 2025 Progress | 2030 target |
|---|---|---|---|---|
| GHG Scope 1 & 2 | % | 100 | (19) | (30) |
| E&P Methane Intensity | % | n.a. | 0.37[1] | 0.2 |
| Carbon Intensity of Energy Supply | % | 100 | (3) | (10) |

[1] 2025 performance reflects our transition to the OGMP Level 4 methodology. Under the previously applied Level 2 methodology, 2025 methane intensity would have continued to decrease by 37% compared to 2024.

### [E1-5] Energy consumption and mix

#### Energy consumption

| Energy consumption | | |
|---|---|---|
| **Energy consumption and mix** | **2025** | **2024** |
| Fuel consumption from crude oil and petroleum products[1] (MWh) | 181,958 | 235,314 |
| Fuel consumption from natural gas (MWh) | 15,500,458 | 15,813,257 |
| Total fossil energy for own consumption (MWh) | 12,006,768 | 12,066,045 |
| **Share of fossil sources in total energy consumption (%)** | **99** | **99** |
| **Total renewable energy consumption (MWh)** | **94,298** | **90,491** |
| **Share of renewable sources in total energy consumption (%)** | **0.78** | **0.74** |
| **Total energy for own consumption[2] (MWh)** | **12,128,739** | **12,183,460** |

[1] In 2025 less diesel consumption
[2] Refers to the total energy used for operations based on site calculations with specific data, conversion factors, and methodologies

#### Total energy sold

| Total energy sold - thereof from non-renewable source | 2025 | 2024 |
|---|---|---|
| Total energy sold - thereof from non-renewable source - thereof fuel sold (MWh) | 93,560,965 | 91,650,598 |
| Total energy sold - thereof from non-renewable source - thereof electricity sold (MWh)[1] | 9,452,596 | 7,089,090 |
| **Total energy sold - thereof from renewable source (MWh)** | **2,686,772** | **2,078,350** |

[1] As per Business segments' operational performance, increase in energy sold is due to strong performance achieved by the G&P division in the second half of the year, supported by power market deregulation starting July.

#### Energy intensity

| Energy intensity per sales revenue | 2025 | 2024 | % 2025 / 2024 |
|---|---|---|---|
| Total energy consumption from activities in high climate impact sectors per sales revenue from activities in high climate impact sectors (MWh/RON mn) | 331 | 341 | 97 |

## [E1-6] Gross scopes 1, 2, 3 and total GHG emissions

### GHG Emissions

| | | Retrospective | | |
|---|---|---|---|---|
| | 2025 | 2024 | % 2025 / 2024 | Base year (2019) |
| **Scope 1 GHG emissions** | | | | |
| Gross Scope 1 GHG emissions ($tCO_2eq$) | 3,730,789 | 3,802,683 | 98 | 4,611,046 |
| $CH_4$[1](t) | 6,961 | 6,075 | 115 | 40,286 |
| Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%) | 75 | 77 | 97 | 54 |
| Biogenic emissions of $CO_2$ from the combustion or bio-degradation of biomass not included in Scope 1 (tCO2eq) | 0 | 0 | - | Not reported |
| **Scope 2 GHG emissions** | | | | |
| Gross market-based Scope 2 GHG emissions ($tCO_2eq$)[2] | 52,638 | 60,676 | 87 | 44,844 |
| **Significant Scope 3 GHG emissions**[3] | | | | |
| Total Gross indirect (Scope 3) GHG emissions ($tCO_2eq$) | 24,530,155 | 24,615,617 | 100 | 26,059,024 |
| 1 Purchased goods and services | 1,192,703 | 1,243,216 | 96 | Not reported |
| 2 Capital goods | Not reported | 72,980 | - | Not reported |
| 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) | Not reported | 17,722 | - | Not reported |
| 5 Waste generated in operations[4] | Not reported | 87,243 | - | Not reported |
| 10 Processing of sold products | 1,150,281 | 1,203,260 | 96 | 1,632,266 |
| 11 Use of sold products | 22,187,171 | 21,991,196 | 101 | 24,426,758 |
| 15 Investments | Not reported | 0 | - | Not reported |
| Biogenic emissions of $CO_2$from the combustion or bio-degradation of biomass not included in Scope 3 (tCO2eq)[5] | 679,528 | 527,895 | 129 | Not reported |
| **Total GHG emissions** | | | | |
| Total GHG emissions (market-based) ($tCO_2eq$) | 28,313,582 | 28,478,976 | 99 | 30,714,913 |

[1] In 2025 improved the estimation accuracy of methane emissions from Level 2 reporting (generic emissions factors) to Level 4 reporting (measurement-based specific emissions factors), in line with EU Methane Regulation and OGMP requirements
[2] In 2025 more electricity used from own production
[3] As part of our overall simplification efforts aligned with recent EU legislative developments on CSRD/ESRS disclosure requirements, we have re-assessed significance of our Scope 3 related disclosures and categories 2, 3, 5, 15 have resulted as immaterial. Scope 3 categories will continue to be assessed in the following years and if the significance levels change, these will be reflected in the level of disclosure. The upcoming Neptun Deep project milestones may influence the significance of Scope 3 categories
[4] In 2025 more hazardous waste recycled from decommissioning/soil-cleanup activities (R&M projects), and more hazardous waste for incineration from offshore drilling started in 2025 (E&P Neptun Deep project)
[5] In 2025 more biofuels sold as energy products

### GHG Emissions intensity per sales revenue

| GHG Emissions intensity per sales revenue | 2025 | 2024 | % 2025 / 2024 |
|---|---|---|---|
| GHG emissions intensity, market-based (total GHG emissions per sales revenue, tCO2eq/RON mn) | 781 | 796 | 98 |

## [E1-7] GHG Removals and GHG mitigation projects financed through carbon credits

### GHG removals and storage

| Removals | 2025 | 2024 | % 2025 / 2024 |
|---|---|---|---|
| Total GHG Removals ($tCO_2eq$) | 0 | 0 | - |

### Carbon credits planned to be cancelled

| | |
|---|---|
| Total amount of carbon credits outside value chain that are verified against recognized quality standards and cancelled (tCO2eq) | 125,181 |
| Total amount of carbon credits outside value chain planned to be cancelled in future ($tCO_2eq$) | 47,491 |

### [E1-8] Internal Carbon Pricing

OMV Petrom applies internal carbon pricing for investment decisions across all business segments. In the base case, the costs of CO2 emissions are included wherever carbon pricing schemes are in place. Additionally, a stress test based on a “net zero emissions by 2050” scenario is conducted, applying shadow prices to all OMV Petrom’s Scope 1 emissions.

The internal carbon prices applied are consistent with the carbon prices included in the mid-term planning (MTP).

In 2025, the gross Scope 1 GHG emission volumes covered by the pricing schemes amounted to 2.8 mn t CO2 eq, representing 75% of total 3.7 mn Scope 1 GHG emissions. In 2025, the gross Scope 3 GHG emission volumes were not covered by pricing schemes.

# Pollution

Pollution harms the environment and human health. It is also one of the main drivers for biodiversity loss. As such, all efforts to prevent, control and reduce pollution from accidental spills events or from non-greenhouse gas air emissions are in line with OMV Petrom Group HSSE Policy and our HSSE Strategy 2030.

Soil contamination, a common impact in the oil and gas industry, mainly results from accidental spills of hydrocarbon products, leaks from pipelines or contaminated effluent discharge. Pollutants consist mainly of the spilled hydrocarbon products.

Air pollutants, other than GHG emissions, are generated from our supplier's activities, our operations and the use of our products. These negatively impact air quality and may have adverse effects on human health, biodiversity, and ecosystems. The pollutants associated with our operations are attributed to various activities such as flaring, venting, and fuel combustion for power generation and transportation. In addition to these activities, air emissions can result from evaporation losses, fugitive emissions from tanks or equipment leakages and failures.

Process safety incidents are a significant source of soil and air pollution typical to the oil and gas sector. Therefore, Process Safety Management (PSM) remains a crucial focus for the company. Maintaining robust process safety systems and preventive controls is essential to safeguard operations, protect the environment, and ensure the health and safety of employees and contractors.

As such, within the present Sustainability Statement, the process safety related information is described under this chapter and respectively in the "Own workforce" chapter, in connection to Health and Safety topic.

### Our material impacts that underpin the disclosures in this chapter

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| Pollution of soil coming from accidental hydrocarbon spills | Act | Negative impact | OO | ▶ Code of Conduct<br>▶ HSSE Directive (including Major Accident Prevention Policy)<br>▶ Environmental Management Standard |
| The release of air pollutants from our own operations, supplier's activities or the use of our products negatively impacts air quality | Act | Negative impact | UVC, OO, DVC | ▶ Code of Conduct<br>▶ HSSE Directive (including Major Accident Prevention Policy)<br>▶ Environmental Management Standard |

UVC Upstream value chain; OO Own Operations; DVC Downstream value chain

### Impact, risk and opportunity management

**[E2-1] Policies**

▶ Code of Conduct

Our Code of Conduct reflects our focus on environmental protection. We are committed to implementing loss prevention and control measures to avoid soil pollution, by following regulatory frameworks and best recognized industry practices. Additionally, we aim to improve air quality around operational sites. For more details, refer to Climate change chapter.

▶ OMV Petrom HSSE Directive and the Major Accidents Prevention Policy, as Annex

The OMV Petrom HSSE Directive requires all projects to be managed with comprehensive consideration of HSSE aspects throughout their entire lifecycle, from design to execution. This includes engineering facilities to meet safety

and environmental codes, conducting HSSE risk and impact assessments, and ensuring technical integrity and quality assurance. Through the HSSE Policy, as part of the Directive, we reduce our impact on the environment by minimizing pollution.

The Major Accident Prevention Policy, Annex to the HSSE Directive, sets out the principles for controlling major accident risks. It requires the identification and assessment of all major hazards, establishing risk controls to prevent major accidents and establishing feasible and viable mitigation measures to reduce consequences for people and the environment, regardless of likelihood. Measures are put in place to control and limit the impact if such events do occur. For more details, refer to Climate change chapter – details regarding the HSSE Directive.

▶ Environmental Management standard

Our Environmental Management standard aims to minimize environmental impacts from air emissions, and spill management across OMV Petrom operations. Air emissions, both from point sources and fugitive emissions, are systematically monitored or estimated, controlled, and minimized to mitigate potential human health effects and harm to the environment, following the precautionary principle and adhering to international best industry practices and/or Best Available Techniques (BAT). New developments, upgrades, or major changes in existing operations incorporate emissions reduction considerations at all decision-making phases through value improvement practices and engineering. Furthermore, we monitor and control air emissions using best practices. Spill prevention and control measures include hazard identification, risk assessment, and emergency response plans, with any spills managed, cleaned, and reported internally. For more details related to this Policy, refer to the Climate change chapter.

**[E2-2] Actions**

OMV Petrom continues to implement key projects aimed at preventing and mitigating negative impacts on air and soil quality.

In addition, process safety projects that also contribute to reducing pollution are presented in the Own Workforce chapter.

| Key action | Status | Expected outcome | Contribution to policy | Scope | Time horizon | CAPEX 2025 (mn RON) | CAPEX 2026-2030 (mn RON) | Related IRO |
|---|---|---|---|---|---|---|---|---|
| Pollution prevention | Actual & Planned | Reducing pollutants into air and soil and preventing process safety events | Pollution prevention and minimization of environmental impacts | OO | Mid-term | 91.2 | 378.3 | Pollution of soil coming from accidental hydrocarbon spills<br>The release of air pollutants from our own operations, supplier's activities or the use of our products negatively impacts air quality |

The CAPEX required to implement the actions taken in 2025 as shown in the table above is included in the Group total capital expenditure (CAPEX); for the reconciliation between Group's total CAPEX and additions according to statement of non-current assets (intangible and tangible assets) from

consolidated financial statements, refer to Director's Report chapter, section "Capital Expenditure (CAPEX).

Actions presented in the table are defined as those requiring CAPEX of EUR > 5 mn for their implementation. CAPEX includes additions to property, plant and equipment and to intangible assets (including IFRS 16 right-of-use assets) and expenditures for acquisitions as well as equity-accounted investments and other interest for pre-defined Sustainability CAPEX categories. Decommissioning assets, government grants and other additions that by definition are not considered capital expenditure are not included in gross CAPEX figures. Within the boundaries of applicable accounting standards, expenditure incurred during project implementation is generally capitalized, thus included in the CAPEX figures.

In addition to the above, OMV Petrom implements continuous measures that contribute to the prevention of pollution incidents and mitigation of their negative impacts. Such measures include:

- Risk Management

The Risk management framework of OMV Petrom sets the principles of safety and environmental risk management to ensure the protection of people, the environment, and company assets and business continuity.

We monitor emissions of pollutants in compliance with European and national regulations and the applicable environmental permits. If emissions exceed legal or permit limits, we take corrective measures.

The LDAR (Leak Detection and Repair) program, aligned with European regulations, aims to reduce our environmental impact by minimizing containment losses and associated air emissions. The program aims to prevent and control air pollution through measures to detect and address leaks, including fugitive leaks. This initiative contributes to environmental policy objectives by ensuring the prevention and control of air pollution and supporting sustainable operations.

The Tanks Modernization Program in Refinery aims to reduce volatile organic compound (VOC) emissions to air by upgrading tank systems to meet modern standards. This supports environmental policy objectives by preventing pollution, minimizing environmental impacts, and ensuring the efficient assets use.

Integrity programs and surface facilities optimization enhance the integrity of onshore and offshore equipment, such as pipelines, vessels, and tanks, to prevent loss of containment and pollution. By implementing risk assessments, corrosion management, equipment upgrades, and process optimizations, we reduce our environmental footprint and support our commitment to the environment policy objectives. We address asset integrity aspects that could lead to pollution through various actions, such as inspection programs, Pipeline Integrity Program and the Leak Safe Initiative. Our asset integrity programs focus on identifying and managing pollution risks, including crude oil spills and accidental gas releases. When a pollution risk is identified, we implement mitigation measures in line with our standards and local legislation. In 2025, we further enhanced our approach of risk-based, data-driven methodology to better manage pollution risks through the Leak Safe Initiative. Additionally, we automated some activities related to risk model for both tanks and pipelines, enabling more efficient and consistent identification and management of risks. This automation supports timely decision-making and enhances our ability to proactively mitigate potential pollution incidents. We improved pipeline integrity and management of corrosion risks by introducing non-metallic pipelines for gas services. This initiative reduces the risk of corrosion and supports our commitment to pipeline integrity.

## Metrics and targets

### [E2-3] Targets related to pollution

Pollution is primarily addressed in our HSSE Policy under our commitment to protect the environment by implementing our vision “Committed to Zero Harm – Protect People, Environment and Assets”, with specific focus on the area of minimizing our impact on the environment by minimizing environmental pollution factors. Due to the diversity of our operations and the different regulatory frameworks to which we are subject, we have not set consolidated targets at a Group level for specific air or soil pollutants.

We track the effectiveness of our actions by monitoring our performance using industry specific metrics for pollution monitoring, as required by legislation and described below in the metrics section.

Monitoring the performance related to pollution is not limited to direct indicators; it can also be assessed through correlated metrics such as greenhouse gas (GHG) emissions and process safety indicators. These interlinked measures provide a broader perspective on environmental performance, as improvements in operational safety and emission control often contribute to reducing air and soil pollution. For targets related to GHG emissions and Process

Safety Events rate, refer to E1 Climate change chapters and respectively S1 Own Workforce.

**[E2-4] Metrics related to pollution of air and soil**

The main air pollutants emitted during OMV Petrom's operations are sulfur oxides (SOx), nitrogen oxides (NOx), particulate matter (PM), non-methane volatile organic compounds (NM-VOC), heavy metals and benzene. These emissions arise from activities such as flaring, venting, fuel combustion, transportation, evaporation losses, fugitive emissions from tanks, equipment leaks, and process safety incidents.

For the pollutants to air listed in the table below, OMV Petrom employs the pollutant definitions as prescribed in the European Pollutant Release and Transfer Register (EPRTR) regulation.

### Pollutants emitted to air (kg/year)

| Pollutant | 2025 | 2024 |
|---|---|---|
| Non-methane volatile organic compounds (NMVOC) | 1,088,000 | 1,120,000 |
| Nitrogen oxides ($NOx/NO_2$) | 1,419,223 | 1,525,156 |
| Dust (PM10) | 53,000 | 59,000 |
| Sulfur oxides ($SOx/SO_2$) | 467,000 | 632,000 |
| Nickel and compounds (as Ni) | 98 | 103 |
| Cadmium and compounds (as Cd) | 19.5 | 20 |
| Benzene | n.a.[1] | n.a.[2] |

n.a.[1]- value under reporting threshold
n.a.[2] - In 2024, due to a system setting, data for benzene was presented as 0, however value was below the reporting threshold.

### Spills

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Spills occurred | Number | 1,572 | 2,194 |
| of which major (i.e., severity levels 3 to 5) | Number | 2 | 3 |
| Spills volume released | th l | 18 | 109 |

# Water

Water is an integral part of our operations. Freshwater is withdrawn from all types of sources (groundwater, surface water and public network) and is used in all business segments (E&P, R&M, G&P) mainly for technological processes including cooling, steam generation, drilling and injection (later being specific for E&P). Therefore, water is utilized in the entire flow, from drilling to final products distribution and electricity generation.

All water effluents are treated in line with legal requirements prior to discharge into public sewage systems or surface water bodies.

Produced water, a by-product of the oil and gas extraction process, is managed in line with our HSSE policy and the resource management hierarchy, which prioritizes reuse through reinjection into hydrocarbon reservoirs (95%), while the remaining volume (5%) is treated before being discharged in compliance with legal requirements. As such, the impact of OMV Petrom operations across all its business segments results in withdrawal and consumption of significant volumes of freshwater, with the potential to impact both communities and other local businesses that depend on shared water resources.

### Our material impact that underpins the disclosures in this chapter

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| Impact water availability for other uses through water withdrawal and consumption (particularly for water stressed areas) | Pot | Negative impact | OO | ▶ Code of Conduct<br>▶ Environmental Management Standard |

OO Own Operations;

### Impact, risk and opportunity management

**[E3-1] Policies**

▶ Code of Conduct

In line with our Code of Conduct, we respect water as a limited resource and focus on its sustainable and efficient use. We respect stakeholders' rights to water, especially local communities, and minimize our impact by reducing freshwater withdrawals.

▶ Environmental Management standard

This internal regulation defines minimum environmental management requirements for OMV Petrom Group, establishing environmental risk assessments and minimum performance requirements for water management. All our activities must use water efficiently and minimize impacts on the environment and local communities. The Standard requires environmental impact assessments (EIAs) for all projects to identify, avoid, mitigate, and manage potential impacts on water. These assessments address environmental risks, with a focus on preserving water quality and preventing water stress and are supported by internal governance processes that ensure compliance with regulatory requirements.

OMV Petrom integrates water management into HSSE policies across the full business lifecycle, including projects, procurement, and contracts. Environmental impacts, including those related to water, are assessed in projects, such as for instance through Environmental Risk and Impact studies. Standards for Supplier Performance and Contractor Management further reinforce water and environmental sustainability across the supply chain and contract lifecycle.

**[E3-2] Actions**

**Minimizing water withdrawal and process optimization**

Over the last years we have implemented several Best Available Technology (BAT) measures to minimize freshwater withdrawal and promote sustainable water treatment and reuse. These include operational

simplification, increased water recirculation (e.g., Brazi power plant), use of desalinated seawater (e.g., Petromar), installation of recirculating cooling systems, or introduction of alternative cooling agents (air or glycol) instead of water (e.g., Bustuchin compressor station), equipment upgrade, and continuous maintenance to reduce water loss and optimized pipeline routes for water supply.

In 2025, the Exploration & Production segment, continued technical improvements for integrity and optimization of our facilities including water systems, thus preventing losses and enhancing operational efficiency. This systematic approach will continue as part of our long-term water management efforts.

Water efficiency improvement, in general, is integrated part of energy-efficiency programs, as well as of modernization/optimization/rehabilitation projects. In 2025 there are no standalone projects dedicated exclusively to improve water use efficiency.

**Site-level water management plans**

In line with our environmental policies requirements, existing water management plans for all operational sites are updated annually, aiming to improve water efficiency. These plans cover key aspects of water management, including scope and objectives, applicable legislation, water sources and discharges, water mapping and balance, water transport and treatment systems, water significant risks with mitigation measures, and water conservation actions. All sites are expected to assess water-related risks and opportunities at a river-basin scale, maintain detailed water balance accounts and implement measures to address identified material risks.

No significant CAPEX was required in 2025 for the implementation of water-related measures. Consequently, this topic is not reflected in the financial statements.

**Water risks**

OMV Petrom regularly assesses water-related risks using internationally recognized tools, such as Verisk Maplecroft's Water Stress Index (indicating low average water stress at the country level) and WRI's Aqueduct Country Rankings, where the Baseline Water Stress Indicator also reflects low stress. In addition, internal risk assessments are conducted periodically to identify actual and potential material water-related impacts, risks, and opportunities across our operations.

In 2025, OMV Petrom completed a comprehensive water risk assessment using the WWF Water Risk Filter, covering basin and operational water risks across its relevant sites, with active involvement from environmental experts in each business area. This process helped identify priority sites facing operational water risks, monitor water performance, and define targeted actions to improve efficiency, reduce water consumption, and promote circularity. The resulted insights are intended to support the company in setting informed, context-based water targets.

## Metrics and targets

**[E3-3] Targets related to water**

We monitor freshwater intensity across our operations to support our ambition to reduce freshwater use, and we are further considering setting water-related targets based on the comprehensive water risk analysis initiated in 2025. While no specific targets for water have been set, we aim to reduce freshwater withdrawal and improve wastewater quality.

Progress is tracked through year-on-year reductions in freshwater withdrawal and internal benchmarking of overall freshwater intensity against industry benchmarks (e.g. IOGP, Refinery BREF, etc.).

**[E3-4] Metrics related to water consumption**

We use the following metrics to monitor our performance in relation to our material impact concerning water consumption:

## Water Data[1] (c.m.)

| | 2025 | 2024 |
|---|---|---|
| Water Withdrawn[2] | 30,347,087 | 15,798,334 |
| thereof freshwater | 16,269,631 | 15,788,943 |
| thereof seawater[2] | 14,077,456 | 9,391 |
| Water discharged[2] | 20,332,018 | 6,180,365 |
| Water consumption | 10,015,069 | 9,617,969 |
| Water recycled and reused[3] | 2,185,772 | 2,301,428 |
| Water recirculated[3] | 325,548,460 | 305,653,023 |
| Produced water generated | 29,505,001 | 33,476,960 |

[1] In 2025, water metrics were adjusted to exclude produced water from water balance figures. 2024 figures were also adjusted accordingly, with produced water fully excluded from water balance.
[2] In 2025, the increase in water withdrawal, seawater and discharge volumes is driven by the offshore drilling activities within Neptun Deep project.
[3] Up to 2024, the volumes reported as "water recycled and reused" included water recirculated within heat transfer systems. From 2025 onward, these streams are disclosed separately to ensure methodological alignment and consistency.

## Water intensity* (c.m/mn EUR)

| | 2025 | 2024 |
|---|---|---|
| Water intensity (water consumption, in c.m./mn EUR net revenue) | 1,380 | 1,338 |

*In 2025, produced water was excluded from the water balance and the 2024 figures were adjusted accordingly.

## Biodiversity and ecosystems

Taking into consideration the industry we operate in, we acknowledge that our own operations can have a potential material negative impact on biodiversity and ecosystems, resulting from land use change, water and resource use and pollutant releases. We also acknowledge that some of our operations are located within one-kilometer buffer to Natural Protected Areas (NPAs). In the long term, our activities can lead to indirect and cumulative impacts on biodiversity and ecosystems services by limiting the availability, accessibility, or quality of natural resources, in turn adversely impacting the well-being and livelihoods of local communities.

### Material impact and its interaction with strategy and business model

Our biodiversity management aligns with our HSSE Strategy 2030, launched in late 2023, which aims to protect people and nature while respecting planetary boundaries. In this direction, the specific biodiversity aim is for net positive impact in new operated projects in sensitive areas. We also commit to restoring the used land and bringing it back to its original condition at the end of our operations, as outlined in our HSSE Policy and in accordance with have the legal obligations.

In 2025, we conducted a comprehensive corporate screening exercise taking into consideration several criteria for prioritization of local biodiversity-sensitive areas, resulting in identifying 7 priority operational sites for a future LEAP (Locate, Evaluate, Analyze, Prepare) assessment at local level. As per management decision, these priority sites in focus are planned to complete the local Biodiversity and Ecosystem Services (BES) assessments in 2026, considering local and national public acknowledgement of the state of nature. This ongoing assessment will be crucial for analyzing the resilience of our business model and strategy.

### Policies

OMV Petrom's policies in place lay down specific commitments to managing biodiversity impacts and protecting the environment. Our Code of Conduct and Environmental Management Standard (EMS) apply to all our operational sites and include a wide range of environmental impacts:

- Code of Conduct

The Code of Conduct underpins our commitment to preserving and restoring biodiversity as well as land and marine ecosystems in alignment with the post-2020 Global Biodiversity Framework (GBF). We apply the mitigation hierarchy, with priority given to avoidance and minimization over restoration and offsetting. We collaborate with business partners to ensure value chain activities support biodiversity preservation, enforcing our commitments through HSSE-linked contractual conditions, making compliance mandatory and holding all parties accountable.

- Environmental Management Standard (EMS)

The EMS establishes criteria for an environmental management system focused on compliance with laws, minimizing environmental impacts, and employing best practices. It mandates that all OMV Petrom Group activities minimize disturbances to local plant diversity and wildlife, potentially requiring adjustments like rerouting pipelines and implementing erosion control.

Biodiversity and ecosystem services screenings are required to identify threats to species and ecosystems. If significant impacts are anticipated, a biodiversity action plan must be integrated into the Environmental Management Plan, addressing social, regulatory, and ecosystem contexts, partnerships, baseline surveys, impact assessments, and conservation measures. The standard outlines a hierarchy for biodiversity protection: avoid, minimize, restore, and offset impacts.

### Actions

In 2025, a key action to identify, prevent, and mitigate negative impacts on biodiversity involved continuing the comprehensive Evaluation and Assessment of Biodiversity aspects based on the LEAP approach, by conducting a screening of relevant assets at Group level, which will be assessed in 2026.

During the *Locate* step (undertaken in 2024), OMV Petrom sites underwent geospatial analysis to prioritize locations based on ecosystem integrity and biodiversity significance. Various biodiversity data layers were used, provided by IBAT (Integrated Biodiversity Assessment Tool) (layers on protected areas, key biodiversity areas and IUCN – International Union for Conservation of Nature - red listed

species), as well as freely available layers (ESRI - Environmental Systems Research Institute - Land cover), mean species abundance and water stress.

In the *Evaluate* step, a corporate-level screening for impacts and dependencies' register was created by aligning OMV Petrom's activities with data from the TNFD – Task Force on Nature-related Financial Disclosures sector guidance and ENCORE tool. This register serves as a foundation for site-level BES assessments, correlating impact drivers with effects on species, habitats, and ecosystems. Site-level impacts are rated by scoring the magnitude of nature impacts and receptor sensitivity.

The Evaluate phase results inform the *Assess* phase. In 2025, OMV Petrom conducted a corporate-level screening of all E&P operational sites to prioritize biodiversity-sensitive areas. This evaluation identified key sites for future BES assessments, helping establish a baseline for biodiversity management and guiding further planning.

In the *Prepare* phase, efforts will focus on disclosure readiness, developing metrics and targets, updating the biodiversity policy, and creating a roadmap for further implementation.

Other key measures that address the potential negative impact on biodiversity include site-level assessments and biodiversity action plans, as defined in our Environmental Management Standard. Our EMS provides measures for Biodiversity and Ecosystems Screenings (BES), which are expected to guide us in developing Biodiversity Action Plans (BAPs), guided by the mitigation hierarchy, for the actual operations and projects with significant impacts or risks. Since the LEAP assessment is still in progress, action plans have not yet been defined, which will explore relevant local knowledge, as well as potential nature-based solutions.

### Targets

To establish relevant targets, a systematic approach based on international frameworks like TNFD is essential. Our LEAP assessment will serve as the basis for developing ESRS-aligned targets. Currently, we monitor the effectiveness of biodiversity policies and actions through regular assessments of sites in biodiversity-sensitive areas and the progress of the LEAP evaluation.

### Metrics

Our previous geospatial analysis revealed that several OMV Petrom sites are located within or near biodiversity areas. For determining a clear materiality of specific locations, we will rely on the results of the LEAP assessment guided by TNFD, while also considering local and national public acknowledgement of the state of nature for each regional area.

OMV Petrom operates inside or near various types of biodiversity-sensitive areas, such as NPAs (National Protected Areas), Natura 2000 and KBAs (Key Biodiversity Areas), as revealed by the geospatial analysis. The table below provides an overview of OMV Petrom sites located near biodiversity-sensitive areas; however, it does not imply that our operations have negative impacts in these locations. As the LEAP assessment is still in progress, we have not yet established whether our activities adversely affect biodiversity-sensitive areas.

The metrics below are disclosed voluntarily as they contribute to our overall ambition of preserving and restoring biodiversity and ecosystems.

**Sites located in or near biodiversity-sensitive areas in aggregated form**

| Location | Types of biodiversity sensitive areas | Area of sites in or near biodiversity-sensitive areas (ha) |
|---|---|---|
| RO | NPAs (National Protected Areas) Natura 2000, KBAs (Key Biodiversity Areas) | 286 |

# Social information

| | |
|---|---|
| OWN WORKFORCE | **141** |
| WORKERS IN THE VALUE CHAIN | **157** |
| AFFECTED COMMUNITIES | **160** |

## Own workforce

OMV Petrom's sustainable business is built on trustworthy labor relations, on employees' engagement and commitment. We aim for good employment conditions, fair and equal labor relations favorable to performance and healthy relations among employees and employer. We prioritize the health and safety of our employees and constantly take measures to prevent or mitigate adverse impacts from our operations.

We operate according to our fundamental responsibilities in upholding human rights and labor rights. Our personnel policy supports long-term employment, flexible working conditions, well-paid jobs and development opportunities. Recognizing the significance of job security for individuals, society, and the region, we fulfill our responsibilities through contingency planning. The projects and programs sustaining the company's development are conceived and executed based on participative management and in constant alignment with employees' representatives on aspects that may affect employee's interests.

**Our material impacts, risks and opportunities that underpin the disclosures in this chapter**

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| Exposure to chemicals, pollutants, constant noise, light, other stressors as well as low to severe injuries, with short to long term effect or even fatalities, due to operational profile | Pot | Negative impact | OO | ▶ HSSE Directive including HSSE Policy, and Major Accident Prevention Policy<br>▶ HSSE Risk Management Standard<br>▶ Occupational Safety Management Standard<br>▶ Process Safety Management Standard<br>▶ Health Management Standard |
| Provision of medical healthcare services, training, awareness programs and regular medical check-ups | Act | Positive impact | OO | |
| Workplace injuries that may result in individual work days lost and decrease of productivity | N/A | Risk | OO | |
| Supporting the workforce by offering career opportunities, long-term employment, flexible working conditions, upskilling, various benefits and well-paid employment | Act | Positive impact | OO | ▶ Code of Conduct<br>▶ HR Directive<br>▶ CLA & related processes, Internal Regulation<br>▶ Personnel Relocation Standard<br>▶ Teleworking Procedure<br>▶ Commuting procedure |
| Maintain competitiveness on the local market as attractive employer and trusted business partner by providing adequate wages and secure | N/A | Opportunity | OO | ▶ Code of Conduct<br>▶ HR Directive<br>▶ CLA & related processes, Internal Regulation<br>▶ Personnel Relocation Standard |

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| employment for our own workforce, as well as decent pay and working conditions for external collaborators | | | | ▶ Teleworking Procedure<br>▶ Commuting procedure<br>▶ Idea Management |
| Providing comprehensive training programs to result in a highly skilled and knowledgeable workforce | Act | Positive impact | OO | ▶ Code of Conduct |
| Strengthen company performance through continuous workforce development, fostering new expertise and diverse contributions to adapt to evolving market demands | N/A | Opportunity | OO | ▶ Code of Conduct |

OO Own Operations;

## Strategy

**[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model**

OMV Petrom's Strategy 2030 commits us to a lower-carbon future, linking workforce impacts to our business model and plans. The People & Culture and HSSE Strategies are enablers in achieving OMV Petrom's Purpose and Strategy. The company constantly strives to advance positive impacts on its own workforce, related to working conditions offered, their physical and mental wellbeing, development opportunities and healthcare services. At the same time, we are aware that the high-hazard impact industry where we operate in comes with increased safety risks, and as such we foster a company culture where HSSE shapes decision-making at every level.

Within our double materiality assessment, we identified the need to maintain competitiveness as an attractive employer and trusted business partner by offering adequate wages, secure employment, and decent working conditions for both our own workforce and external collaborators. OMV Petrom remains a reliable employer, offering flexible jobs, skills development, attracting diverse talent and upskilling/reskilling, leading to better paid jobs. These positive impacts are present throughout OMV Petrom's operations and align with the exemplary labour practices in Europe.

Additionally, a culture of continuous learning, focused on digital and technical proficiency as well on transformational leadership capabilities, is one of the main pillars OMV Petrom relies on to deliver sustainable performance in its transition to low and zero carbon objectives. The company aims at shaping an adaptable, innovative, efficient, and resilient organization, based on modern structures that function with lean processes, using efficient interfaces and digital solutions, which are adapted to an industry transitioning to Low carbon and renewable business solutions.

The company's traditional people culture is built on long-term employment, job security, professional mobility and continuous development, with adequate wages and dedicated benefits that maintain competitiveness. The opportunity to provide adequate wages arises from the dependency on a motivated workforce. By aligning salaries with locally applicable decent living wage standards and considering factors like macroeconomic indexes, OMV Petrom promotes fair working practices, internal equity and enhances employee financial well-being, engagement and motivation.

The training and development opportunity stems from the company's dependency on a skilled and knowledgeable workforce. Workforce aging, geographic distribution and challenging working conditions are addressed by attracting and retaining young talent through active collaboration with vocational schools and universities. We strengthen company performance through continuous workforce development, fostering new expertise and diverse contributions to meet evolving market demands. Comprehensive training

programs build a highly skilled and knowledgeable workforce, enhancing efficiency, safety, and innovation, as well the customer experience through high-quality service delivery which in turn strengthens the company's reputation.

OMV Petrom implements health and safety measures to safeguard its employees and maintain the continuity and effectiveness of its operations and thus mitigate the risk related to workplace injuries. Our strategy and business model embed clear health and safety considerations, based on rigorous safety protocols, continuous training, implementation of advanced safety technologies and provision of comprehensive healthcare services.

OMV Petrom's material risks and opportunities pertaining to own workforce do not result from impacts and dependencies on specific groups of people.

All people in our own workforce who could be materially impacted by OMV Petrom are included in the scope of disclosure under this chapter. These include directly employed specialized staff (own employees), and leased personnel (non-employees) which are employed, when necessary, based on specific business needs.

The company has identified one potential material negative impact related to Health & Safety, presented in the table above. This impact is related to individual incidents that may impact a specific location / operation / period.

OMV Petrom's labor rights and practices stem from the applicable collective bargaining agreement and freedom of association, which serve as a stability pillar and key driver of the positive employee impact. The 2024-2025 collective labour agreement sets the company minimum wage, the general salary increases, and additional benefits related to commuting, relocation and increments related to working conditions, ensuring secure employment and predictability through social dialogue, and extending equivalent rights to leased personnel. The high trade union affiliation contributes to the enterprise stability and sustainability, social harmony, and to a performance-oriented culture.

OMV Petrom commitment to workforce development is implemented via comprehensive training and annual reviews build a skilled, knowledgeable, and diverse workforce, strengthening performance and facilitates adaptation to market demands, with emphasis on digital, technical, and leadership skills.

Education also raises awareness of workplace risks and control measures, enabling workers and managers to operate more safely. This educational aspect is detailed in the Group Standard "HSSE Awareness and Competencies", which specifies the HSSE training prerequisites for different categories of employees. The new "Transformational Leadership Competencies" were developed to complete the business transformational framework and define the behaviors expected from company leaders across the Group. Our health services, programs (such as the Private Health Insurance program), and campaigns target major health conditions, while raising awareness, promoting health, and preventing health conditions.

As OMV Petrom transitions to low-carbon business models, new skills are needed for emerging areas such as CCS or hydrogen, while leveraging existing expertise remains vital. The company supports job security through contingency planning and constructive dialogue during organizational changes. Digitalization and automation across operations create new roles and enable remote work, attracting diverse talent and offering upskilling opportunities for current employees. Partnerships with vocational schools and universities support the creation of a reliable and up-to-date pipeline of specialists aligned with the company's strategy.

OMV Petrom has no operations at significant risk of incidents of forced labour or compulsory labour. Forced labour or compulsory labour is banned and punishable by law in Romania, the country where our significant operations are focused. Additionally, the company has no operations at significant risk of incidents of child labour. The company's major operations are in Romania, which has ratified the most relevant treaties regarding labour rights (e.g. Abolition of Forced Labour Convention No. 105, Minimum Age Convention No. 138) and its domestic legislation is robust (e.g. the minimum age for employment is not less than 15, hazardous work is prohibited for people aged under 18 and the law provides a comprehensive prohibition of the worst forms of child labour). Additionally, the Human Rights Matrix addresses forced labour and child labour, which are also topics covered through human rights training for all employees.

OMV Petrom identifies women and young employees as vulnerable groups within its workforce, particularly in traditionally male-dominated roles such as blue-collar roles as well as in geographic areas of operations where working conditions are less attractive to young people. To gain an understanding of their needs and to support their inclusion and job security, the company ensures open communication with its employees and their representatives under social dialogue, monitors feedback through the grievance mechanism and seeks mutually beneficial solutions via collective negotiations and good implementation of the existing processes. Moreover, we foster an inclusive culture

through the implementation of anti-discrimination regulations and initiatives that celebrate diversity. We transform traditionally male-dominated jobs for women and young experts through technologization, digitalization and automation, thus creating a larger pipeline of diverse workforce, alleviating eventual generational and gender gaps.

## Impact, risk and opportunity management

### [S1-1] Policies related to own workforce

Our impacts, risks and opportunities are considered in our internal regulations, with the goal of setting clear and transparent rules, as part of our management system. These regulations include:

▶ Code of Conduct

The OMV Petrom Group Code of Conduct serves as a compulsory conduct guideline applicable to all our employees. It lays down OMV Petrom's specific commitments on transition to low carbon business, running re-sponsible operations, fostering people and communities, ethical business practices, corporate values and existing reporting channels. For more details, please refer to the Climate change chapter.

▶ HSSE Directive

The OMV Petrom HSSE Directive establishes the principles and rules for managing Health, Safety, Security & Resilience, and Environment (HSSE) across all stages of the company's business and activities, including capital projects and mergers and acquisitions. It serves as a framework for managing HSSE aspects with the aim of safeguarding people, the environment, assets, and the company's reputation, in accordance with OMV Petrom's HSSE Policy and its vision and mission of "Committed to Zero Harm – Protect People, Environment and Assets". For more details, please refer to the Climate change chapter.

▶ HSSE Policy

The HSSE Policy states that the long-term business success of OMV Petrom depends on its ability to continually improve and ensure the quality of its activities, products, processes, and services while protecting people, environment, assets and reputation; therefore, health, safety, security, environment (HSSE) are integral parts of the business. The policy covers OMV Petrom Group. The Executive Board of OMV Petrom is the most senior level accountable for the implementation of the HSSE Policy. The requirements of the HSSE Policy are communicated through internal platforms, including training when major revisions of the HSSE Policy are undertaken.

▶ Major Accident Prevention Policy

This policy is part of the HSSE Directive and outlines OMV Petrom's overall aims and arrangements for controlling major accident risks in its operations, detailing how these objectives are achieved and the specific measures implemented across the organization. Central to this policy is OMV Petrom's commitment to cultivating a strong safety culture that ensures a high likelihood of maintaining the safety and continuity of operations. For more details, please see the information regarding the HSSE Directive in the Climate change chapter.

▶ HSSE Risk Management Standard

The HSSE Risk Management Standard is part of the HSSE Directive and establishes the framework and minimum requirements for managing HSSE risks at OMV Petrom. Effective HSSE risk management supports decision-making, is integral to handling changes (including temporary ones) and ensures that every decision considers risk. Managing HSSE risks enables OMV Petrom to pursue opportunities while prioritizing the protection of people, the environment, and assets to maintain business integrity. This standard's objectives include defining a process for identifying, assessing, controlling, documenting, and communicating HSSE risks. For more details, please see the information regarding the HSSE Directive in the Climate change chapter.

▶ Process Safety Management Standard

The Process Safety Management (PSM) Standard provides a framework for implementing and maintaining effective process safety regulations, supporting the development, execution, and review of detailed standards and procedures governing process safety activities and systems. PSM is embedded within the overall Group HSSE management, employing uniform instructions, practices, and specifications to achieve safe and reliable production. Key components include organizational structure, resources, management processes, personnel and equipment performance, safety culture, and documented regulations and practices. This standard applies to OMV Petrom SA and its fully consolidated subsidiaries. Senior Management, including Managing Directors, General Managers, or Affiliate Directors, holds accountability for implementing the standard. Standard requirements are communicated through internal channels like the internal regulations' platform, with training provided upon major revisions. Additionally, requirements are included in the tendering process during

the pre-award phase as part of Minimum HSSE Requirements and reinforced through Bridging Documents during Contract Execution.

▶ Occupational Safety Management Standard

This Standard defines the minimum requirements for effective occupational safety management in OMV Petrom. Occupational safety management is an integral part of the overall approach to managing HSSE and includes the systematic use of uniform instructions, practices and specifications aimed at achieving and maintaining safe work. The fundamental components include organization, resources, management processes, people and equipment performance, the prevailing safety culture along with documented regulations and practices. The aim of Occupational Safety Management is to enable the organization to improve occupational safety practices, behavior and performance. The Standard covers OMV Petrom Group. Each line manager in their area of responsibility is accountable for the implementation of the standard. The requirements of the Occupational Safety Management Standard are communicated through internal platforms, including training when major revisions of the standard are undertaken.

▶ Health Management Standard

This regulation defines the minimum requirements for health protection and promotion within the OMV Petrom Group. The purpose of this Group Standard is to describe the main principles, the roles and responsibilities as well as the communication protocols within OMV Petrom Group, providing a framework for managing all health-related aspects and ensuring collaboration with other HSSE specialists. The scope of the policy, accountability for the implementation of the policy and methods for making the policy available to stakeholders are the same as for the Occupational Safety Management Standard.

▶ P&C (HR) Directive

The Directive outlines the organizational structure and overview on People & Culture ("P&C") functions responsible for the diligent implementation of all people processes, in line with OMV Petrom's strategy. Its annexes cover aspects such as business ethics, non-discrimination and equal opportunities, anti-harassment standards, as well as the transparent process for handling labour-related grievances. The regulation helps mitigate reputational risks and ensures a transparent communication channel for complaints. The Directive applies at Group level, ensuring aggregated and unified responsibilities throughout OMV Petrom Group, while also addressing specific local competencies. The P&C Vice president is accountable for the implementation of the Directive. The regulation is aligned with European and local legislation and best practices and is available on the company Intranet and the communication channel as part of the Integrity platform.

▶ Collective Labour Agreement (CLA) and related processes, Internal Regulation and Related Guidelines

These regulations encompass most wage-related articles, including minimum wage and total remuneration. The CLA includes provisions for long-term employment, internal job opportunities (vacancies), flexible working solutions (workplace, working time, rest time), work-life balance benefits, and aspects related to secure employment (income compensation during medical leaves, in case of job loss, in case of work incapacity). These regulations form OMV Petrom's Employer of Choice offer by providing competitive salaries and good working conditions, and opportunities. The regulations primarily apply to all employees meeting the conditions described therein, with some aspects tailored to certain working conditions, jobs or business areas, mostly for retention purposes. EB Members are accountable for the implementation of these regulations, which adhere to market best practices. Availability is ensured through the company Intranet.

▶ Personnel Relocation Standard

The Standard addresses job opportunities driven by the enterprise or employees, supported by relocation and commuting benefits (paid days off, incentives, accommodation arrangements) for employees and their family members. This Standard supports all employees meeting certain conditions. All senior managers are mainly accountable for implementing this Standard, which aligns with market best practices. The method for making the Standard available to stakeholders is the same as for the CLA and related processes, Internal Regulation and Related Guidelines.

▶ Teleworking Procedure

The procedure addresses the implementation of new ways of working, including the possibility of working remotely from home locations, and aims to increase labour relations flexibility and enhance work-life balance for all employees, while remaining accountable for day-to-day tasks and responsibilities. Responsibility for the implementation of this procedure lies with the EB member. The procedure adheres to market best practices and European standards. The method for making the Procedure available to stakeholders

is the same as for the CLA and related processes, Internal Regulation and Related Guidelines.

▶ Commuting Procedure

The Procedure addresses the simplification of commuting conditions and reimbursement. It supports commuting to and from workplaces to home locations for all employees that meet the conditions, considering even low carbon fuels reimbursement for the purpose of this financial support. Responsibility for the implementation of this procedure lies with the managers of each department where the employees are part of. The method for making the Procedure available to stakeholders is the same as for the CLA & related processes, Internal Regulation and Related Guidelines.

▶ Idea Management

The purpose of this regulation is to ensure capturing, developing and rewarding valuable ideas from across the organization, consistently providing support for employees at all levels by rewards (bonuses) paid for successfully implemented ideas evaluated based on an estimation methodology. EB Members are accountable for the implementation of these regulations. Availability is ensured through the company Intranet.

The Human Rights Policy Statement outlines the company's commitment to maintaining human rights in its business operations. This commitment is a guiding principle for handling human rights issues in its daily business matters, comprising specific obligations like workers' rights, protective measures, vulnerable groups as well as the Due Diligence Process in place. OMV Petrom Group is committed to respecting the human rights and labor rights of all employees, as outlined in the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The company constantly informs and consults with employee representatives regarding developments in its activities that may affect their interests. All details of the collective bargaining agreement are communicated through OMV Petrom's internal platform. MySF and Employee Self-Service are internal applications used for P&C and personnel administration, available for direct communication with employees, while the Group Companies continue efforts to develop and implement people processes assisted by systems, including AI.

OMV Petrom's grievance mechanisms are a key tool for preventing and managing actual or perceived negative impacts on local communities, employees, and other stakeholders. For more details regarding our grievance mechanism, refer to the [S1-3] Processes to remediate negative impacts and channels for own workforce to raise concerns section of this chapter.

Following the UN Guiding Principles on Business and Human Rights, the Human Rights Due Diligence Process involves four key steps: evaluating both current and potential human rights impacts linked to the company; integrating and acting upon the findings; monitoring the effectiveness of the company's actions and communicating on how these impacts are being addressed. The company is committed to a rightsholders' perspective, ensuring that any genuine or potential impact on our stakeholders' rights is professionally examined and acted upon accordingly by making use of external resources and expertise in particular impacted groups.

Having signed the UN Global Compact, we are fully committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The HSSE Directive provides a framework for how OMV Petrom manages all HSSE aspects to protect people, environment, assets and reputation in line with its HSSE Policy and Major Accident Prevention Policy and in view of its HSSE Vision and Mission "Committed to Zero Harm - Protect People, Environment and Assets".

Principles on non-discrimination, equal opportunities, and prevention of harassment are subject to multiple regulations that establish interdictions, specific obligations and corrective measures and non-retaliation. Such regulations include the P&C Directive which is managed at local level through the CLA & Internal Regulation. Any conduct related to the above aspects can be reported by employees via the Integrity Platform and are treated under established grievance mechanisms. When necessary, such cases may lead to disciplinary measures in accordance with existing processes.

The Code of Conduct and Human Rights Policy Statement also affirm OMV Petrom's commitment to equality and non-discrimination regardless of race, gender, sexual identity, age, color, nationality, genetic features, language, religion or belief, political or any other opinion, ethnic or social origin, indigenous origin, property, family status, disability, health status, including mental health, or any other status.

Positive action measures support vulnerable groups (such as women and young people, pregnant women in the context of working conditions) in line with the CLA and Internal Regulation provisions. These include:

- Advancing equal opportunity: being mindful of gender equality in recruitment, hiring, and promotion practices.
- Supportive programs for career development and advancement for women, work-life balance, maternity and parenting.
- Protective working conditions/interdictions to expose to difficult working conditions for young employees and women.

Such non-discrimination, equal chances, non-harassment and non-retaliation principles are implemented via the grievance mechanism, the Disciplinary Misconduct process and regulation, training and awareness and monitoring and evaluation

**[S1-2] Processes for engaging with own workforce and workers' representatives about impacts**

OMV Petrom informs, consults and aligns with employee representatives regarding developments in the company's activities that may affect their interests, on policies, regulations and procedures that may impact employee relations. Such aspects include working time/rest time general models, rules and principles for granting important benefits, important changes of activities and jobs and their implications on people, reorganization and restructuring related mitigation and attenuation measures.

Direct engagement occurs through Pulse Check and also at employee events with Executive Board members and other senior management. On safety, direct engagement occurs through the HSSE Walks that all managers are encouraged to perform for an open and structured dialogue about working conditions and safety culture. Quarterly Health and Safety Committees at different organizational levels also enable consultation and cooperation between employer and employees.

Constant information, consultation and alignment between employer and employees' representatives/trade unions existing at employer level is ensured to include employees' perspective into business decisions depending on the type of topic (negotiations, interpretation, and implementation of the CLA, strategic measures concerning employees, projects and initiatives, daily business). The People and Culture (P&C) teams actively keep leaders and employees informed. The P&C operating model and integrated project approach involves concept proposal by relevant function, followed by feedback integration from various stakeholders, ensuring both co-creation of tools and high adaptation to organizational needs, thus resulting in more efficient people processes.

Social dialogue occurs on a regular basis or in response to specific events at multiple organizational levels, including the Supervisory Board (SB), Executive Board (EB), individual EB members, or specific business areas and is supported by a dedicated structure within People & Culture. In terms of health and safety, line management is responsible for transparent communication with employees about safety performance, insights gained from past experiences, potential risks and opportunities for enhancement, within their areas of responsibility.

The current CLA provides employees with the most important market trends, such as ethical labour relations, flexible working conditions, simplification, work-life balance, low carbon. This agreement allows the company to gain valuable insights into the perspectives of own workforce, ensuring that their human rights are respected, and their evolving needs are met.

At the end of each collective negotiation process, effective social dialogue within OMV Petrom and companies within Petrom Group is facilitated through the closing of the CLA and smooth implementation of the deriving processes, some of them requiring trade unions involvement, in all forms (information, consultation, agreement), depending on the topic. The social dialogue is deployed regularly through events at all levels of the company, covering all business areas. Written communication with trade unions is monitored and addressed, aiming to support a fair and transparent social dialogue and to monitor the effectiveness of engagement within the company.

The Pulse Check, part of OMV Petrom's Speak-up culture, encourages employees to express their feedback within a safe and anonymous environment, via a dedicated platform. After the 2024 survey, due to dynamic change environment and successive transformation projects, it was decided that a new Pulse Check survey to be conducted based on new relevant indicators, and this is subject to further development. In the meantime, we will continue to implement the measures agreed upon following the latest survey.

With regards to safety, OMV Petrom fosters a culture of open reporting and learning, encouraging employees to intervene, to stop unsafe work, to speak up, and feedback is always welcomed. Positive contributions to HSSE are recognized and rewarded and fair and transparent

consequences for rule violations are applied. Additionally, walkarounds are performed to encourage direct engagement.

Steps have been taken to gain insights of generations, women and disabled employees', by:

- Identification of vulnerable groups
- Tailored engagement initiatives, such as themed celebration days and dedicated workshops, allowing employees to connect, exchange ideas and share own perspectives, ultimately enhancing teamwork and mutual understanding.
- „New Technologies & AI" roundtable allowed colleagues from different generations, form Baby Boomers to Gen Z to interconnect and share their knowledge and expectations.
- Collaboration with workers' representatives
- Training and awareness programs & campaigns for employees and leaders
- Feedback mechanisms

**[S1-3] Processes to remediate negative impacts and channels for own workforce to raise concerns**

Our aim is to assess all complaints received and to handle them with the involvement of dedicated roles and experts. Health & Safety is a subcategory of the social category defined under the grievance mechanism.

Human rights issues, health and safety claims, and complaints are addressed through channels such as the Work Health and Safety Committee (CSSM), Synergi, and PetrOmbudsman.

Our Grievance Management Process is integrated into the Compliance Management System and ensures compliance with applicable legal provisions and internal regulations. Additional channels to raise concerns include Whistleblowing channels, including the Integrity Platform (with a dedicated partition for labour-related complaints), Ethics helpline, dedicated email address, direct contact with the Compliance department, and the PetrOmbudsman Department. PetrOmbudsman allows employees in Romania, Moldova, Bulgaria and Serbia to raise concerns and receive counselling in an informal and confidential set-up and helps people improve their soft skills and develop healthy and sustainable working relationships.

To ensure accessibility, whistleblowing channels are quarterly promoted through flyers attached to pay slips and are complemented by other communication channels such as email, Employees' Front Desk, Intranet via Newsletters and Blogs.

OMV Petrom's approach to track and monitor issues raised includes the following steps: registering the number of grievances by category; measuring the number of received grievances versus the number of resolved grievances, measuring the number of grievances resolved through remediation. Every grievance is investigated and resolved non-judicially. The Compliance department audits the contents of the database to ensure data accuracy and, where applicable, makes recommendations for improvement. The Whistleblowing Directive and P&C Directive also ensure that reports or incidents are investigated by personnel who are separated from the chain of management involved in the matter.

A Group-wide "Speak-up" channel is used to assess the level of speak-up culture within the Group. Where necessary, a deep dive into Employees' opinions may be performed via local/structure-related surveys to help gain a deeper understanding of specific needs and solutions.

OMV Petrom runs constant awareness campaigns on the importance of whistleblowing. As such, a dedicated topic on whistleblowing was emphasized during the business ethics trainings, and info-screen messages were posted to encourage people to report observed misconduct.

OMV Petrom's internal Whistleblowing Directive and the P&C Directive stipulate the "no retaliation" policy aiming at protecting individuals who report misconducts in good faith and outline methods for employees and external workers to make confidential and anonymous whistleblower complaints.

**[S1-4] Actions**

OMV Petrom takes actions to address material negative and positive impacts, and to manage material risks and pursue material opportunities related to its own workforce. The list of actions taken or planned by the company in this regard is presented below.

**Safety**

OMV Petrom has adopted actions to prevent and mitigate the material negative impact on employees' health and safety and to prevent and manage the risk of injuries.

Process Safety Management (PSM) is a crucial focus for the company, given it is both a moral and a business imperative and we understand that a process safety incident might lead to loss of life. PSM is characterized by the active detection,

analysis, evaluation, and mitigation of hazardous substance releases and process incidents that could possibly ensue from failures in procedures, equipment, or process technology.

- Education and training for hazard identification and risk awareness & mitigation (cluster including practical Life Saving Rules trainings in the Safety Training Centers)

The main expected outcome is to increase the level of knowledge and awareness with regards to hazard identification and risk mitigation. The action is continuous and covers OMV Petrom's own workforce.

In terms of progress, in 2025, 5,824 employees performed the practical Life Saving Rules training in the Safety Training Centers. To enhance process safety knowledge sharing, best practices and learning from events, OMV Petrom implements a series of actions, including the distribution of Beacon alerts through dedicated channels (such as email, control room postings, and discussions in meetings), the participation of its specialists in OMV Group Process Safety Knowledge Exchange Sessions, and Process Safety Computer-Based Training (CBT) modules delivery to specific target groups. In 2025, 12 Beacon alerts were distributed, process safety specialists participated in four Knowledge Exchange Sessions, and ~85% of planned participants completed the dedicated training modules.

- Incidents investigated and alerts and lessons learned developed and shared

To ensure incident prevention and continuous safety improvements, all level 3+ and HIPO incidents, Tier 1 and Tier 2 process safety incidents are thoroughly investigated to determine direct, root, and systemic causes. Preventive and corrective actions are then implemented to minimize the likelihood of recurrence to as low as reasonably practicable (ALARP). Additionally, safety alerts and lessons learned are developed and distributed to prevent similar incidents based on these findings. In 2025, 40 investigations were performed for incidents with severity level 3+ (meaning incidents impacting company own or contractors' employees health, environment, assets or reputation), HiPo (High Potential incidents of levels 4 and 5 that could have led to fatality), Tier 1 and Tier 2. Lessons Learned have been developed based on investigations and distributed in accordance with the provisions of the Standard on Reporting, Investigation and Classification of Incidents, resulting in over 957 organizational cross-learning activities recorded to Synergi.

- Audits & inspections to verify compliance with legal and internal regulations

The main expected outcome is the identification of non-conformities with legal and internal processes and standards and engage employees in behavior and work-place safety improvements. Internal audits and inspections are undertaken according to the planned audit program and approved by each division, and they cover OMV Petrom's own workforce and activities. In terms of progress, in 2025, a total of 14 HSSE Management System Audits were performed, including internal audits for ISO certified entities. Additionally, the company has undertaken 14,484 inspections on compliance with permits to work, 8,259 HSSE Walks, of which 1,883 life-saving rules assessments.

- Health & Safety Risk Assessments

The main expected outcome is to identify hazards, assess the risks and establish barriers to control them. These risks assessments are in line with the legal and internal requirements for working conditions, they are documented in risk registers, are updated when the working conditions have changed, and they cover OMV Petrom's own workforce.

- Road Safety – In Vehicle Monitoring System and Defensive Driving Training

In 2025, we continued to monitor our employees' driving performance and increase the Road Safety awareness via In Vehicle Monitoring System. The results of the monthly data analysis give us the opportunity to further identify necessary improvements and to reward the good behaviors of the drivers. Through Defensive Driving training we continue to offer periodical refreshment training and coaching for drivers and enhance their awareness regarding traffic risks exposure. The action covers OMV Petrom's own workforce and is undertaken continuously.

- Development of incident scenarios

Incident scenarios are developed and assessed for risks associated with the operational activity, in line with Enterprise Risk Management and HSSE Risk Management Standard. Major risks and corresponding mitigation measures are documented, evaluated, and monitored in a Group-wide database called the Active Risk Management System (ARMS), which is updated biannually and involves senior management in reviewing top-priority risks. This action applies to entity facilities/processes.

- Development and implementation of the Process Safety Roadmaps

The objective of this action is to define a clear sequence of activities Process Safety Information, Process Hazard Identification and Risk Assessment, and Risk Management Elements for enhancing safety across facilities. Actions taken include ensuring that all facilities have Roadmaps by the end of 2025 and completing all actions outlined in the Process Safety Roadmaps each year. Covering E&P and the Petrobrazi Refinery we monitor on quarterly basis the progress on roadmaps definition and actions implementation. In 2025, 50 roadmaps were developed, and 442 actions were implemented.

- Improving quality of data in IGRR (Integrated Risk Register) by quarterly review

The Integrated Global Risk Register (IGRR) provides a semi-quantitative risk analysis, allowing for a Prioritization Score Assessment (PSA) of process safety actions, which assesses the risk reduction achieved by implementing each action relative to its effort. Applicable to E&P and the Petrobrazi Refinery, the IGRR is updated quarterly by local or site process safety leads. Regular reviews are conducted for the status and cost of critical actions, and the IGRR tracks items requiring temporary compensating measures. These quarterly updates include all High and Medium Risk actions arising from safety studies and audits.

- Process safety risks assessed, mitigation measures follow-up through different tools and programs

In line with ensuring asset integrity, OMV Petrom implements Pipeline Integrity Management and Inspection Programs, Corrosion Management Plans in E&P, and the Asset Integrity Data Assistant (AIDA) in R&M. Covering E&P and the Petrobrazi Refinery, this initiative tracks key indicators such as the number of inspections performed under the pipeline integrity program, the number of corrosion management plans developed in 2025, and the number of inspections in the Refinery. This action is monitored and updated annually. In 2025, 29 Corrosion Management Plans for pipelines, facilities, and projects were developed, and 136 inspections were performed for pipeline integrity. In addition, for assessing process safety risks, the PHA (Process Hazard Analysis) program continues through development of HAZOP (Hazards and Operability) studies. In E&P, in 2025 we performed 106 HAZOP (HAZards and OPerability) studies.

As mentioned, Process Safety Management (PSM) is a crucial focus for the company, and we understand that a process safety incident might lead not only to the loss of life but could also negatively impact environment. As such, the actions mentioned above largely contribute to the prevention and mitigation of the company's impacts related to E2 Pollution.

**Health**

OMV Petrom has adopted actions to advance the company's positive impact on employees' health.

- Mandatory occupational check-ups

The main expected outcome is to evaluate the health status of OMV Petrom Group own employees. This action is continuous, and it covers OMV Petrom's own workforce in Romania. In terms of progress, in 2025, 100% mandatory occupational medical check-ups were performed, based on the available employee population.

- Health ON! Platform – for physical well-being: preventive health programs, flu vaccination, physiotherapy services

The main expected outcome of the actions taken through the Health ON! Platform is to raise awareness, promote health, and prevent health complications. The actions are continuous, and they cover OMV Petrom's own workforce in Romania. The progress is tracked through the voluntary participation of employees in the dedicated health programs.

- Health ON! Platform – for mental wellbeing component and psychological support

Other actions are taken through the Health ON! Platform to advance the company's positive impact on employees' mental wellbeing and offer psychological support, which are the main expected outcomes. The actions are continuous, and they cover OMV Petrom's own workforce in Romania.

- Private health insurance

The main expected outcome is to address medical necessity based on symptomatology of acute and/or chronic illnesses. The action is continuous, and it covers OMV Petrom's own workforce. Progress is tracked monthly and quarterly through statistical data provided by the insurer regarding number of employees who accessed the private health insurer. Monitoring the claims data periodically ensures transparency and adherence to insurance industry standards, leads to quicker resolutions and better customer satisfaction and helps in identifying patterns and trends in claims, allowing an up-to-date health statistical information regarding our own workforce.

**People and Culture**

OMV Petrom has adopted actions to advance the company's positive impacts and opportunities on employees' working conditions and equal treatment and opportunities.

▶ People days process (PXP review and succession plans)

This is an employee performance and potential assessment, focusing on certain level positions with the main expected outcomes being the identification and growth of OMV Petrom's talent, promoting diversity and mobility, building the leadership pipeline and driving sustainable performance across the Group. This action is undertaken on an annual basis, and it covers OMV Petrom's own workforce. This talent process includes two steps: first consists in talent identification based on relevant criteria referring to leadership competencies and company values and the second step is focused on development and succession.

▶ Fresh Graduates Program in E&P business division

The program consists of a comprehensive two-year professional growth plan that includes mentorship, a structured career plan, involvement in pioneering projects, and varied training methods that advance both technical and soft skills through hands-on professional experience, teamwork, and bespoke training sessions. The main expected outcome is to provide a strong foundation for graduates' development to launch their career successfully, equipping them with skills, experience and confidence. In 2025, a number of 30 fresh graduates benefited from this program.

▶ Talent attraction programs: Open4U, Her energy Academy, OMV Petrom Excellence Scholarship

The Open4U internship program connects young individuals with OMV Petrom, offering a platform to start their careers with expert guidance. Interns explore the energy industry, gain business exposure, and work with experienced teams, acquiring practical knowledge and hands-on experience. Her Energy Academy is a six-month program where students engage in workshops, seminars, and field trips to Petrobrazi Refinery and Petrom City. The focus is on self-awareness, employability, personal branding, and critical thinking, equipping participants with essential skills for their future careers. The OMV Petrom Excellence Scholarship supports technical students from their second year of study and provides financial assistance and professional development opportunities, fostering academic and professional excellence in technical fields. The programs are organized annually, and they target OMV Petrom Group's own workforce.

In terms of progress, in 2025, 49 students enjoyed the experience during the 13th edition of Open4U. Through Her Energy Academy, 20 young women were engaged through technical training to facilitate their path to a successful career in the energy sector. 54 high-achieving students benefited from a scholarship through the OMV Petrom Excellence Scholarship, mainly from partnership universities.

▶ AZPC Program (A to Z on P&C)

The A to Z on P&C program aims to improve transparency and understanding of core people processes while fostering closer connections with the organization. The newly created **Pulse Check SharePoint page** is another AZPC tool to educate and increase awareness on the role and importance of the Pulse Check. Additionally, the page is continuously updated with latest status for the measures implemented based on the survey, company-wide and divisional levels.

▶ The "Total Rewards Reveal"

The "Total Rewards Reveal" project aims to ensure all employees understand the full scope of the current reward framework. This initiative has resulted in enhanced transparency & accessibility, with positive feedback encouraging continued efforts and sharing experience among managers. In our commitment for transparency, starting with 2025, each employee has access to their own total yearly compensation for the previous year through the Total Reward Statement (TRS), and starting with September 2025, each manager can access their own workforce TRS form a single platform, Employee Service. This program started in January 2024 with the initiatives above and will continue in 2026.

▶ Pay gap project

The main expected outcome is to identify and evaluate pay gap requirements in alignment with CSRD/ESRS and to meet the legal requirements of the EU Directive as well as respective local legislation for OMV Petrom and its subsidiaries from EU countries. Depending on the EU directive transposition in the local legislation, the existing P&C processes and policies will be revised to reflect the legal requirements. This action is planned annually, and it covers OMV Petrom's own workforce, across all operations in EU countries. The action is planned to identify and evaluate the pay gaps and assess the possible scenarios to meet the legal requirements.

- Skills of the future

The action is meant to help OMV Petrom to deliver its 2030 Low Carbon Business ("LCB") targets through staffing in all divisions. Short- to mid-term, LCB resources are secured mostly through a mixture of internal and external hires to ensure the right skillset and mindset. Mid-to-the-term, the company plans to secure capabilities through build up and upskilling of existing personnel and by leveraging existing partnerships, such as through fresh graduates from InnoEnergy programs and universities. The action covers OMV Petrom's own operations.

- My SF Learning

The platform is continuously updated regarding Learning & Development (for personal, leadership, business, technical and digital skills), in accordance with business needs and the people development plans. The learning offer is available through the internal platform where employees can choose from a range of training and development options that fit their position and career path. The main expected outcome is to build highly skilled and knowledgeable workforce. This action is continuous, and it covers OMV Petrom's operations. The progress is tracked and communicated in the company's internal development tool, My Success Factor.

Additional actions undertaken in 2025 include:

- **Engage with us initiative** – an open, shared & safe space where employees speak up & address their ideas or suggestions to co-create future dynamics. As an outcome, key areas of focus within the People & Culture agenda were clearly mapped. Several of these themes are already being acted upon, demonstrating progress beyond analysis and into implementation. Examples include increased Rewards transparency, supported through the introduction of the Total Rewards Statement, a consolidated effort to reinforce accessibility and clarity in compensation. Employee Wellbeing remains a strategic priority, underpinned by a comprehensive program that continues to expand its scope and participation. In addition, inclusion in the workplace is actively fostered, with notable impact achieved through intergenerational collaboration initiatives, aimed at strengthening cross-generational dialogue, knowledge transfer and belonging. Together, these actions reflect a consistent and structured approach to enhancing employee experience, responsible workplace practices and long-term People & Culture sustainability.
- **Our OMV Petrom Group Values** – We care, We're curious, We progress – are embedded in everything we do. To turn them into real impact actions, in 2025 we created a set of practical tools which support the employees to remain connected, resilient and mindful, contributing to an environment where we work meaningfully and build together, enabling the entire organization to live our values consistently and consciously - at individual, team and leadership level. They make our culture tangible, accessible, and actionable in day-to-day work, supporting a shared mindset to drive long-term sustainability. For individuals, the toolkit includes behavior conversation frameworks, daily routine integration guides, materials for managing difficult discussions and transforming behavior, as well as practical visual assets (templates and stickers) to enhance communication and presentations. For teams, dedicated workshop formats and examples of collective value-based actions help translate values into collaborative ways of working, strengthening alignment and cohesion. For leaders, guidance on values role-modelling supports the creation of psychologically safe, performance-oriented environments where people can grow and contribute to their full potential. By integrating these tools into everyday practices, we bring our purpose and strategy to life, reinforcing a culture that accelerates progress and strengthens resilience across our workforce. Further information is available in chapter Business conduct, section [G1-1] Actions to advance corporate culture.

To identify the actions needed and appropriate in response to actual or potential negative impacts on its employees, OMV Petrom engages with the employees to gain insight into potential negative impacts and understand the perspectives and concerns of its employees. These consultations take place through various communication channels, as reported under Processes for engaging with own workforce and workers' representatives about impacts.

The General HSSE framework guides OMV Petrom in identifying and addressing negative health and safety impacts on the employees, setting targets, action plans, and periodical monitoring and reporting with top-level managerial input. Annually, an HSSE plan is developed based on local and global guidelines and requirements, with quarterly monitoring reviews to assess its implementation. The results are presented and analyzed by the management representatives at different organizational levels, guiding the company's actions to reduce the actual or potential negative impacts. In response to employee health profiles, we implement targeted health services, programs, and campaigns to increase awareness, promote health, and

prevent health complications, thereby mitigating potential negative impacts on the well-being of its workforce.

To mitigate Health and Safety risks, OMV Petrom promptly identifies, assesses, and controls occupational health and safety hazards in line with the HSSE Risk Management Standard and international standards set by IOGP/IPIECA, which aim to assess various risks including chemical exposures, psychological strain, and physical injuries. The medical and local HSSE team collaborate to develop and maintain comprehensive and up-to-date occupational risks records at each site.

Refer to the list above for the actions planned or taken by OMV Petrom to pursue material opportunities for its own employees.

The company prioritizes the prevention and mitigation of material negative impacts on its workforce through its personnel policy, centered on long-term employment, job security and contingency planning. In cases of organizational change, workplace adjustments, terminations, or transfers, the company thoroughly explores all possibilities, engages in meaningful dialogue, acts with consideration and ensures rights and protections are maintained with the new employer via social dialogue.

Exceptional health & safety performance is pursued through a robust HSSE management system, guided by the company's Vision, Mission, Policies and Strategy. For more details related to specific regulations and process descriptions, refer to the Policies section of this chapter. All OMV Petrom employees receive regular, role-specific HSSE training to prevent negative impacts. The trainings are coordinated either at the global (OMV Group) or local (Company) level and are organized through My Success Factors platform under the Learning module. Local internal deliveries are carried out within each business unit, tailored to legal requirements related to job exposure, with frequency depending on the specific activities.

Information regarding the resources allocated to OMV Petrom's action plan was included in the description of the actions, if relevant.

OMV Petrom's processes, initiatives and regulations, whose primary aim is to deliver positive impacts for its own workforce, are built upon continuous feedback from various levels of the organization and from all divisions, ensuring co-creation and increased engagement. Executive Board members are engaged not only in the approval process, but also in communication throughout the organization, with key topics being disseminated via webcasts, events, and Intranet communication.

New processes and initiatives are discussed with employees' representatives, allowing the company to gain insights from all categories of employees and business areas. Working conditions aspects, secure employment, minimum wages, and benefits are subject to CLA negotiations, reflecting a consensus between the company and employees' representatives, namely the representative trade union.

OMV Petrom undertakes efforts to mitigate the impact on its own workforce during the transition to a greener, climate-neutral economy through coordinated measures and expertise developed in managing restructuring and outsourcing. The company collaborates with social partners and trade unions to reduce negative impacts on employees and to identify the best solutions for supporting their transition. Trade unions are engaged early in the process to identify vulnerable categories, explore available solutions, and reduce the negative impact of the measures (through intra-company placements, reskilling, upskilling). In compliance with the legislation and collective labour agreement, OMV Petrom provides protection for vulnerable categories, offers time off for affected employees for job searching, gives prior notice and financial compensation, as well as administrative assistance to facilitate access to public unemployment services.

## Metrics and targets

### [S1-5] Targets related to own workforce

OMV Petrom has set targets to address material impacts, risks and opportunities on own workforce. These are presented below:

| Target | Progress |
|---|---|
| Achieve zero work-related fatalities | 0 fatalities |
| Increase average number of annual learning hours to a minimum of 30 hours per employee | 26 hours |
| Train all OMV Petrom Group employees in human rights | ~56% |
| Increase share of women at management level at 35% by 2030 | 30% |
| Measure and maintain level of engagement[1] | - |

| Target | Progress |
|---|---|
| Maintain leading position in Process Safety Event Rate | 0.18 |

[1] The level of engagement is measured according to approved cycles (not annual anymore). In 2025, the Pulse Check survey was not carried out (see the explanations provided in section [S1-2] Processes for engaging with own workforce and workers' representatives about impacts).

## [S1-6] Characteristics of the undertaking's employees

### Employees head count broken down by gender

| | December 31, 2025 | December 31, 2024 |
|---|---|---|
| Gender | - | - |
| Male | 7,318 | 8,189 |
| Female | 2,120 | 2,356 |
| Other | - | - |
| Not reported | - | - |
| **Total** | **9,438[1]** | **10,545** |

Other gender: In some Member States it is possible for persons to legally register themselves as having a third, often neutral, gender, which is categorized as "other" in the table above. However, if the undertaking is disclosing data about employees where this is not possible, it may explain this and indicate that the "other" category is not applicable
1 Compared to the previous year, the total headcount declined, primarily due to the voluntary departure and mutual agreement program (convention).

### Employees headcount broken down by regions and countries

| Europe | December 31, 2025 | December 31, 2024 |
|---|---|---|
| Romania | 9,240 | 10,342 |
| Other countries | 198 | 203 |
| Total | 9,438 | 10,545 |

### Employees headcount broken down by gender and type of employment

| | December 31, 2025 | | | | | December 31, 2024 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Female | Male | Other[1] | Not disclosed | Total | Female | Male | Other[1] | Not disclosed | Total |
| **Number of employees** | - | - | - | - | - | - | - | - | - | - |
| thereof permanent employees | 2,086 | 7,194 | - | - | 9,280 | 2,294 | 7,910 | - | - | 10,204 |
| thereof temporary employees | 34 | 124 | - | - | 158 | 62 | 279 | - | - | 341 |

1 Gender as specified by the employees themselves

### Total number of employees who have left and employee turnover rate

| | 2025 | | 2024 | |
|---|---|---|---|---|
| | Number | % | Number | % |
| **Total number of employees who have left** | **1,481** | **16[1]** | **464** | **4** |

1 Compared to the previous year, the turnover rate increased mainly as a result of a higher number of employee terminations associated with the voluntary departure and mutual agreement program (convention).

### [S1-8] Collective bargaining coverage and social dialogue

The percentage of total OMV Petrom group (Romania and other countries) employees covered by collective bargaining agreements is 98%.

**Collective Bargaining Coverage**

| | Collective Bargaining Coverage | | Social Dialogue |
|---|---|---|---|
| **Coverage Rate** | **Employees – EEA (for countries with >50 empl. Representing >10% total empl.** | **Employees – Non-EEA (estimate for regions with >50 empl. Representing >10% total empl.)** | **Workplace representation (EEA only) (for countries with >50 empl. Representing >10% total empl.** |
| 80-100% | Romania | | Romania |

In Romania, the only country where OMV Petrom Group has significant employment defined as at least 50% employees by headcount representing at least 10% of the total number on group level, all employees are covered by more collective bargaining agreements.

For the other countries (Moldova, Bulgaria, Serbia, UK, Hungary and Italy), OMV Petrom Group does not have significant employment.

### [S1-10] Adequate wages

All OMV Petrom employees are paid an adequate wage. OMV Petrom is committed to respect local laws and does not offer salaries below the local legal minimum wage.

### [S1-11] Social protection

All employees from OMV Petrom Group in Romania, Bulgaria, Serbia and Moldova are covered by private health insurance. Employees from United Kingdom and Italy are insured through AXA. Other standard benefits for full-time employees include retirement bonus, depending on the length of service, and parental leave. All OMV Petrom employees are covered by social protection.

### [S1-13] Training and skills development metrics

**Career development, performance reviews and average training hours**

| | 2025 | 2024 |
|---|---|---|
| | Average | Average |
| Percentage of employees that participated in regular performance and career development reviews | 41% | 41% |
| Average number of training hours per employee | 26 | 19 |

### [S1-14] Health and safety metrics

All the people in our own workforce are covered by the health and safety management system based on legal requirements and/or recognized standards or guidelines.

### Health and safety metrics[1&2]

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Number of hours worked | mn | 18 | 15[3] |
| Number of fatalities as result of work-related injuries | Number | 0 | 0 |
| Lost-Time Injury Rate (LTIR) | Rate (per 1 mn hours worked) | 0.17 | 0.34 |
| Number of recordable work-related accidents | Number | 10 | 7 |
| Rate of recordable work-related accidents/ Total Recordable Injury Rate (TRIR) | Rate (per 1 mn hours worked) | 0.56 | 0.48[4] |
| Number of days lost to work-related injuries | Number | 185 | 454 |

[1] Includes OMV Petrom staff and assigned/allocated personnel who are paid directly by an OMV Petrom Group company and leased staff working for an OMV Petrom Group company.
[2] Health and safety indicators for 2024 do not include OMV Petrom Global Solutions S.R.L. (Romanian entity accounted using equity method). In 2024 Sustainability Statement, the data presented in this table included OMV Petrom Global Solutions S.R.L. as well.
[3] The number of hours worked increased significantly in 2025 following the insourcing of certain services (increase in the number of employees) towards the end of 2024, which had a full-year effect in 2025 and thus led to higher exposure to the risk of injuries as more employees are exposed to the risks associated with operational activities.
4 The TRIR increased due to higher number of minor incidents (low-severity cases of medical treatment incidents).

### [Entity-specific] Process Safety metrics

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Tier 1 | Number | 6 | 5 |
| Tier 2 | Number | 4 | 4 |
| Process Safety Event Rate | | 0.18 | 0.16 |

### [S1-16] Remuneration metrics (total remuneration)

The annual total renumeration ratio of the highest paid individual to the median annual total remuneration for all employees is 52.7.

### [S1-17] Incidents, complaints and severe human rights impact

### Incidents, complaints and severe human rights impacts

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Number of severe human rights issues and incidents connected to own workforce | Number | 0 | 0 |
| Number of severe human rights issues and incidents connected to own workforce that are violations of UN Global Compact Principles and OECD Guidelines for Multinational Enterprises | Number | 0 | 0 |
| Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce | RON mn | - | - |

## Workers in the value chain

OMV Petrom Group extends the legal requirements, internal rules, and standards applicable to OMV Petrom Group to its suppliers and contractors, to safeguard the fundamental rights of value chain workers (including labor rights) and ensure safe working conditions in connection with our business activities. To this end, our supply chain partners must adhere to our Code of Conduct, or, upon proof of their own adequate regulations in place, to such alternative standards. Furthermore, we reserve the right to terminate relationships with supply chain partners if non-compliance is discovered or if it is not addressed in a timely manner.

### Material impacts and interaction with strategy and business model

Considering the nature of our activity, we have identified one potential material negative impact related to the health and safety of workers in our value chain: safety hazards associated with the activities performed by contractors on OMV Petrom operational sites.

On the other hand, by implementing our supply chain management framework, we have determined the actual positive impact: promoting strong Human Rights principles along the value chain through supplier engagement can positively impact working conditions, skills and people engagement.

In this sense, the impacts are applicable to the following categories of workers in the upstream value chain:

- Services: Workers of contractors (Tier 1) and subcontractors (Tier n) performing services at OMV Petrom Group's site or on behalf of OMV Petrom Group, e.g. drilling, road, water and air transportation, equipment maintenance, engineering, facility management, catering, security, consultants working from their own offices, etc.
- Products: Workers of Tier 1 supplier delivering goods/materials to OMV Petrom Group (compressors, raw materials, pipes, engines, etc.)

Furthermore, OMV Petrom has identified the following vulnerable groups, with the potential to be materially impacted as part of the company's value chain workers:

- Migrant workers
- People with special needs
- Minorities
- Women
- Young and elderly workers
- Workers in Hazardous Roles

By extending our internal standards to suppliers and contractors, we prioritize safety as a core value.

Promoting strong Human Rights principles throughout the value chain strengthens our business model. Engaging suppliers leads to better working conditions, skill development, and increased employee engagement. As suppliers align with our sustainability requirements, they contribute to a more resilient supply chain, and long-term partnerships are enhanced. Overall, integrating safety and Human Rights considerations into our strategy mitigates risks and drives positive change, ensuring sustainable operations while maintaining a competitive edge.

### Policies

OMV Petrom is dedicated to maintaining high standards of human and labor rights for all workers in its value chain, ensuring fair wages, safe working conditions, and the right to collective bargaining. The company implements a Human Rights Due Diligence Process to identify potential impacts, monitor the effectiveness of actions, and communicate findings. In this sense, OMV Petrom has the following policies in place to address material impacts related to workers in the value chain:

- Code of Conduct

The policy emphasizes OMV Petrom's commitment to universal human rights, including opposition to forced labor, slavery, child labor, human trafficking, abuse, harassment and discrimination on any ground, guiding its conduct across all activities. It aims to respect the rights of all stakeholders, including employees and suppliers, by promoting equal opportunities and a positive working environment. By mandating the acceptance of its Code of Conduct during supplier pre-qualification and contracting, OMV Petrom ensures that suppliers adhere to standards that address safety hazards and uphold human rights. This approach directly addresses material impacts by promoting strong Human Rights principles along the value chain through supplier engagement and by fostering safer working conditions.

- Corporate Procurement Directive

The Directive establishes essential processes for supplier engagement and management, integrating human rights considerations into pre-qualification, audits, and meetings. Through this Directive, OMV Petrom aims to enhance its positive impact related to promoting strong Human Rights principles along the value chain through supplier engagement.

▶ Contractor HSSE Management Standard

The standard establishes minimum requirements for integrating HSSE aspects into all phases of contractor management. It defines roles and responsibilities for managing contractor HSSE performance, ensuring a systematic approach that exceeds local regulations. The goal is to engage contractors who can effectively manage HSSE risks, with assessments tailored to the risk level of contracted activities. This proactive approach addresses safety hazards associated with contractor activities and promotes strong Human Rights principles along the value chain, positively impacting working conditions, skills development, and employee engagement. The standard applies to all relevant activities, focusing primarily on high and medium-risk areas.

### Actions

**Grievance mechanisms** are implemented for preventing and managing adverse impacts on stakeholders, including workers in the value chain. These mechanisms track and monitor raised issues, measuring the number of grievances resolved through remediation.

We have continued our previous ongoing practice to implement the **mandatory acceptance of the OMV Petrom's Code of Conduct** as a part of prequalification and the General Purchasing Conditions. The expected outcome is to ensure pre-qualification of those suppliers and contractors that meet the minimum HSSE and sustainability requirements. The prequalification is based on a standardized list of elements and objectives that aligns with the OMV Petrom HSSE Management System (e.g., HSSE Policy, ISO 9001, 14001, 45001) and sustainability objectives (e.g., Sustainability Policy, Human Rights Policy, and Grievance Mechanisms). Progress on the implementation status is performed biannually through internal control system checks. In 2025, OMV Petrom screened 99 new suppliers for social (e.g., child labor, forced labor, collective bargaining) and environmental criteria. 1% of suppliers were disqualified on environmental grounds, while no suppliers were disqualified based on social criteria.

OMV Petrom promotes strong human rights principles across its value chain through supplier engagement, by conducting **regular Together for Sustainability (TfS) sustainability assessments (via EcoVadis platform) and audits** and **on-site HSSE compliance checks**. Suppliers undergo EcoVadis assessments, and those scoring below 45 must improve within a year and retake the evaluation. The Procurement department conducts two types of audits: on-site TfS audits and off-site audits with external auditors covering sustainability, financial stability, strategy, and cybersecurity. Red-flag findings trigger follow-up actions, including corrective plans from suppliers. In 2025, 7 audits led to follow-up measures. Progress is tracked monthly for EcoVadis/TfS and quarterly for external audits.

OMV Petrom **improved subcontractor management by implementing an online approval process via SAP BTP**. Contractors must submit subcontractors for approval, ensuring compliance with HSSE, human rights, and other standards. Reviews are conducted quarterly. In 2025, 619 subcontractors were submitted for approval.

To prevent our negative impact in the area of safety, we have continued the implementation of **HSSE Experience exchange meetings with HSSE, Contract Holders, Contract Owners, beneficiaries, partners and peers.** These aim at enhancing contractor and supplier engagement by identifying improvement opportunities, sharing good practices, and monitoring contractual KPIs to ensure continuous improvement and effective performance measurement, especially for medium-high HSSE risk contractors. Topics include Life Saving Rules, risk management, safety culture, safety audits, training, human rights, and subcontractor activities. In 2025, 26 meetings were held.

OMV Petrom integrated **Joint HSSE Walks** in actions conducted together with contractors' management. These are meant to promote human rights, safety, and open dialogue across the value chain. In 2025, around 8,200 HSSE Walks were performed. We also hold annual **HSSE and Road Safety Forums** with contractors to strengthen collaboration and share best practices. Audits are conducted to assess compliance with legal and contractual HSSE requirements, including IVMS (in-vehicle monitoring system) implementation, driver safety cameras utilization, and ISO 39001 certification for selected haulers. In 2025, 49 HSSE Management System audits were performed for contractors operating on OMV Petrom sites.

As part of commitment to support our contractors in reaching similar levels of safety culture maturity, OMV Petrom finalized in 2025 the development of 10 Life Saving Rules

Training Centers. In these centers, contractors are onboarded and received practical application trainings to ensure compliance with each of the nine OMV Petrom Life Saving Rules.

To mitigate safety hazards in upstream operations, OMV Petrom employs its own **HSSE Management System evaluation criteria to assess contractor performance against pre-award expectations**, measuring in this way the level of compliance with legal and internal requirements. Through on-site inspections with workers and contractor management, the Company monitors the implementation of compliance measures following audits and collaboratively identifies opportunities for improvement

### Targets

OMV Petrom has set targets to address material impacts on workers in the value chain. These are presented below:

| Target | Progress 2025 |
|---|---|
| All new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects (baseline 2022) | 99 suppliers |
| Achieve Zero Work – Related Fatalities | 0 |

### Metrics

OMV Petrom uses the following metrics to track the effectiveness of its actions related to material impacts on workers in the value chain.

| Sustainable procurement metrics | M.U. | 2025 | 2024 |
|---|---|---|---|
| Number of supplier audits with external auditor[1] | No | 14 | 24 |
| Number of TfS (Re) Assessments performed via EcoVadis[2] | No | 147 | 130 |
| Number of suppliers with a valid EcoVadis score (no more than 3 years old)[2] | No | 208 | 162 |
| Number of TfS audits performed[2] | No | 12 | 2 |

[1] The 2025 result has decreased in accordance with our internal criteria used for the selection of suppliers to be audited
[2] in 2025 we asked more suppliers to participate in EcoVadis assessments and TfS audits, as per our commitments with the TfS organization. This resulted in an increase in the associated metrics.

### Health and safety metrics[1]

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Number of hours worked | mn | 37[2] | 40 |
| Number of fatalities as result of work-related injuries | Number | 0 | 0 |
| Lost-Time Injury Rate (LTIR) | Rate (per 1 mn hours worked) | 0.33 | 0.32 |
| Number of recordable work-related accidents | Number | 21 | 17 |
| Rate of recordable work-related accidents/ Total Recordable Injury Rate (TRIR) | Rate (per 1 mn hours worked) | 0.57[3] | 0.42 |
| Number of days lost to work-related injuries | Number | 678 | 709 |

[1] As part of our overall simplification efforts aligned with recent EU legislative developments on CSRD/ESRS disclosure requirements, we have re-assessed the significance of hours worked by employees of OMV Petrom Global Solutions S.R.L. (Romanian entity accounted using equity method) for OMV Petrom Group in the overall Health & Safety metrics. They resulted as immaterial in relation to the material negative impact identified for Workers in the Value Chain (Safety hazards associated with the activities performed by contractors on OMV Petrom operational sites) and therefore excluded from the disclosure scope. Contractor data for OMV Petrom Global Solutions S.R.L. is likewise excluded as it was assessed as quantitatively immaterial to the exposure associated with this material impact. Hence, 2024 data was recalculated to ensure comparability.
[2] The number of hours worked decreased significantly in 2025 following the insourcing of certain services (decrease in the number of workers in the value chain) towards the end of 2024, which had a full-year effect in 2025
[3] The TRIR increased due to higher number of minor incidents reported (low-severity cases such as Medical Treatment and Restrictive Work)

## Affected communities

Our strategic pathway is closely aligned with our commitment to fostering community development. By engaging with stakeholders, recognizing regional needs and specificities, and promoting long-term social investments, we aim to advance a low-carbon future that integrates environmental responsibility with social inclusion. Beyond mitigating impacts, OMV Petrom is dedicated to creating opportunities for communities—by listening to their needs, addressing their concerns, and supporting initiatives that promote growth and resilience.Material impact and its interaction with strategy and business model

OMV Petrom recognizes that its strategy and business model could impact the communities where it operates. As such, our commitment to transitioning to a lower carbon future is intertwined with a dedication to working closely with local communities to maintain our social license to operate. The social license is founded on upholding human and labor rights and fostering positive relationships with surrounding communities.

The following communities are subject to OMV Petrom's material impacts: local communities (which includes residents in areas adjacent to OMV Petrom's sites, refinery and pipeline routes, directly impacted by the company's operations), and communities alongside the company's upstream supply chain.

OMV Petrom has identified one material positive impact on affected communities: creation of opportunities for communities around suppliers and own operations. The company significantly contributes to the economic and social wellbeing of the communities through local employment, local taxes, other payments to local governments, local procurement and community development programs. OMV Petrom's engagement in local and national initiatives across education, health, and environmental sectors results in significant positive impacts for various communities in Romania. Our community investment projects are prioritized, planned, and managed in partnership with local stakeholders and the budget is allocated yearly.

This material impact contributes to adapting the company's strategy by prioritizing local issues, accounting for regional variances, and taking the necessary steps to support long-term, sustainable development. The contribution to community wellbeing, economic health and overall quality of life shapes OMV Petrom's strategic commitment towards communities. Moreover, the company's impact informs how each Business Division tailors its community engagement and initiatives, in line also with its business plans.

### Policies

OMV Petrom has in place policies to advance its positive impact on affected communities:

▶ Code of Conduct

According to our Code of Conduct, the nature of our operations means that we have an impact on the local communities in which we operate. Our aim is to establish and maintain good relations with our stakeholders. Many of our business activities are visible to local people and to some extent will intrude on their communities. OMV Petrom implements community development projects that contribute to the local needs and UN SDGs.

▶ Social Investments Standard

The Social Investments Standard ensures transparency in the effective use of financial resources allocated for sponsorships, both monetary and in-kind, in the context of the Company's positive impact. It provides clear guidance over the process through which OMV Petrom gets involved with the communities where it currently operates, plans to develop or intends to conduct future activities.

▶ Community Grievance Mechanism

The Community Grievance Mechanism is aimed at advancing the company's positive impact related to creating opportunities for communities around suppliers and own operations. The Grievance Management Process at OMV Petrom Group is integrated into the Compliance Management System, which ensures compliance with applicable legal provisions and internal regulations. This aims to increase the efficiency and effectiveness of our dialogue with stakeholders and communities and to reduce non-compliance risks and financial consequences for the company. Through the mechanism, OMV Petrom aims to respect the United Nations Guiding Principles on Business and Human Rights.

▶ Human Rights Policy Statement

OMV Petrom's Human Rights Policy Statement outlines the company's commitment to upholding human rights across its

business operations and supply chain, which is a guiding principle for handling human rights issues in daily business activities. The Policy is aimed at advancing the company's positive impact related to creating opportunities for communities around suppliers and own operations. The policy also details the company's due diligence process, grievance management, awareness, and communication strategies. OMV Petrom respects the Universal Declaration of Human Rights and international treaties like the International Labor Organization (ILO) core treaties and, as a signatory of the UN Global Compact, the company is fully committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Additionally, the company is committed to upholding salient human rights and expects its employees and business partners to adhere to the same principles.

### Engaging with affected communities

OMV Petrom actively engages with stakeholders such as authorities, members of the public, and NGOs from the local communities throughout the lifecycle of its projects to ensure their concerns are heard and addressed. This includes consultations during key phases such as environmental permitting, commissioning, operations, and decommissioning. The company's community and social investments are shaped by ongoing dialogue and feedback, with annual prioritization of collaborative projects that maximize social impact. Regular alignment sessions and feedback mechanisms help guide and evaluate community development strategies. Special attention is given to vulnerable groups, such as women, children, minorities and migrants, through stakeholder dialogues, NGO collaborations, and grievance mechanisms, to ensure inclusive and effective engagement.

OMV Petrom uses several methods to identify and understand the perspectives of communities. Through Grievance Mechanisms we are ensuring that the concerns of all community members, including those of vulnerable groups, are heard and addressed effectively. OMV Petrom employs a systematic approach to tracking and monitoring issues raised through its grievance mechanisms. The company maintains a detailed record of all grievances, which allows for:

- Registering the number of grievances by category
- Measuring the number of received grievances versus the number of resolved grievances
- Measuring the number of grievances resolved through remediation.

In 2025, we registered a total of 551 grievances related to society, human rights and environmental issues, 329 grievances were related to social impacts generated by the operations and 222 grievances were related to environmental impacts. 445 were resolved, out of which 208 through remediation.

### Actions

OMV Petrom has not identified any material negative impacts related to affected communities in 2025. The company maintains its grievance mechanism as the main process for identifying any impacts and action needed in response, as well as for providing and enabling remedy. Moreover, OMV Petrom engages in ongoing dialogue with local communities to identify, mitigate, or prevent impacts and other repercussions that may arise from its operations, as established through the internal regulation for conducting Environmental and Social Impact Assessments (ESIAs) for its business projects.

In order to ensure the creation of opportunities for communities, OMV Petrom strategically implements actions and allocates resources to ensure that over 80% of the communities benefit from its social responsibility programs. In 2025, OMV Petrom invested about RON 104 mn in such initiatives. The actions and resources are part of the company's Social Investments Annual Plan (which includes working with local and national NGOs) and mainly target three key areas:

- **Education**: Key initiatives include the "Start in Education" program, coordinated by the OMV Petrom Foundation and World Vision Romania supporting children, parents, educators, and kindergartens in disadvantaged communities; the "Let's Be Friends – No Bullying" program, coordinated by the OMV Petrom Foundation and Save the Children Romania, enhancing psycho-emotional development and promoting positive education; the Social Change Accelerator, implemented by Association for Community Relations and the Civil Society Development Foundation, strengthening NGO capacity across Romania; and the "Prahova Education Fund", coordinated by the Prahova Community Foundation, which provided digital infrastructure, STEAM, and sports activities for vulnerable groups in Prahova County.

- **Health**: Key initiatives include the "Baby Box" program, implemented together with Save the Children Romania and SAMAS, supporting newborns and mothers in vulnerable communities; through the "First Step to Health" program, the OMV Petrom Foundation and Save

the Children Romania expanded access to medical services and equipping facilities nationwide; and the "Together from the First Day" program providing advanced neonatal equipment. Additionally, OMV Petrom invested in the renovation of Polizu Maternity Hospital, a project coordinated by the Save the Children Romania, improving care for thousands of mothers and newborns.

- **Environment**: Key initiatives include the upgrade of Tudor Vladimirescu Technological High School to nZEB standards under the "România Eficientă" program, implemented together with Energy Policy Group (EPG); the nationwide "Romania Plants for Tomorrow" reforestation campaign with help of Mai Mult Verde, Act for Tomorrow, Pădurea Copiilor, Plantăm Fapte Bune în România and Adoptă un Copac; and through the "Green for the Future" program the OMV Petrom Foundation is supporting biodiversity and ecotourism development in Vânători Neamț Natural Park and Putna-Vrancea Natural Park, together with the Civil Society Development Foundation and Propark Foundation for Protected Areas. Green for Alpha Generation, developed by the OMV Petrom Foundation, together with Teach for Romania is an environmental education program aimed at preschool, primary and secondary school children, with a focus on understanding and relating in a sustainable manner to the environment.

### Targets

As part of the company's aim to advance positive impacts in communities we operate, we have set specific targets:

| Target | Progress 2025 |
|---|---|
| Maintain >80% of local communities covered by yearly social investments | 100% |
| Achieve an yearly spend with local suppliers of at least 85% of total Procurement spend | 80.8%[1] |

[1] Current achievement was primarily due to Neptun Deep Project's large scale and unique scope, which attracted both ongoing and new supply chain investments, particularly in deepwater and subsea areas that are new to Romania and, in some cases, the Black Sea region.

### Metrics

#### Social investments in local communities

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Total amount | mn RON | 104[1] | 131 |
| Number of beneficiaries | Number | >350,000 | 317,394 |

[1] Social investments vary from one year to another, depending on various factors, including implementation of our Social Investments Policy as well as available amounts.

# Governance information

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| BUSINESS CONDUCT | **164** |
| CYBERSECURITY | **171** |
| ECONOMIC VALUE | **174** |

# Business conduct

Maintaining ethical behavior is crucial for building a positive reputation and securing and preserving the trust of our business partners, clients, and stakeholders.

As of May 2023, we launched our new Group Values: We care | We're curious | We progress. These values are guiding us along the way and on our path into a sustainable future.

### Our material impacts that underpin the disclosures in this chapter

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| A strong corporate culture that promotes values and constantly reinforces high standards for safety, ethics, and social responsibility, drives a positive impact on our internal and external stakeholders and the environment | Pot | Positive Impact | OO | ▶ Code of Conduct<br>▶ Code of Business Ethics<br>▶ Ethics and Integrity Policy<br>▶ Whistleblowing Platform Directive<br>▶ OMV Petrom HSSE Policy<br>▶ OMV Petrom HSSE Directive<br>▶ Occupational Safety Management standard<br>▶ HSSE Motivational Management procedure<br>▶ HSSE Awareness and Competencies standard |
| Late payments from OMV Petrom may lead to the financial vulnerability of suppliers and contractors who are dependent on us as their primary source of revenue | Pot | Negative Impact | UVC | ▶ Code of Conduct<br>▶ Code of Business Ethics<br>▶ Corporate Procurement Directive<br>▶ Purchase to Pay Standard |

OO Own operations; UVC Upstream value chain

### Impact, risk and opportunity management

**[G1-1] Business conduct and corporate culture**

**Policies**

▶ Code of Conduct

Our Code of Conduct serves as a compulsory conduct guideline applicable to all employees, business partners, and representatives of OMV Petrom Group, focusing on running responsible operations, fostering people and communities, ethical business practices, corporate values, and existing reporting channels. For a detailed description of the Code of Conduct please refer to the IRO Management section in the Climate Change chapter.

▶ Code of Business Ethics

The OMV Petrom Code of Business Ethics sets explicit rules and procedures for ethical conduct across all operations and employees. It addresses areas such as handling gifts and invitations, managing conflicts of interest, and overseeing donations and sponsorships, and a stringent zero-tolerance policy towards bribery and corruption. Implementation is monitored through tracking training, business ethics surveys, and spot checks (e.g., on conflicts of interest, gifts, and invitations). The OMV Petrom Executive Board, supported by the Compliance department, is accountable for the implementation of the Code of Business Ethics. The Code is available internally on the REAL Platform, on the intranet page under the "Compliance" section and is addressed in compliance trainings and handed over to new employees,

while externally it is published on the OMV Petrom internet page.

▶ Ethics and Integrity Policy

The Ethics and Integrity Policy is part of OMV Petrom's internal ethics regulatory framework, which includes the Code of Conduct, the Code of Business Ethics, and the Whistleblowing Platform Directive. It outlines our ethical values, known as the Integrity Principles, and sets expectations for ethical behavior beyond legal compliance. Implementation is monitored through training sessions and business ethics surveys. The policy covers all operations and employees without exclusions, with the Executive Board, supported by the Compliance department, accountable for its implementation. The policy is available to all employees and is communicated to key stakeholders via Ethics and Integrity Committee meetings, compliance trainings, and is provided to new employees via intranet and REAL platform or by handing over the document. The principles of the Ethics and Integrity Policy are also available to external stakeholders on our website.

▶ Whistleblowing Platform Directive

The OMV Petrom Whistleblowing Platform Directive outlines the framework and principles for the Integrity Platform, a third-party managed whistleblowing system. It sets out OMV Petrom's policy for protecting whistleblowers, ensuring confidentiality and anonymity if chosen by the whistleblower. Monitoring is done through training and business ethics surveys. The policy covers all operations and employees without exclusions. The OMV Petrom Executive Board, supported by the Compliance department, is accountable for its implementation. The directive aims to implement principles from Directive (EU) 2019 on the protection of persons who report breaches of Union law and Romanian law 361/2022. The Whistleblowing Directive is available to employees on the intranet and through compliance trainings. Additionally, the Pocket Guide "If you see something, say something!" is available on the intranet under the "Compliance" section.

▶ The OMV Petrom HSSE Directive

It provides a framework for managing HSSE aspects, aiming to protect people, the environment, assets, and the company's reputation, in line with our HSSE Policy and our vision and mission of "Committed to Zero Harm – Protect People, Environment, and Assets". Additionally, we have established a set of Life-Saving Rules that are crucial in preventing accidents.

▶ Occupational Safety Management Standard

To foster a culture of safety, we have implemented a series of policies focused on ensuring employee safety at work. Central to our comprehensive HSSE management approach is the OMV Petrom Occupational Safety Management Standard which encompasses organizational structure, resource allocation, management processes, and the effectiveness of personnel and equipment within our existing safety culture.

▶ The HSSE Motivational Management Procedure

This procedure promotes safe behavior among employees, contractors, and partners, with a fair and transparent system of recognition and corrective measures. Furthermore, the HSSE Awareness and Competencies standard sets the essential criteria for managing qualifications, training, and competencies in HSSE within OMV Petrom. Its objective is to ensure that all employees, from the Executive Board to the general workforce, possess the necessary HSSE skills and behaviors. For more details on the Occupational Safety Management Standard, OMV Petrom HSSE Directive, Contractor HSSE Management Standard, refer to S1 section of the Social Information chapter of this statement.

**[G1-2] Management of relationships with suppliers**

**Policies**

We ensure timely payments to our suppliers through a set of policies and actions, which can help reduce potential financial vulnerability due to late payments for those suppliers and contractors who are dependent on us as their primary source of revenue.

▶ Corporate Procurement Directive

The Corporate Procurement Directive governs supplier engagement and supplier management, embedding human rights aspects in supplier pre-qualification, audits, and meetings, with the key objectives to optimize cost, quality, HSSE performance, supply-side innovation, and sustainability. It supports the OMV Petrom Group Sustainability Targets 2030 and the Sustainable Procurement ambition. The principles and minimum standards stipulated in this directive apply to all purchasing activities pertaining to OMV Petrom and its fully consolidated subsidiaries, except for purchasing of goods and services that are not managed by Procurement, as listed in Annex 1 - Purchases out of Procurement scope to this directive (e.g. trading activities, banking and insurance services, etc.),

which are managed by other departments. Implementation is monitored through biannual checks by Procurement Units "Governance and Analytics" and "Strategy and Digitalization". The Procurement Directive is developed through extensive alignment with internal stakeholders, including accounts payable and business representatives and also based on information acquired during our collaboration with external partners, like CDP and EcoVadis. The highest level of accountability is held by the Head of Procurement and Governance and is endorsed by the Executive Board. Policy content is regularly communicated via our internal channels for internal stakeholders, while dedicated events and contract negotiations are used for engagement with suppliers and contractors.

▶ Purchase to Pay Standard

The Purchase to Pay Standard defines the minimum requirements for the Purchase-to-Pay process, covering activities such as requesting, purchasing from external suppliers (excluding inter-company purchases), receiving, accounting, and paying for goods and services. The requirements apply to all purchases within OMV Petrom and its fully consolidated subsidiaries. Procurement & Finance oversee implementation and monitor compliance with the 60-day payment terms, whereas the highest level of accountability for the Standard is held by the Chief Information Officer, who reports directly to the CFO. The standard is developed through extensive alignment with internal stakeholders, including accounts payable and business representatives, and based on information gained in our collaboration with external partners like CDP and EcoVadis. Though the Purchase to Pay Standard is published only internally, the payment terms are included in Frame Contracts or Purchase Orders signed by suppliers and contractors.

**Actions related to Corporate Culture**

In 2023, the OMV Petrom Group established a set of core values: "We care, We're curious, We progress" to promote a healthy corporate culture that guides and supports strategic actions and goals. These values apply to all operations and employees without exclusions, as they constitute the compass that guides how we work together. "Our Values" SharePoint page is continuously updated with relevant content as we focus on turning the values into actions with real impacts. Our Learning & Development offer can be accessed at any time during the year by the employees and leaders and we continuously embed Values in People processes, Projects and in the Learning & Development offer at OMV Petrom level.

We engage in team dialogue and collaboratively identify actions to improve the current work environment and to foster a stronger, more engaged performance. Constant compliance with our values is achieved through continuous feedback received at company level on awareness and engagement of our employees with the values. More specifically, the annual performance evaluation process measures living the values continuously as one of the employees' individual goals, even during the years when a Pulse Check is not applied. The Pulse Check is valid for all employees of OMV Petrom Group, measuring their engagement and satisfaction on various people dimensions, whereas the annual performance evaluation process is valid for OMV Petrom Group, excluding blue collars.

**Actions related to Business ethics and Competition Law**

To increase awareness on ethics and integrity, we offer mandatory Business Ethics training which is periodically provided by the Compliance department. It incorporates ethical principles and the Integrity policy, ensuring a thorough understanding of our ethical framework. The progress of the training programs is measured in number of trained people for each year of the training cycle and number of people who performed the e-learning. For managers level 1-4 and top management, the mandatory training takes place both in-person and virtually every 3-years with an aim of 90% of the functions at risk. Our three-year compliance training cycle uses a moving target group because we update the official list of managers (L0–L4) once each January to reflect role changes, new appointments, and departures; we then train all individuals who were managers at any time during that cycle year and report all those who completed the training, even if they later left the company or no longer hold a managerial role. This ensures that yearly training coverage is based on an accurate manager population while fully capturing all completed training despite normal organizational changes.

In 2024 we initiated a new training cycle (2024-2026) with a target group of 365 employees. In 2025 the updated target group reached 451 employees. By the end of 2025 we trained 199 employees from the current training cycle. For all employees and managers with access to intranet, the mandatory e-learning takes place every 2 years. Moreover, frontline employees receive awareness messages on the Code of Business Ethics through flyers.

To enhance understanding of competition principles, we provide specialized compulsory training led by the Compliance department on antitrust rules and fair competition, covering essential principles, legal requirements, and tailored examples to ensure compliance

with competition law. For Competition Law we identified a target group of 325 office employees, out of which we trained 154 in 2025, reaching 83% of the target group. The training cycle is 3 years (2024-2026) and the target is 90% of the functions at risk.

OMV Petrom has in place a Compliance program consisting of measures which are aimed at preventing, detecting and mitigating non-compliance risks within the organization. Preventive measures to avoid compliance violations include binding rules, conducting training, providing advice to business upon request and implementing compliance checks in business processes, as needed. To detect misconduct, compliance violations can be reported via the whistleblowing system and external developments are closely monitored to identify risks. Any indication of misconduct is investigated and where appropriate, reactive measures are taken.

OMV Petrom's compliance management system undergoes periodic evaluations by international auditors with certifications achieved in 2013, 2017 and 2023 for compliance with the IDW PS 980 standard. The 2023 audit, which is the latest, concluded that OMV Petrom's compliance management system reflects best practice and is suitable for identifying, controlling, and managing all significant competition law risks.

**Actions related to Safety culture**

Living Safety is a board-sponsored program aiming to bring a step change in the Safety Culture in OMV Petrom. The program delivery started in autumn 2024, and in the first wave we have trained 165 Safety Ambassadors who are now coaching their colleagues in behaviors and principles which will lead to safer frontline operations. To train these Ambassadors we have delivered 33 face to face workshops at operational sites, and over 2,000 hours of in field coaching across over 260 OMV Petrom sites.

Following the closure of this first wave, we have committed to continue the program until 2030, training a further 192 Safety Ambassadors each year. Moving forward, the Safety Ambassadors' community will also include key contractors as well as colleagues from other companies within the OMV Petrom Group (e.g. OPES).

**Actions related to Supplier relationships**

The Procurement Department continuously monitors payment terms in OMV Petrom's internal reporting IT systems, to ensure compliance with the 60-day payment terms. To prevent delays, SAP system automatically proposes due invoices for payment one day before expiry, and they are paid the next day without manual intervention from the Accounts Payable staff. Blocked invoices (e.g. for tax reasons) are analyzed on a case-by-case basis, and remediation measures are initiated.

**[G1-1] Actions to advance corporate culture**

OMV Petrom has implemented a comprehensive compliance management system centered on the Code of Business Ethics, aimed at preventing, monitoring, and addressing potential ethical issues while fostering a culture of business ethics. Our Code of Conduct, Ethics and Integrity Policy, and Whistleblowing Platform Directive, ratified by the Executive Board, are mandatory across all operational countries. Ethics and integrity are promoted through targeted training and awareness programs, including onboarding and recurrent training, compliance team visits to assets and subsidiaries, multiple whistleblowing channels, and contractual provisions reinforcing our ethical standards.

Our OMV Petrom Group Values – We care, We're curious, We progress – are embedded in everything we do. In 2025, we created a set of practical tools to ensure actionability, which support employees to remain connected, resilient and mindful, contributing to an environment where we work meaningfully and build together.

We actively engage in initiatives to reinforce our values, such as:

- Transform bad behaviors, an educational campaign, currently in pilot phase in the support functions areas, raising awareness on how inappropriate behaviors could disrupt the work environment.
- A practical guide offering concrete actions for all employees to integrate the values into our work, regardless of role.
- Transformation workshops for teams, which stimulate open dialogue on what matters and how to collaborate more effectively.
- Values inspired stickers, easy to integrate into the digital workspace, to highlight positive behaviors serve as daily reminders of what matters.
- Culture & Values Trainings – a curated list of online courses and workshops addressing topics such as collaboration, inclusion, leadership and adapting to change.
- "Living the Values", a mandatory goal in performance plans, accounting for 10% of results.
- We continue to promote the "Values in action" aspect of our Recognition Program, to inspire positive behaviors. The tool has now enhanced features to celebrate blue

collar employees and teams, recognizing those who demonstrate commendable behavior.

OMV Petrom has established the Ethics and Integrity Committee to promote corporate culture and uphold integrity standards. This independent body meets at least annually to address integrity issues and reinforces a zero-tolerance stance on bribery, fraud, theft, and corruption as outlined in the Code of Business Ethics, mandatory for all employees, including subsidiaries and external staff. We regularly evaluate our ethical climate through key metrics such as employee surveys on ethical culture, the number and nature of whistleblower reports, and training participation rates.

OMV Petrom has implemented a comprehensive system for reporting and investigating potential violations of our Code of Business Ethics, of policies related to corruption and bribery, and any unlawful behavior. The process for identifying and investigating concerns is governed by the Whistleblowing Platform Directive, detailed in the Policies section above.

Our reporting channels include:

- The Integrity Platform: An independent, third-party operated system accessible via the internet, allowing for anonymous reporting by both internal and external stakeholders. The reports received are directed to the relevant departments, with business ethics concerns handled by the Compliance department.
- The Business Ethics Helpline: A toll-free telephone line in Romania for all stakeholders, with reports channeled to the Compliance department for investigation.
- A dedicated compliance email address: Open to all stakeholders, where reports are sent directly to the Compliance department for further action.
- Direct contact: Internal stakeholders can directly approach the Compliance department or the OMV Petrom Compliance Officer.

A compliance monitoring system is in place, which includes regular compliance spot checks, to identify potential unlawful behavior or violations of the Code of Business Ethics. The spot checks may focus on gifts, invitations, conflicts of interest etc., and the results are reported to the OMV Petrom Executive Board.

Since 2013, OMV Petrom has been a committed participant in the United Nations Global Compact, upholding the UN Guiding Principles on Business and Human Rights and contributing to the UN Sustainable Development Goals (SDGs). This includes our adherence to the 10th Principle of the UN Global Compact, focused on anti-corruption.

We established internal whistleblower reporting channels and we actively promote a speak-up culture through several initiatives:

- A Group-wide "Speak-up" Survey conducted in 2023 to evaluate the level of speak-up culture showed positive employee attitudes about reporting misconduct and awareness about the Integrity Platform as a whistleblowing channel. We will continue our efforts to increase visibility around “speak-up culture” through all available communication means and to address concerns in connection with speaking-up.
- Whistleblowing topics are included in the business ethics trainings.
- Info screen messages were displayed to encourage misconduct reporting.
- Quarterly with pay slips inserts provided information about whistleblowing channels, targeting frontline employees.
- In 2025, the Compliance department reiterated the available channels to all managers directly reporting to the Executive Board.

Compliance personnel handling the reports are qualified and certified, regularly engaging with compliance peers both within and outside the organization, through annual meetings of Local Compliance Officers and forums with American Chamber of Commerce in Romania (“AmCham”) members, as well as webinars to stay informed on compliance issues.

OMV Petrom ensures whistleblowers protection in compliance with the EU Directive 2019/1937 of the European Parliament and of the Council, as well as the Romanian law no. 361/2022 transposing the directive above. Safeguards, non-retaliation provisions and the detailed procedure regarding the investigations of reports and notifications are included in the Whistleblowing Platform Directive, endorsed by the Executive Board. Violations can be reported confidentially and anonymously via the Integrity Platform, while for non-anonymous reports, whistleblower identity is protected under national law. The investigations of reports and notifications made via the Integrity Platform, including business conduct incidents, include several steps: pre-screening; case assignment; case handling; determination of follow-up measures and closing. All incidents are analyzed promptly, independently and objectively, and outcomes are reported directly to the OMV Petrom Executive Board and the Audit Committee.

OMV Petrom ensures integrity and ethical behavior through mandatory training programs on business ethics and antitrust law, designed to align employees with ethical

standards and equip them to identify potential issues, with completion rates tracked. Our training program includes:

- Mandatory in-person or virtual business ethics training for managers (level 1-4) and top management every three years (1 hour duration)
- Mandatory e-learning on business ethics for all office employees, every two years.
- Mandatory in-person or virtual Competition Law training for managers and employees in high-risk areas every three years (1.5 hours duration)
- Mandatory e-learning on Competition Law for employees in highest risk-exposed areas, every two years.
- The "NEO" New Employee Orientation program, an induction training for new employees including distribution of ethical codes requiring written acknowledgment.

The content covers the Code of Business Ethics, Ethics and Integrity Policy principles, reporting channels (with an emphasis on the Integrity Platform), and our non-retaliation policy. The Compliance department is responsible for delivering these trainings and offering continuous support, especially to staff managing grievances. We are committed to continue promoting the Ethics & Integrity Policy across OMV Petrom and its subsidiaries.

Functions most exposed to the risks of bribery and corruption include Procurement, Sales, Public Affairs and other functions dealing with authorities (e.g. for authorizations and permitting).

**[G1-2] Management of relationships with suppliers**

OMV Petrom maintains fair supplier relationships and ensures timely payments in order to reduce the financial vulnerability of business partners who are dependent on OMV Petrom as their primary source of revenue, by establishing a standard payment term of 60 days for suppliers and contractors. This is outlined in the Corporate Procurement Directive and Purchase to Pay Standard. Additionally, we incorporate sustainability requirements into supplier segmentation, performance, meetings and innovation to foster positive change and address potential negative impacts such as economic disruptions from delayed payments. To enhance supply chain resilience and compliance with CSRD and CSDDD requirements, we have established a robust Risk Profile for Tier 1 Suppliers in our internal IT systems, which takes into account Sustainability risk, Procurement risk and HSSE risk. We continuously monitor payment terms in our internal reporting IT systems and take appropriate measures to prevent and mitigate potential negative impacts from late payments.

Since 2021, OMV Petrom has been a member of the Together for Sustainability (TfS) initiative, aligned with UN Global Compact and Responsible Care® principles. As part of TfS, we request suppliers to undergo EcoVadis assessments and TfS audits, which evaluate overall sustainability performance and practices in areas such as environment, social responsibility, labour and human rights (including 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 supply chain management. Additionally, suppliers must adhere to the applicable legal obligations and to our internal rules and standards, including the Code of Conduct. Non-compliance may lead to the termination of the supplier relationship.

During the supplier selection phase, we conduct prequalification checks to assess potential suppliers' alignment with our HSSE and sustainability standards. This process aligns with the OMV Petrom HSSE Management System (which includes HSSE Policy, ISO 9001, 14001, 45001) and our Sustainability Framework (including Sustainability Policy, Human Rights Policy, and Grievance Mechanisms).

After prequalification, the Procurement Department, along with business representatives, selects suppliers based on commercial, legal, HSSE, and technical criteria. To align with our Sustainable Procurement goals, we use the EcoVadis score and participation in the Climate Change Questionnaire to evaluate suppliers' sustainability performance in our commercial assessments.

### Metrics and targets

**Targets related to management of relationships with suppliers**

As defined in the Corporate Procurement Directive and Process to Pay Standard, OMV Petrom’s ambition is to meet its 60-day payment terms, so as to prevent any disruptions caused by late payments for suppliers which are dependent on us.

### [G1-6] Payment practices

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Average time to pay an invoice from the date when the contractual / statutory term of payment starts | No of days | 56 | 58 |
| Percentage of payments aligned with the standard payment terms | % | 88 | 93 |
| Legal proceedings outstanding for late payments | No | 0 | 0 |

# Cybersecurity

OMV Petrom invests in information and cybersecurity to protect its technology, assets, critical information and processes, as well as its reputation from unauthorized access to its systems and data, aiming to prevent financial or reputational damage. Maintaining our cyber threat exposure within acceptable limits is crucial for the entire business.

At OMV Petrom, we believe that the security of our organization begins with the awareness and vigilance of our employees. Therefore, it is imperative that all employees participate in our comprehensive information security awareness training, developed to address and prevent the exploitation of common human vulnerabilities. Our material impacts that underpin the disclosures in this chapter.

| Impacts | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| Continue to increase security of personal information and protection of right to privacy | Pot. | Positive Impact | OO | ▶ IT/OT Security Directive<br>▶ IT/OT Security Standard<br>▶ Annex 1 - IT/OT Security Governance Model<br>▶ IT Security Procedure (related Annexes) |
| Lack of protection against cyberthreats could lead to personal data theft, increased vulnerability up to operational disruptions or physical incidents with an environmental and social impact | Pot. | Negative impact | OO | |

OO Own Operations;

## Impact, risk and opportunity management

### [MDR-P] Policies

To address potential cyberthreats and increase the security of confidential information, we have implemented a set of directives, procedures, and actions.

The Information Technology and Operational Technology (IT/OT) Security framework aligns Security Management across IT and OT in OMV Petrom, recognizing the different priorities and constraints of various businesses. It comprises a set of documents.

- The IT/OT Security Directive: includes basic guidelines on Use of Devices, Private Use, Prohibited Contents, Access & Password Policy, Physical Security & Visitors, and Data Protection & Privacy.
- The IT/OT Security Standard: sets overarching security principles, covering Business Alignment, Security Governance, Security Management, Security Operations, and Resource Management.
- The IT/OT Security Governance Model Annex: sets roles and responsibilities within the IT/OT Security Organization along with security requirements.
- The IT Security Procedure: enforces controls aligned with the IT/OT Security Standard.

The IT Awareness & Training Strategy Manual, annex of the IT Security Procedure: provides a strategy for developing and supporting a corporate culture of awareness through awareness campaigns including but not limited to training. Ongoing awareness training should be provided to OMV Petrom Group employees upon hire and on annual basis to support a corporate culture of awareness. Once receiving basic access (logical or physical) to IT components, users are provided with IT security awareness materials and given time to review them. IT security awareness covers minimum requirements relevant to each user's job duties and interactions with IT components.

This set of directives and standards is monitored through external audits, and compliance assessments and applies to all OMV Petrom Group companies, employees, contractors, and business partners. The Executive Board is accountable for its implementation. The framework is based on international standards like ISO27001:2022, ISO65443, NIST800-53, NIST800-82, ISO27005. We use a matrix in which we have assigned various stakeholders according to their area of expertise for each document in the framework to review and provide feedback. The IT/OT Security framework and its subsequent directives and policies are applicable to all employees on our internal regulations platform, with training and awareness activities provided through various formats. The framework is also applicable to

contractors that use our IT systems. For the ones that connect to our infrastructure we have special requirements (dedicated external user policy in which we define minimum IT requirements, project interactions, etc.).

**[MDR-A] Actions**

We implemented several cybersecurity measures and performed monthly review processes to protect OMV Petrom assets and achieve a higher overall maturity level in information security, by having preventive, detective, and reactive measures, as well as audits and internal assessments.

- OMV Petrom operates an information security/excellence program based on dedicated roadmaps reflecting a risk-based approach. Projects are selected annually based on pre-evaluation, resource allocation and their contribution to reducing cyber threat exposure. Within the program, these projects contribute to enhancing the overall IT maturity level across all functions that use services based on the underlying Group IT operating model.

- As part of our Information Security Management System (ISMS) framework, we have processes that ensure ongoing lifecycle management of hardware and software assets, applying security patches and guidelines to ensure consistent hardware and software lifecycles. This applies to all IT assets covered inside our internal database.

- To safeguard our assets and prevent unauthorized access, we implemented an incident management process. This structured approach is used by OMV Petrom to detect, respond to, and recover from security incidents. This process applies to all the organization's cyber.

- Continuous internal and external breach and attack simulations, as well as penetration tests on critical applications and systems, help reduce the total number of vulnerabilities across all IT assets covered inside our internal database.

- We conduct Information Security Audits (e.g. ISO 27001:2022, PCI-DSS, NIS, etc.) on a defined information security-related scope to verify compliance with the information security regulatory requirements. There are 3 different audit types:

    - Regulatory: legal and mandatory information security requirements
    - Certifications: industry best-practice to demonstrate commitment to securing essential business operations
    - Country specific: national legal and regulatory information security requirements.

These audits are applicable depending on their scope. For example:

- ISO 27001 assesses the information security processes against the standard
- PCI-DSS (payment card industry data security standard) is a set of security standards designed to ensure secure cardholder data and reduce credit card fraud for companies processing, storing, or transmitting credit card information
- NIS (network and information systems directive) is an EU-wide legislation on cybersecurity which enforces minimum security standards to protect critical services.

These are ongoing activities that are defined by specific regulations and audit requirements.

- OMV Petrom runs annual, intensive awareness campaigns to maintain an adequate level of information security awareness for employees. These cover topics such as general information security issues, ad hoc demands as timely countermeasures for specific use cases, and target group-focused subjects. Formats include mandatory e-learning with knowledge checks, videos, classroom sessions, anti-phishing campaigns, intranet news articles and internal blog posts. In 2025, 55 different types of awareness measures were conducted to mitigate advanced cybersecurity risks and contribute to the positive impact related to the mature information management system regarding personal data protection.

- Our Vulnerability Management system scans all IT assets to maintain system stability, apply updates, and secure against cyber threats. It verifies patch management effectiveness and provides guidance when software updates are insufficient. All high and critical vulnerabilities are automatically assigned to remediation owners for swift action, enhancing our overall security posture.

- We assess all newly introduced IT components from a cybersecurity perspective. This involves adhering to information security requirements and conducting activities such as Business Impact Analysis (BIA), Cybersecurity Architecture (CSA) involvement, control assignment, InfoSec Compliance Assessments, InfoSec

Risk Assessments, and Security (Penetration) Tests. These evaluations ensure compatibility with existing systems, identify security vulnerabilities, and guarantee that new components meet performance, scalability, security standards, regulatory requirements, and industry best practices.

Financial resources allocated to actions in relation to Cybersecurity is considered sensitive information, thus they are not disclosed. Metrics and targets

**[MDR-T] Targets**

We set the following ambitions to ensure a thorough, automated, and continuous process for identifying, assessing and remediating vulnerabilities, and enhance the overall security posture of OMV Petrom, in line with the objectives of the IT/OT Security framework.

- Reach the process maturity level for IT Security to level 4.0
- Achieve the highest level of maturity on IT-OT (Information Technology – Operations Technology) Governance

**[MDR-M] Metrics in relation to cybersecurity**

| | 2025 | 2024 |
|---|---|---|
| Number of awareness campaigns | 55 | 57 |

# Economic value

Information on the creation and distribution of economic value provides a basic indication of how OMV Petrom has created value for stakeholders. Economic value is entity-specific information since a dedicated ESRS has not been released on this topic.

### Our material impacts and risk that underpin the disclosures in this chapter

| Impacts, Risks & Opportunities | Actual / Potential | Type | Value chain | Policies |
|---|---|---|---|---|
| High tax contributions to the Romanian State | Pot. | Positive Impact | OO | ▶ OMV Petrom Tax Strategy<br>▶ Taxes Directive |
| Regulatory changes resulting in higher taxes impacting the company's financial position | - | Risk | OO | ▶ Enterprise-Wide Risk Management (EWRM) |
| Investments' multiplier effect (direct and indirect) in the Romanian economy | Pot. | Positive Impact | OO | ▶ Strategy 2030 |

OO Own Operations;

### Impact, risk and opportunity management

**[MDR-P] Policies**

OMV Petrom has adopted policies and defined a workflow to ensure compliance with legal requirements in force regarding the calculation, declaration and payment of direct and indirect taxes.

In January 2025, OMV Petrom issued and published its Tax Strategy, implemented by the Tax Department in OMV Petrom. The main areas describe the following:

- Tax Planning: OMV Petrom's tax planning supports its business activities and complies with applicable tax laws, avoiding aggressive tax planning and ensuring transactions between affiliated companies are compliant with the arm's-length principle.
- Cooperation with Governments: The company fosters open dialogue with stakeholders, including governments and tax authorities, to resolve disputes and achieve early agreement and certainty.
- Transparency and Risk Management: OMV Petrom adheres to strict financial reporting regulations, prepares accounts in accordance with IFRS, and continuously assesses and manages tax risks through a robust set of controls and procedures.

The Taxes Directive is the most comprehensive regulation and defines the minimum requirements for taxes, levies, and contributions, as well as for tax accounting, transfer pricing, and VAT governance. The directive establishes compliance and reporting procedures and binding responsibilities between the local Finance Manager and OMV Petrom Tax Department for taxes in scope. The directive applies to taxes on income and capital, as well as other taxes, levies, and contributions such as VAT, petroleum tax, excise duty, energy tax, production royalties, stamp duties, and penalties, interest, and fines related to tax obligations. It also includes transfer pricing relevant for tax purposes. The area of application is OMV Petrom SA and its fully consolidated subsidiaries. The Finance Managers of OMV Petrom SA and each of its fully consolidated subsidiaries are accountable for the implementation of this policy. The regulation was aligned with internal stakeholders before approval and published on OMV Petrom's intranet. Other taxes such as payroll taxes and social security contributions withheld from salaries and wages, customs processes, and other taxes for which the assessment/calculation responsibility lies with business operations, such as contributions to environment funds and authorization taxes, are regulated by other adopted tax policies.

The implementation of the Taxes Directive as well as of other adopted tax policies is monitored through the Internal Control System (ICS) available at OMV Petrom Group level. Specifically, in case of tax contributions, the ICS details the controls that cover the computation of direct and indirect taxes, the timeline for the computation and submission of the tax returns, the performance of the tax payments, the

necessary checks and reconciliations and the persons responsible involved in the processes, enabling a four eyes' principle. Each control is assigned to the entity/entities within OMV Petrom Group to which the respective control is applicable; its frequency, purpose, nature and validity are defined. Responsible people are nominated for control execution, review, monitoring and performance evaluation. For more details on the ICS, please consult the General disclosures chapter, section [GOV-5] Risk management and internal controls over sustainability reporting.

OMV Petrom has implemented a long-term Strategic Risk Management process for the purpose of identifying, analyzing, evaluating and addressing significant risks, such as market, financial, operational and strategic risks. Among these risks, we have identified potential regulatory changes which can result in higher taxes, ultimately impacting the company's financial position. To address this, we have implemented an Enterprise-Wide Risk Management (EWRM) Standard which defines and supports a comprehensive EWRM program. It provides guidance to Corporate Functions, Business Divisions, and their subsidiaries within OMV Petrom Group on assessing, managing, and reporting risks at all levels. This standard defines the EWRM Framework which offers a systematic approach to managing risks, enabling OMV Petrom SA and its fully consolidated subsidiaries to make informed decisions on risks and opportunities as they arise. The Executive Board is accountable for the overall management of risk across OMV Petrom Group. The regulation was aligned with internal stakeholders before approval and published on OMV Petrom's intranet.

Although the positive impact related to the investments' multiplier effect (direct and indirect) in the Romanian economy is not covered by a specific policy, OMV Petrom is committed to supporting Romania's energy transition through its 2030 Strategy, which outlines an 11 bn investment plan. The multiplier effect over the Romanian economy has been assessed by independent groups and it is further described in this chapter.

**[MDR-A] Actions**

The computation, payment, transparency, and publication of information on tax contributions to the Romanian State are listed as main priorities of the OMV Petrom Group (OMV Petrom SA and its Romanian subsidiaries). The taxes contributed by the foreign subsidiaries of the OMV Petrom Group are not in scope for this disclosure, as they are due to each state budget of each foreign subsidiary. Typical business taxes as well as industry-specific taxes (e.g. royalties, exploitation of natural resources tax, tax on additional revenues offshore, etc.) are within the scope. Romania is the stakeholder. OMV Petrom releases annual and quarterly reports to facilitate understanding of tax contributions and policies. These actions ensure transparency and compliance with tax obligations, enhancing stakeholder trust and demonstrating OMV Petrom Group's commitment to responsible tax practices. The actions are conducted quarterly or annually, depending on the type of tax and its related legally binding deadline for assessment and payment.

We constantly monitor political and regulatory changes through our Regulatory and Corporate Public Affairs department in domains such as energy, environment, climate change, fiscal policies, and trade activities. All relevant changes are analyzed and implemented to ensure that budgets, payments, and reporting are permanently updated and compliant with laws and regulations. In Romania, without a lobbying law, we express our views on business and regulatory issues via public advocacy channels, such as business sector confederations and professional associations. We draft and disclose our positions through press statements or position papers submitted to the authorities. Active involvement includes providing input during public consultation calls, simplification initiatives, seeking clarifications on legislative requirements, and proposing changes that encourage investments in Romania. For OMV Petrom S.A. and its Romanian subsidiaries, the OMV Petrom Tax Department within the CFO Division coordinates such actions. These actions are taken when deemed necessary. We are also actively providing input and opinions each time law provisions changes are under public consultation.

OMV Petrom is committed to supporting Romania's energy transition through its 2030 Strategy, which outlines an Investment Plan with investments of about EUR 11 billion between 2022 and 2030, having a multiplier effect on Romania's economy. The investment plan aims to capitalize on emerging market opportunities while delivering value for all stakeholders, driven by three key pillars: transitioning to low and zero carbon, growing regional gas, and optimizing traditional business.

The most significant OMV Petrom's investment, Neptun Deep project, has a potential multiplier effect in Romania for the period 2023- 2044 that was assessed independently by Consilium Policy Advisors Group in June 2023.

The scenario developed in this assessment is based solely upon publicly available data and Consilium Policy Advisors Group's expertise and analysis. Although the information compiled in this assessment is considered reliable, its

accuracy is not guaranteed and is not to be taken in substitution for the exercise of judgement by any recipient. This assessment includes forward-looking statements, such as forecasts or expectations that are based on views and assumptions at the date of the assessment, and subject to known and unknown risks and uncertainties. Given the large degree of volatility and uncertainty in natural gas markets, fiscal and regulatory conditions, and the global economy, the actual results, performance figures, or events may differ significantly from those expressed or implied in such forward-looking statements.

This assessment considers an investment of approximately EUR 4 billion in the Neptun Deep project, out of which 50% represents OMV Petrom's share, and accordingly, the cumulated economic direct, indirect and induced impact during a 22- year period has been measured in terms of:

- Economic impact in GDP: for the period 2023-2044, the Neptun Project will have a EUR 42 bn (equivalent of RON 214 bn) contribution to Romania's GDP, representing an average annual increase equivalent to 0.67% of 2022 GDP;
- Estimated contributions to State Budget including dividends (assuming theoretical 100% payout ratio) and excluding VAT: EUR 22 bn (equivalent of RON 112 bn);
- In the same period, Neptun project could create or maintain 9,100 jobs throughout Romania.

Deloitte also developed a study in March 2025 regarding the potential multiplier effect of an investment of EUR 1 bn in the domestic onshore upstream oil and gas sector over the Romanian economy. The scenario developed in this assessment is based solely upon publicly available data and Deloitte's expertise and analysis.

This assessment considers an investment of EUR 1 billion in the domestic onshore upstream oil and gas sector and the economic direct, indirect and induced impact over the Romanian economy for the year of construction and on average, during each of the 10 years of production, being measured in terms of:

- Economic impact in GDP: an increase of EUR 5.8 bn (equivalent of RON 30 bn) as follows: EUR 4.2 bn direct and indirect impact (equivalent of RON 21 bn) and EUR 1.6 bn induced impact (equivalent of RON 8 bn);
- Contributions to State Budget excluding dividends: an increase of EUR 3.1 bn (equivalent of RON 16 bn) as follows: EUR 2.9 bn direct and indirect impact (equivalent of RON 15 bn) and EUR 0.2 bn induced impact (equivalent of RON 1 bn);
- Employment impact: the investment creates and/ or maintains around 43,500 jobs covering ~ 27,700 direct and indirect jobs within the sector and across its supply chain and ~ 15,800 induced jobs.

The equivalent values in RON were computed using the closing exchange rate of 5.0985 RON/ EUR.

Total Capex allocated in 2025 in addressing the action regarding OMV Petrom's support in Romania's energy transition through the 2030 Strategy, having a multiplier effect on Romania's economy, is disclosed in the 2025 Annual Report in the Director's Report Section.

### Metrics and Targets

**[MDR-T] Targets**

Target related to high tax contribution: No measurable outcome oriented target has been set. The policies and actions presented above related to tax contributions have proved to be effective since we have contributed high amounts of taxes to the Romanian State. Our ambition is to keep on being a reliable contributor to the Romanian State by always paying our taxes in time. The amount of total contributions (the metric used to measure progress year on year) is published annually in the CFO presentation that is included in the Annual GMS.

Target related to regulatory changes: No measurable outcome-oriented target has been set. Our policies and actions presented above related to regulatory changes have proved to be effective since we have contributed high amounts of taxes to the Romanian State following regulatory changes (for instance the payment in 2024 of the solidarity contribution on refined crude oil). Our ambition is to ensure in time payment of any potential higher taxes following legislative changes.

Target related to multiplier effect: No measurable outcome oriented target has been set. Our ambition is to support Romania's energy transition through a 2030 Strategy to which we have committed publicly with investments of about EUR 11 bn between 2022 and 2030. The progress is based on the investments made and measured year on year versus 2022.

### [MDR-M] Metrics

| | M.U. | 2025 | 2024 |
|---|---|---|---|
| Tax contributions to the Romanian State[1] | RON mn | 15,868 | 15,933 |
| Thereof direct taxes (mainly related to profit tax, crude and gas royalties, natural gas additional revenues tax, tax on additional revenues offshore) | RON mn | 3,044 | 4,257 |
| Thereof indirect taxes (mainly related to excise and VAT) | RON mn | 12,076 | 10,830 |
| Thereof dividends | RON mn | 748 | 846 |

1 Tax contributions to the Romanian State in 2025 were similar to those in 2024. Direct taxes were lower in the context of solidarity contribution on refined crude oil paid in 2024, no longer applicable in 2025, and indirect taxes increased following higher excise duties and VAT.

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| ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d) | x | | x | | General disclosures, Governance structure, GOV-1 |
| ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e) | | | x | | General disclosures, Governance structure, GOV-1 |
| ESRS 2 GOV-4 Statement on due diligence paragraph 30 | x | | | | General disclosures, Governance structure, GOV-4 |
| ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i | x | x | x | | General disclosures, Our Strategy, SBM-1 |
| ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii | x | | x | | Not material |
| ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii | x | | x | | Not material |
| ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv | | | x | | Not material |
| ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14 | | | | x | Climate change, Strategy, E1-1 |
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| ESRS E1-4GHG emission reduction targets paragraph 34 | x | x | x | | Climate change, Metrics and targets, E1-4 |
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| ESRS E1-5 Energy consumption and mix paragraph 37 | x | | | | Climate change, Metrics and targets, E1-5 |
| ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43 | x | | | | Climate change, Metrics and targets, E1-5 Methodologies Annex, Climate change |
| ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44 | x | x | x | | Climate change, Metrics and targets, E1-6 |
| ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55 | x | x | x | | Climate change, Metrics and targets, E1-6 |
| ESRS E1-7 GHG removals and carbon credits paragraph 56 | | | | x | Climate change, Metrics and targets, E1-7 |
| ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66 | | | x | | Phased-in |
| ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c) | | x | | | Phased-in |
| ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c) | | x | | | Phased-in |
| ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69 | | | x | | Phased-in |
| ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28 | x | | | | Pollution, Metrics and targets, E2-4 |
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| ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c) | x | | | | Phased-in (Quick-fix) |
| ESRS E4-2 Policies to address deforestation paragraph 24 (d) | x | | | | Phased-in (Quick-fix) |

| Disclosure Requirement and related datapoint | SFDR | Pillar 3 | Benchmark Regulation | EU Climate Law | Inclusion (chapter, section) / Relevance (not material and/or phased-in) |
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| ESRS E5-5 Non-recycled waste paragraph 37 (d) | x | | | | Not material |
| ESRS E5-5 Hazardous waste and radioactive waste paragraph 39 | x | | | | Not material |
| ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f) | x | | | | Own workforce, Strategy, S1-SBM 3 |
| ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g) | x | | | | Own workforce, Strategy, S1-SBM 3 |
| ESRS S1-1 Human rights policy commitments paragraph 20 | x | | | | Own workforce, Impact, risk and opportunity management, S1-1 |
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| ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b) | x | | | | Phased-in (Quick-fix) |
| ESRS S2-1 Human rights policy commitments paragraph 17 | x | | | | Phased-in (Quick-fix) |
| ESRS S2-1 Policies related to value chain workers paragraph 18 | x | | | | Phased-in (Quick-fix) |
| ESRS S2-1Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19 | x | | x | | Phased-in (Quick-fix) |
| ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 19 | | | x | | Phased-in (Quick-fix) |
| ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36 | x | | | | Phased-in (Quick-fix) |
| ESRS S3-1 Human rights policy commitments paragraph 16 | x | | | | Phased-in (Quick-fix) |
| ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17 | x | | x | | Phased-in (Quick-fix) |
| ESRS S3-4 Human rights issues and incidents paragraph 36 | x | | | | Phased-in (Quick-fix) |
| ESRS S4-1 Policies related to consumers and end-users paragraph 16 | x | | | | Not material |
| ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17 | x | | x | | Not material |
| ESRS S4-4 Human rights issues and incidents paragraph 35 | x | | | | Not material |
| ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b) | x | | | | Business conduct, Impact, risk and opportunity management, G1-1 |
| ESRS G1-1 Protection of whistle- blowers paragraph 10 (d) | x | | | | Business conduct, Impact, risk and opportunity management, G1-1 |
| ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a) | x | | x | | Not material |
| ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b) | x | | | | Not material |

# Annexes

**Proportion of turnover, capital expenditure (CAPEX), and operating expenditure (OPEX) derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities 2025 (Summary KPIs)**

| Financial Year 2025 | | | | | Breakdown by environmental objectives of Taxonomy aligned activities | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KPI | Total | Propotion of Taxonomy eligible activities | Taxonomy aligned activities | Proportion of Taxonomy aligned activities | CCM[1] | CCA[2] | WTR[3] | CE[4] | PPC[5] | BIO[6] | Proportion of enabling activities | Proportion of transitional activities | Not assessed activities considered non-material | Taxonomy aligned activities in previous financial year 2024 | Proportion of Taxonomy aligned activities in previous financial year 2024 |
| | RON mn | % | RON mn | % | % | % | % | % | % | % | % | % | % | RON mn | % |
| **Turnover** | 36,591.87 | 8.68% | 15.26 | 0.04% | 0.04% | | | | | | 0.04% | | 0.00% | 8.90 | 0.02% |
| **CAPEX** | 8,473.81 | 20.46% | 773.97 | 9.13% | 9.13% | | | | | | 1.86% | | 0.00% | 997.74 | 14.49% |
| **OPEX** | 1,118.79 | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | immaterial | 100% | 1.25 | 0.12% |

### Proportions of turnover derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

| Financial Year 2025 | | | | | Environmental objective of Taxonomy aligned activities | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Economic Activities** | **Code** | **Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover)** | **Taxonomy aligned KPI (monetary value of Turnover)** | **Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover)** | **CCM[1]** | **CCA[2]** | **WTR[3]** | **CE[4]** | **PPC[5]** | **BIO[6]** | **Enabling activity** | **Transitional activity** | **Proportion of Taxonomy aligned in Taxonomy eligible** |
| | | *%* | *RON mn* | *%* | *%* | *%* | *%* | *%* | *%* | *%* | *(E where applicable)* | *(T where applicable)* | *%* |
| Manufacture of organic basic chemicals | CCM 3.14 | 1.11% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Electricity generation from fossil gaseous fuels | CCM 4.29 | 7.52% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| High-efficiency co-generation of heat/cool and power from fossil gaseous fuels | CCM 4.30 | 0.01% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Transmission and distribution of electricity | CCM 4.9 | 0.00% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Infrastructure enabling low-carbon road transport and public transport | CCM 6.15 | 0.04% | 15.26 | 0.04% | 0.04% | | | | | | E | | 100.00% |
| **Sum of alignment per objective** | | | | | **0.04%** | | | | | | | | |
| **Total KPI (Turnover)** | | **8.68%** | **15.26** | **0.04%** | **0.04%** | | | | | | **0.04%** | **0.00%** | **0.48%** |

### Proportions of capital expenditure (CAPEX) derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

| Financial Year 2025 | | | | | Environmental objective of Taxonomy aligned activities | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Economic Activities** | **Code** | **Taxonomy eligible KPI (Proportion of Taxonomy eligible CAPEX)** | **Taxonomy aligned KPI (monetary value of CAPEX** | **Taxonomy aligned KPI (Proportion of Taxonomy aligned CAPEX)** | **CCM[1]** | **CCA[2]** | **WTR[3]** | **CE[4]** | **PPC[5]** | **BIO[6]** | **Enabling activity** | **Transitional activity** | **Proportion of Taxonomy aligned in Taxonomy eligible** |
| | | *%* | *RON mn* | *%* | *%* | *%* | *%* | *%* | *%* | *%* | *(E where applicable)* | *(T where applicable)* | *%* |
| Manufacture of hydrogen | CCM 3.10 | 0.64% | 54.49 | 0.64% | 0.64% | | | | | | | | 100.00% |
| Manufacture of organic basic chemicals | CCM 3.14 | 2.61% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Electricity generation using solar photovoltaic technology | CCM 4.1 | 1.82% | 154.03 | 1.82% | 1.82% | | | | | | | | 100.00% |
| Manufacture of biogas and biofuels for use in transport and of bioliquids | CCM 4.13 | 4.82% | 408.18 | 4.82% | 4.82% | | | | | | | | 100.00% |
| Electricity generation from fossil gaseous fuels | CCM 4.29 | 1.04% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| High-efficiency co-generation of heat/cool and power from fossil gaseous fuels | CCM 4.30 | 0.01% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Transmission and distribution of electricity | CCM 4.9 | 2.47% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Renewal of water collection, treatment and supply systems | CCM 5.2 | 0.02% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Sea and coastal freight water transport, vessels for port operations and auxiliary activities | CCM 6.10 | 2.37% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Infrastructure for rail transport | CCM 6.14 | 0.15% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Infrastructure enabling low-carbon road transport and public transport | CCM 6.15 | 1.85% | 156.43 | 1.85% | 1.85% | | | | | | E | | 100.00% |
| Leasing of aircraft | CCM 6.18 | 1.03% | - | 0.00% | 0.00% | | | | | | | | 0.00% |

| Financial Year 2025 | | | | | Environmental objective of Taxonomy aligned activities | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Economic Activities** | **Code** | **Taxonomy eligible KPI (Proportion of Taxonomy eligible CAPEX)** | **Taxonomy aligned KPI (monetary value of CAPEX** | **Taxonomy aligned KPI (Proportion of Taxonomy aligned CAPEX)** | **CCM[1]** | **CCA[2]** | **WTR[3]** | **CE[4]** | **PPC[5]** | **BIO[6]** | **Enabling activity** | **Transitional activity** | **Proportion of Taxonomy aligned in Taxonomy eligible** |
| | | *%* | *RON mn* | *%* | *%* | *%* | *%* | *%* | *%* | *%* | *(E where applicable)* | *(T where applicable)* | *%* |
| Freight rail transport | CCM 6.2 | 0.31% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5 | 0.56% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Freight transport services by road | CCM 6.6 | 0.02% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Renovation of existing buildings | CCM 7.2 | 0.03% | - | 0.00% | 0.00% | | | | | | | | 0.00% |
| Installation, maintenance and repair of energy efficiency equipment | CCM 7.3 | 0.53% | 0.06 | 0.00% | 0.00% | | | | | | E | | 0.13% |
| Installation, maintenance and repair of renewable energy technologies | CCM 7.6 | 0.01% | 0.79 | 0.01% | 0.01% | | | | | | E | | 92.75% |
| Acquisition and ownership of buildings | CCM 7.7 | 0.17% | 0.00 | 0.00% | 0.00% | | | | | | | | 0.00% |
| **Sum of alignment per objective** | | **-** | | | **9.13%** | | | | | | | | |
| **Total KPI (CAPEX)** | | **20.46%** | **773.97** | **9.13%** | **9.13%** | | | | | | **1.86%** | **0.00%** | **44.64%** |

[1]Climate change mitigation; [2]Climate change adaptation; [3]The sustainable use and protection of water and marine resource; [4]The transition to a circular economy; [5]Pollution prevention and control; [6]The protection and restoration of biodiversity and ecosystems;

# Methodologies

All sustainability indicators are consolidated in line with the Group's financial consolidation perimeter, covering all fully consolidated companies as presented in Note 31 of the Consolidated Financial Statements.

Other exceptions from the reporting boundaries mentioned in this Annex on a case-by-case basis, if applicable.

# Climate change

### Targets methodologies

Mitigating climate change is a strategic priority for our business. To this end, we have set decarbonization targets to support our strategic objective to decarbonize our operations and reduce our environmental impact on climate. The decarbonization targets are part of OMV Petrom's Strategy 2030, reflecting our commitment to driving the energy transition in Southeastern Europe (SEE) and achieving Net Zero operations (Scope 1 and 2) by 2050. This commitment and subsequent targets are in line with the objectives of our GHG Management Framework and Code of Conduct.

While the methodology for targets setting did not rely on a science-based approach, sectoral decarbonization pathways or climate scenarios, we have considered future market and regulatory developments and taken into consideration business-related parameters that are relevant for our strategic development, such as:

- Regulatory and legal context: the main regulatory requirements identified at EU level, which have a direct impact on our business, are the EU's decarbonization targets, such as the ones set for the transport sector. These are part of the broader European Green Deal and Fit for 55 package which aim to reduce the net greenhouse gas emissions by at least 55% by 2030, compared to 1990 levels.

- Shareholder needs for setting GHG targets that balance sustainable long-term value by transitioning to cleaner energy sources while ensuring effective capital allocation and robust financial performance; specific considerations for setting GHG emissions reduction targets for:
  - Scope 1 and 2: business target to decarbonize own operations by 2030 (relying on several emissions reduction and energy efficiency initiatives), supporting the company's long-term ambition of Net Zero operations (Scope 1 and 2) by 2050.

- Market research for prognosis of products demands, with specific considerations for setting GHG emissions reduction targets for:
  - Carbon intensity of Energy Supply (Scopes 1, 2 and 3) target: aims at decarbonizing the overall portfolio, while securing the energy supply in our region (for the strong demand forecasted until 2030) and increasing the share of low and zero carbon solutions used in our operations and offered to our clients.

- High level review of main GHG targets in comparison with industry peers (including by reviewing investments in key initiatives, such as CCS).

Regulatory and legal context, market research for prognosis of products demands and shareholders needs formed the significant assumptions for our operational scenarios and related decarbonization targets setting. The assumptions for target setting were based on market development, internal estimates and a projected slower energy transition in Southeastern Europe compared to Western Europe, while still ensuring security of supply for our market.

The final targets were developed bottom-up (by calculating potential emissions reduction from key decarbonization projects) and adjusted with a top-down ambition established by OMV Petrom leadership.

The contribution of the decarbonization levers to achieve the GHG emissions reduction target is covered in sections E1-1 Transition Plan and E1-3 Key actions.

We are actively exploring innovative technologies (in areas such as geothermal energy, hydrogen and biogas) to accelerate our GHG reduction targets and strengthen our low-carbon portfolio. While Carbon Capture and Storage (CCS) remains an important long-term decarbonization solution, market and regulatory conditions make it not commercially viable before 2030. Therefore, CCS deployment is paced post-2030, with ongoing efforts to mature opportunities in line with value chain readiness.

OMV Petrom's emission reduction activities are organized into decarbonization levers, as detailed in the Actions related to the decarbonisation levers table in the Climate Change chapter. These levers encompass investments identified during OMV Petrom's mid-term planning aligned with the Strategy 2030 and its climate objectives. Scenario analysis informs strategy, setting targets, and planning corresponding investments. The business cases for these investments are evaluated in a base case scenario, informed by the IEA's Stated Policies Scenario (STEPS) and supplemented by other external and internal market analyses. Furthermore, these investments are subjected to a stress test aligned with a "net zero emissions by 2050" scenario, primarily based on the IEA's Net Zero Emissions by 2050 (NZE) scenario.

We have elected to use 2019 as the baseline year for our targets, as it best represents the business-as-usual scenario that was not influenced by deviations in the economic and market patterns generated by international crises such as the COVID-19 pandemic. The decision was implemented after taking into consideration an internal stakeholder review and following benchmarking examples. To reflect the most up-to-date scientific understanding of our emissions, we have updated our calculations by aligning with the latest Global Warming Potentials (GWP) from IPCC's Sixth Assessment Report (AR6). When targets were approved, Scope 1 GHG emissions were calculated using the GWP from AR4, in line with the internal rules. Consequently, baseline year value and monitoring performance against targets were updated to AR6. The baseline value for Scopes 1, 2 and 3 GHG emissions using AR6 is 29.1 million tCO2e (2019 AR4: 28.9 million tCO2e).

In 2025, no base year value recalculation was triggered. The base year will remain unchanged unless significant changes in target or reporting boundaries occur.

Base year re-calculation: Based on applicable internal rules, should a significant change in GHG emissions occur due to mergers/acquisitions/divestments, a re-calculation of the base year will be done for the GHG reduction targets achievement assessment (including LTIP, senior management remuneration, and Group incentive plans annual bonus target achievement). A significant change means that the cumulative effect of mergers/acquisitions/divestments in the reporting year represents a higher effect than 5% on baseline year absolute Scope 1, 2 and 3 emissions which are in scope of the targets.

Any changes in targets and corresponding metrics or underlying measurement methodologies will be transparently disclosed on an annual basis. An explanation of the rationale for these changes and their effect on comparability will also be provided, ensuring clarity and consistency in reporting. Reduction progress in 2025 is in line with what had been initially planned. For more information, please see the Transition Plan section in the Climate Change chapter.

Additional notes regarding our methodology for specific targets

▶ Scope 1 and 2 GHG emissions target

GHG emissions refers to OMV Petrom's Scope 1 direct & Scope 2 (market-based) indirect GHG emissions.
The defined target level to achieve a 30% absolute GHG emissions reduction by 2030, measured in tCO2e (carbon dioxide equivalent), providing a clear and quantifiable benchmark for progress.

The scope includes OMV Petrom's own operations (Scope 1) and upstream value chain energy generation (Scope 2). We count Scope 1 direct GHG emissions and Scope 2 indirect GHG emissions for fully owned assets and assets where OMV Petrom's interest is less than 100% but more than 50%, and where OMV Petrom operates a joint venture. The target excludes assets which are not majority owned by OMV Petrom and assets over which the company has no operational control. Geographically, the targets cover all assets and activities of OMV Petrom, ensuring comprehensive coverage of the company's environmental impact.

The baseline year is 2019, with a recorded baseline value of 4.7 million tCO2e, encompassing Scope 1 and Scope 2 emissions as per IPCC AR6 guidelines (2019 AR4: 4.5 million tCO2e). This baseline provides a reference point from which progress is measured and evaluated over time.

Achieving ambition of Net-zero operations (Scopes 1 and 2) by 2050 includes own measures as well as CCU/S, GHG removals (acc. to ESRS definitions), avoided emissions, carbon credits or any other feasible neutralization measure. GHG removals (acc. to ESRS definitions), avoided emissions and carbon credits are excluded as a means of achieving 2030 Scope 1 and 2 GHG emission reduction target as well as for achieving the carbon intensity of energy supply target for 2030.

The GHG target was proposed by HSSE and Strategy, discussed with the Investor Relations (IR) team, Supervisory Board (SB), Executive Board (EB) and other relevant business functions. The target was approved by OMV Petrom EB and SB.

The responsibility for target definition and performance monitoring against disclosed targets lies with OMV Petrom corporate HSSE–Environmental Management and CFO Controlling, with an annual monitoring frequency.

Achieving the ambition of Net-zero operations (Scope 1&2) by 2050 includes own measures as well as CCU/S, GHG removals, avoided emissions and carbon credits or any other feasible neutralization measure.

The target was proposed by HSSE and Strategy, discussed with Controlling, IR, EB, SB, and other relevant business functions. The target was approved by OMV Petrom EB and SB.

The responsibility for target definition and performance monitoring lies OMV Petrom corporate HSSE–Environmental Management and CFO Controlling, with an annual monitoring frequency.

▶ E&P Methane Intensity target

Methane Intensity refers to the volume of methane emissions from our E&P oil and gas assets as a percentage of the volume of the total gas that goes to market.

OMV Petrom aims to achieve a methane intensity of less than 0.2% by 2030, measured in scm (standard cubic meters) CH4/ scm of gas sold.

The target encompasses E&P own activities, from exploration to production, including gas processing. As methane is a greenhouse gas, counted under our Scope 1, the methane estimation follows the same principle mentioned for Scope 1, also meaning that in scope for this target are methane emissions from fully owned assets and assets where OMV Petrom's interest is less than 100% but more than 50%, and where OMV Petrom operates a joint venture. Emissions from fugitives, venting, and incomplete combustion are included, while methane emissions from assets not operated or not majority owned by OMV Petrom, as well as exploration drilling activities, are excluded.

The methane intensity reduction target set in 2021 stems from the need to reduce methane emissions in the oil and gas sector, now, also in line with EU requirements (EU methane regulation) and IEA expectations for the oil and gas sector. The approach for calculating the methane intensity is in line with the Oil and Gas Climate Initiative's (OGCI) methane intensity, calculated as the ratio of methane emissions to marketed gas sales. The actual methane emissions estimation methodology was improved to Level 4 according to OGMP 2.0[xxviii], following the adoption of the EU Methane Regulation. The first methane measurement reports were available at the beginning of 2026, for 2025, in line with the legal requirements.

This target was proposed by OMV Petrom corporate HSSE, discussed and agreed with SB, EB, Group Strategy and other relevant business functions. The target was approved by OMV Petrom EB.

The responsibility for target definition and performance monitoring against disclosed targets lies with OMV Petrom corporate HSSE–Environmental Management and E&P GHG & Energy Efficiency department, with an annual monitoring frequency.

▶ Carbon Intensity of Energy Supply target

Carbon intensity of energy supply represents total GHG emissions (Scope 1, 2 and 3) divided by total energy content (of sold energy products: gas to energy, oil to energy, power and biofuels).

OMV Petrom has set a strategic target to reduce the carbon intensity of its energy supply by 10%. The target is measured in grams of CO2 equivalent per megajoule (gCO2e/MJ) and is relative to a baseline year of 2019, which had a carbon intensity of 70.7 gCO2e/MJ as per IPCC AR6 guidelines (AR4 2019: 70.2 gCO2e/MJ).

The scope of this target includes OMV Petrom's own operations, upstream value chain (energy generation), and downstream value chain (product use). Specifically, it covers Scope 1 direct GHG emissions, Scope 2 indirect GHG emissions, accounted as 100% for fully owned assets and for assets where the OMV Petrom's interest is less than 100% but more than 50%, and where the OMV Petrom's interest is 50% or less if OMV Petrom is the operator of a joint venture, and OMV Petrom (E&P, R&M, G&P) Scope 3 indirect GHG emissions from category 11 (3.11) "use of sold products" to third parties on an equity production basis. Out of scope are Scope 1 and 2 GHG emissions of assets not operated/not majority owned by OMV Petrom, intracompany sales and purely financial traded volumes, and other Scope 3 indirect GHG emissions. The geographical coverage for this target is the entire OMV Petrom Group.

[xxviii] OGMP 2.0 (Oil and Gas Methane Partnership 2.0), Level 4 refers to a reporting level for methane emissions quantification and reporting. Level 4 of methane emissions are quantified based on source-level measurements and high-quality estimates from direct measurement data and engineering calculations for each emission source.

OMV Petrom aims to reduce the carbon intensity of its energy supply by lowering absolute GHG emissions from operations and increasing the share of low- and zero-carbon energy products in its portfolio. This target reflects current energy transition realities, where gas remains an important transition fuel, oil demand persists, and low-carbon solutions progress at different speeds—renewables, sustainable fuels, and e-mobility advancing faster than less mature technologies like CCS. Our approach considers market conditions and energy security priorities (highlighted also by the International Energy Agency in 2025). Methodologies include scenario analysis aligned with EU and international climate goals, using recognized data sources.

The target was proposed by OMV Petrom corporate HSSE-Environmental Management and Strategy, discussed with IR, SB, EB and other relevant business functions. The target was approved by the OMV Petrom EB and SB.

The responsibility for target definition and performance against disclosed targets monitoring lies with OMV Petrom corporate HSSE–Environmental Management and CFO Controlling, with an annual monitoring frequency. For more information, please see the Transition Plan section in the Climate Change chapter.

### Metrics methodologies

▶ Energy consumption

All energy data is collected for activities that OMV Petrom operates or where it holds more than a 50% stake and has controlling influence. Operational control refers to companies fully controlled by OMV Petrom according to IFRS requirements.

The Energy Consumption metric includes the total direct energy use for work-related activities under OMV Petrom's control. It covers energy consumption from activities such as exploration, construction, production, transportation, and abandonment in E&P division, refinery in Petrobrazi and electricity production in Brazi. Exclusions are road and rail transport, flaring, venting, and other hydrocarbon losses or disposal. The calculation is based on total energy input plus gross electricity production from non-fuel renewable sources minus total energy output.

Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources includes only the purchased and consumed amounts. Electricity, heating, cooling, or steam consumed from own generation is included in fuel consumption. For simplification purposes, OMV Petrom accounts all own activities (including the ones performed in office buildings) as being part of the high climate impact sector, as per ESRS understanding.

▶ Energy sold

Gross electricity production from a fuel source, measured in MWh, covers gross electricity generation in all types of power plants. The gross electricity generation at plant level is defined as the electricity measured at the outlet of the main generators. This includes the amount of electricity used in the plant auxiliaries and in the generators. Gross electricity production from non-fuel renewable sources covers gross electricity generation from non-fuel renewable sources, such as photovoltaic or wind. It is defined as the electricity measured at the outlet of the main inverters and includes the amount of electricity used in the plant auxiliaries and in the inverter. These metrics are not verified by external third parties.

▶ Energy intensity

The Net revenue used to calculate the Energy intensity is disclosed in the consolidated financial statements, note 19 "Sales revenues", line "Total sales revenues".

The energy intensity ratio is calculated as total energy consumption (MWh) divided by total sales revenue (million RON). For details on the methodology of this metric, please refer to the 'Energy consumption' section above.

▶ GHG Emissions

All greenhouse gas data for Scope 1, Scope 2, and Scope 3 emissions are collected for activities which OMV Petrom operates or where OMV Petrom holds a stake of more than 50% and exerts a controlling influence. Operational control (fully consolidated companies) are companies over which OMV Petrom has full control according to IFRS requirements.

All third-party sales are considered for Scope 3 category 10 and 11. When a company participates in joint operations, 100% of the respective company sales are accounted, however this value usually only represents its share in the joint operation. The exception to this is Scope 3 Category 15 (Investments), which follows the equity approach. The share of the investment's Scope 1, 2, and, where relevant, Scope 3 emissions are accounted for in this category. If an investment is made with a business partner in OMV Petrom's upstream or downstream value chain, the respective Scope 3 emissions are included in the appropriate category.

OMV Petrom calculates its corporate carbon footprint (Scope 1, 2 and 3 emissions) following the principles, requirements and guidance provided by the GHG Protocol Corporate Standard (version 2004), the GHG Protocol Scope 2 Guidance (version 2015) and the GHG Protocol Corporate value chain (Scope 3) Accounting and Reporting Standard (Version 2011), expressed in tons CO2e.

We are following our GHG Management Framework standard (in line with GHG Protocol) and actively working to mitigate the GHG emissions along the value chain. To ensure that the approach for GHG accounting and reporting is properly implemented, we perform regular data quality checks.

The emissions value for the EU-ETS installations, covered by Scope 1, are verified by a third-party accredited company, according to legal requirements. Other metrics are not verified by an external body.

Total GHG emissions: The total GHG emissions are calculated as the sum of 100% of gross Scope 1, 100% gross Scope 2 (market-based) emissions and 100% of gross Scope 3 GHG emissions (all categories relevant for oil and gas industry that cross the materiality threshold, as defined in our internal regulation). The relevant categories are listed as metrics.

Atmospheric emissions that contribute to global warming are specified in the Kyoto Protocol. There are six greenhouse gases covered by the Kyoto Protocol: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF6). HFCs, PFCs and SF6 are of minor relevance for OMV Petrom. The global warming potential (GWP) is a relative scale which compares the gas in question to that of the same mass of carbon dioxide.

OMV Petrom applied the conversion factors defined by the Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment Report AR4, GWP values for 100-year time horizon. However, since 2024 has been applying the global warming potentials from the Sixth Assessment Report (AR6) to calculate CO2e emissions of non-CO2 gases) and API GHG Compendium.

▶ Scope 1 GHG Emissions

Scope 1 emissions (measured in tonnes of CO2eq) are defined as direct emissions from all sources under direct control of the company (owned or operated), such as stationary sources, mobile sources, process emissions, flaring/venting emissions, and fugitive emissions. OMV Petrom's Scope 1 emissions from the business divisions (R&M, G&P and E&P) come primarily from fuel combustion, process emissions flaring, venting and fugitive emissions.

Scope 1 GHG emissions are calculated by multiplying activity data with emission factors. OMV Petrom uses emission factors from various sources, such as the IPPC (since 2024 has been applying the global warming potentials from the IPPC Sixth Assessment Report (AR6 – 100 years) to calculate CO2e emissions of non-CO2 gases) and API GHG Compendium. OMV Petrom includes the greenhouse gases $CO_2$, $CH_4$, and $N_2O$ in its Scope 1 calculations. OMV Petrom is also subject to EU-ETS report in accordance with the EU-ETS methodology. Four of our operating installations were under the EU Emissions Trading Scheme (EU-ETS) at the end of 2025.

Activity data is derived from site-specific information, utilizing a combination of direct measurements, calculations, and estimations. When direct measurements or calculations are not feasible, estimations are used to determine energy consumption. Potential limitations of the methodology include the accuracy and reliability of estimations when direct measurements and calculations are not feasible. Potential limitations include the accuracy of measurement devices, the reliability of estimation methods, variations in emission factors, and potential gaps in data collection from all relevant sources.

Some data included in this metric undergoes verification by an external body when GHG emissions are regulated under the EU-ETS system.

The percentage of Scope 1 GHG emissions from regulated emission trading schemes is calculated by dividing the sum of GHG emissions from EU ETS installations by the total Scope 1 GHG emissions. Limitations can arise when emissions are reported in the company's annual sustainability statement before the final verification report is issued by an external body due to differing reporting deadlines. Emission trading systems may also vary in terms of specific deadlines and processes, tailored to their respective regulatory environments. OMV Petrom doesn't own or control any non-EU ETS installation.

Biogenic CO2 emissions are calculated as CO2 released from the combustion or decomposition of organic materials, such as biomass and biofuels used or sold by OMV Petrom. This is reported separately referring to each scope of GHG emissions. Biogenic CO2 emissions not included in Scope 1 GHG emissions are derived by site-specific consumptions of renewable fuels, including biomass, and established emission factors published by IPCC.

▶ Scope 2 GHG Emissions

Scope 2 emissions (measured in tonnes of CO2eq) are defined as indirect GHG emissions that occur at the point of energy generation (owned or operated by a third party) for electricity, heat, cooling or steam imported (i.e. purchased) for use on site. OMV Petrom's Scope 2 emissions are those related to the production of the energy we purchased for our operations. The Scope 2 emissions are primarily associated with R&M and E&P business segments.

Scope 2 GHG emissions are calculated by multiplying activity data (MWh of energy purchased recorded and invoiced) with GHG emission factors from suppliers - energy mix or general (country) energy mix (International Energy Agency) of the locations if the supplier label is not available. Latest labels available are used.

▶ Scope 3 GHG Emissions

Scope 3 emissions (measured in tonnes of CO2eq) are defined as other indirect emissions that are generated by our products or caused by supply chain activities. The metric is an aggregated emissions value of the relevant Scope 3 categories. OMV Petrom's most relevant Scope 3 emissions result from energy consumption by our customers and stakeholders, meaning the products use, category 11. Scope 3 emissions categories 10 & 11 from the use and processing of sold products (excluding pure "trading margin" sales and intracompany sales) are included in the total Scope 3.

Biogenic CO2 emissions are calculated by measuring the CO2 released from the combustion or decomposition of organic materials, such as biomass and biofuels. This is reported separately referring to each scope of GHG emissions. The value of Biogenic CO2 emissions not included in Scope 3 GHG emissions is derived from energy sales from renewable sources such as biofuels, and established emission factors by IPCC.

Scope 3 GHG emissions are measured using inputs from specific activities within OMV Petrom's upstream and downstream value chain. Emission factors associated with Category 1 - Purchased goods and services are calculated using primary data obtained from suppliers or other value chain partners.

As for the emission factor used in calculating the remaining Scope 3 categories, OMV Petrom has made use of estimates. OMV Petrom calculates its carbon footprint (Scope 1, 2 and 3 emissions) following the principles, requirements and guidance provided by the GHG Protocol Corporate Standard (version 2004), the GHG Protocol Scope 2 Guidance (version 2015) and the GHG Protocol Corporate value chain (Scope 3) Accounting and Reporting Standard (Version 2011). We use emission factors from different sources, such as the IPCC and Plastics Europe. Detailed information regarding the calculation methodology for each Scope 3 category is presented below.

▶ Category 1:Purchased goods and services.

The aggregated Scope 3.1 emissions related to emissions from purchased goods and services and thereof the share of emissions from feedstock is reported separately.

The calculation method for emissions combines an average data method for purchased refinery feedstock and a hybrid method for purchased goods and services, incorporating supplier-specific factors when available. Activity data examples include the net amount of refinery feedstock purchased, mass or volume of goods and services, and the amount spent on goods and services by product type. Emission factors used are based on the energy content of refinery feedstocks, the quantity of purchased goods and services, the economic value of these goods and services, and supplier-specific emission factors per unit of economic value. Using this method carries potential limitations such as inaccuracies in emission factors, especially for supplier-specific data, and variability in data quality across different suppliers and products. Additionally, relying on average data for feedstock might not capture specific emissions accurately. Differences in reporting standards and time lags in data availability can further affect the precision and reliability of the calculated emissions.

▶ Category 10 Processing of sold products:

Scope 3.10 are defined as emissions from processing of sold intermediate products by third parties subsequent to sale by OMV Petrom. Pure trading margin sales as well as intracompany sales are excluded from category 10 and 11.

Emissions are calculated by multiplying activity data with emission factors. Activity data includes mass or volume of sold intermediate products per product type and the process(es) involved in transforming or processing sold intermediate products into a usable state final product subsequent to sale by the reporting company. Emission factors used are based on the average emission factors for processes stages required to transform the sold intermediate product into a final product.

- Category 11 Use of sold products:

Scope 3 Category 11 are defined as emissions from the use of goods and services sold by OMV Petrom in the reporting year. Pure trading margin sales as well as intracompany sales are excluded from category 10 and 11.

Emissions are calculated by multiplying activity data with emission factors. Activity data includes mass or volume of sold products per product type. Emission factors used are based on the average emission factors for use of sold products.

Justification for exclusion of certain Scope 3 categories:

As part of our overall simplification efforts aligned with recent EU legislative developments on CSRD/ESRS disclosure requirements, we have re-assessed significance of our Scope 3 related disclosures and categories 2, 3, 5, 15 have resulted as immaterial. Therefore, for 2025, Scope 3 categories 2, 3, 5, 15 will not be disclosed.

Scope 3 categories will continue to be assessed in the following years.

- Category 2 Capital goods: Scope 3.2 covers upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by OMV Petrom in the reporting year.
- Category 3 Fuel and energy-related activities: Scope 3.3 is defined as emissions related to the production of fuels and energy purchased and consumed by OMV Petrom in the reporting year that are not included in Scope 1 or Scope 2.
- Category 4 Upstream transportation and distribution is excluded based on IPIECA guidelines, which suggest that upstream transportation and distribution emissions should not be counted separately, as the fuels used are already accounted for in Scope 3 Category 11, "Use of sold products". This prevents double counting.
- Category 5 Waste generated in operations: Scope 3.5 is defined as emissions from third-party disposal and treatment of waste generated within OMV Petrom's operations in the reporting year.
- Category 6 Business travel is excluded to avoid double counting because the fuels involved are included under Category 11 "Use of sold products" (excluded based on IPIECA guidelines).
- Category 7 Employee commuting is excluded to avoid double counting because the fuels involved are included under Category 11 "Use of sold products" (excluded based on IPIECA guidelines).
- Category 8 Upstream leased assets: OMV Petrom`s leased assets such as offshore platforms and joint ventures are included in Scope 1 emissions. Thus, to prevent double counting these are not accounted for in OMV Petrom.
- Category 9 Downstream transportation and distribution are excluded to avoid double counting because the fuels involved are included under Category 11 "Use of sold products" (excluded based on IPIECA guidelines).
- Category 12 End-of-life treatment of sold products: OMV Petrom products, which are not used as fuels, are accounted under Scope 3 category 10 "Processing of sold products". This category is not relevant for OMV Petrom.
- Category 13 Downstream leased assets: Scope 3 Category 13 are defined as emissions from the operation of assets that are owned by OMV Petrom (acting as lessor) and leased to other entities in the reporting year that are not already included in Scope 1 or Scope 2. This category is applicable to lessors (i.e., companies that receive payments from lessees). Emissions of assets that are owned by OMV Petrom are included Scope 1 or 2. Therefore there are no emissions in this category.
- Category 14 Franchises: Scope 3 Category 14 are defined as emissions from the operation of franchises not included in scope 1 or scope 2. A franchise is a business operating under a license to sell or distribute another company's goods or services within a certain location. OMV Petrom does not have any franchise activities.
- Category 15 Investments: Scope 3 Category 15 are defined as emissions associated with OMV Petrom´s investments in the reporting year, not already included in scope 1 or scope 2 including emissions from subsidiaries and joint ventures where OMV Petrom does not have operational control. Emissions quantification follows the equity approach.

- GHG Emissions intensity per sales revenue

The Net revenue used to calculate the GHG Intensity is disclosed in the consolidated financial statements, note 19 "Sales revenues", line "Total sales revenues".

The GHG emissions intensity ratio is calculated as total Scope 1-3 GHG emissions (market based) divided by total sales revenue (million RON). For details on the methodology of this metric, refer to the Gross scopes 1, 2, ,3 GHG emissions information above.

▶ GHG Removals and Storage

The total amount of carbon credits canceled during the reporting year is determined by documenting the number of carbon credits officially retired or canceled within the year. This involves monitoring credit transactions and ensuring they meet regulatory and voluntary offset program requirements. The total value is reported separately for the share by type of project, the share of projects within the EU, and the share of carbon credits that qualify as corresponding adjustment. Potential limitations include the accuracy and completeness of the records, possible delays in the credit cancelation processing, and adherence to evolving regulatory standards.

The metric relating to the total carbon credits canceled in the reporting year according to recognized quality standard is determined by tracking and verifying the number of carbon credits that have been officially retired or canceled within the reporting period, ensuring they align with established standards such as the Verified Carbon Standard (VCS) or the Gold Standard. This involves thorough documentation and validation of credit transactions against these quality standards. Potential limitations include issues with documentation accuracy and completeness, delays in the validation and cancelation processes, and the consistency in applying and interpreting the quality standards across different projects and registries.

The metric concerning total carbon credits to be canceled in the future is determined by identifying the number of carbon credits allocated for cancelation based on projected future needs. Potential limitations include uncertainties regarding future regulatory changes, market volatility affecting the availability and cost of carbon credits, and the accuracy of estimating future needs. All the credits are based on existing contractual agreements.

▶ The metrics are validated by an external body in line with the respective recognized quality standards.

## Pollution

### Metrics methodologies

▶ Pollutants emitted to air (kg/year)

Data for air pollutants is derived using activity data and standard factors from industry specific regulations on emissions. Assumptions and limitations are related to the use of standard factors. For the main facilities, the measurement of activity data used for emission calculation is validated by an external body.

The pollution data is obtained from site-specific information and measurements in accordance with national requirements.

Pollution-related data is gathered in the company's reporting system on a continuous basis or via dedicated data collection campaigns. At local reporting entity level, the 4-eye principle is applied, i.e. a different person from the one who entered the data checks the plausibility, then validates and approves the data. This is a precondition for data being used and further consolidated, at divisional or group level. Local management has ownership over the local data.

▶ Spills

Spills occurred: Total number of hydrocarbon spills refers to the total number of spills registered and documented in the reporting system within reporting boundaries for the reporting year. OMV Petrom incident classification system consists of five severity levels, with severity increasing from level 1 to level 5, of which the major ones are those with severity levels from 3 to 5. A level 3 incident is defined as Medium environmental damage within a large area outside the boundaries for which actions for remediation / restoration are required.

Spills volume released: Spills related data is gathered in the company's reporting system on a continuous basis. The measurement unit for the volume released is the liter. Depending on the type and severity of spill and data availability, there are different methods employed to determine the spill volume. For larger volumes of spilled material, process data are used to determine the spill volume (e.g. tank volumes and levels, flow measurements and alike). For smaller volumes of spilled material, the volume of excavated soil and the specific hydrocarbon loading of the soil is used. For very small volumes of spilled material, that don't require soil recovery, estimates will be employed.

## Water

### Metrics methodologies

- Water Data ($m^3$)

Water withdrawal ($m^3$) is the sum of all water drawn into boundaries of the undertaking from all sources for any use over the course of reporting period, encompassing surface water, groundwater, seawater and public supply systems.

Water recycled and reused ($m^3$) is water and wastewater (treated or untreated) used more than once before discharge from the owned or shared facilities' boundary, so that water demand is reduced, measured.

Water recirculated in cooling or heating systems is calculated or estimated based on the total volume of water recirculated in installations (e.g. cooling systems); recirculated water is calculated from pump operating hours (hours/year) x pump flow rate ($m^3$/hour) = cubic meters /year volumes of water recirculated ($m^3$).

Water discharge ($m^3$) is the sum of effluents and other water leaving the boundaries of the organization and released to surface water or to third parties over the course of reporting period, being measured, calculated or estimated.

Water consumption ($m^3$) is defined as the amount withdrawn within boundaries of undertaking and not discharged back to the water environment or to a third party during the reporting period. It is calculated as the difference between water withdrawn and water discharged.

All water data are derived from site-specific measurements, invoice-based calculations, or estimates. Water flow measurements are carried out using certified devices.

**Water intensity ($m^3$/mn EUR)**

Water intensity is calculated as water consumption in operations in cubic meters per million EUR net revenue.

Water intensity = Water consumption (cubic meters) / Net revenue (million EUR).

The Net revenue used to calculate the water intensity is disclosed in the consolidated financial statements, note 19 "Sales revenues", line "Total sales revenues", using the average EUR FX rate from Note 6.

## Biodiversity and ecosystems

### Metrics methodologies

- Sites located in or near biodiversity-sensitive areas in aggregated form

The total area of OMV Petrom sites located within 1 km of biodiversity-sensitive areas is calculated using geospatial analysis. This metric aggregates the sites (in hectares) based on GIS coordinates and open-source datasets related to protected and key biodiversity areas. Sensitive areas are categorized by region for the E&P business. The metric considers an entire site as impacted if any part falls within the 1 km buffer zone, without accounting for overlap. A detailed analysis of individual wells and facilities was conducted, using proxy polygons to represent average areas—900 m² for wells and 5,000 m² for facilities—since many data points do not have specific area measurements.

Filling stations and pipelines are excluded from this analysis, as are administrative facilities that do not affect biodiversity. The metric relies on primary data from OMV Petrom operations and publicly available information on biodiversity-sensitive areas, though the accuracy of these datasets varies and the metric has not been externally verified.

## Own workforce

### Targets methodologies

▶ Achieve zero work-related fatalities

The target to achieve zero work-related fatalities for 2030 advances OMV Petrom's commitment to work towards zero incidents. The target is directly linked to the HSSE policy, as the company's ambition is to become an industry leader in HSSE. The "Committed to Zero Harm – Protect People, Environment and Assets" vision guides its HSSE culture, behaviors, actions and decisions. The target is absolute, and covers separately employees, contractors' employees and third parties.

OMV Petrom considers as fatality the death of its own or contractor's employee, resulting from a work-related injury, when the person concerned dies within 12 months as a result of the injury. Fatality of a third party is the death of someone other than an employee, contractor or subcontractor, deathly injured or killed in conjunction with an operational activity of the company (for example, a driver hitting and killing an uninvolved third party such as a pedestrian). Non-work-related fatalities are not considered, and 'delayed' deaths (that occur after the incident) are included if they were a direct result of the incident.

Internal stakeholders were involved in setting the target. No changes occurred in the target or the methodologies / assumptions behind it since the last reporting period. Progress is disclosed annually, and the achievement is monitored on a quarterly basis.

▶ Maintain leading position in Process Safety Event Rate

The target is directly linked to OMV Petrom's HSSE policy, aligning with the ambition to become an industry leader in HSSE and guided by the vision "Committed to Zero Harm – Protect People, Environment, and Assets". The scope of the target covers OMV Petrom Group and its fully consolidated subsidiaries. The target is set as a relative measure, using 2017 as the baseline year and extending to 2030. The normalized rate of process safety events (PSER) is calculated jointly for Tier 1 and Tier 2 process safety events. Given the lack of a universally applicable normalization factor for process safety indicators based on facility configuration, worker exposure hours are used as a convenient and accessible factor, encompassing total hours worked by employees and contractors within the reporting scope. Upstream includes hours worked for operated assets, Downstream includes all operations. Hours worked in Corporate Functions (e.g., General Management and Finance in Petrom) are excluded. Due to the typically low frequency of process safety events, care is advised when interpreting the PSER, as these rates are generally more statistically valid at an industry or company level. The PSER is calculated as PSER = (PSE Tier 1 + Tier 2) / work hours * 1,000,000. This target was established through a top-down approach without stakeholder involvement and OMV Petrom benchmarks its performance against IOGP data.

▶ Increase average number of annual learning hours to a minimum of 30 hours per employee

In line with our sustainability strategy, we recognize that continuous learning and professional development are key enablers of both individual growth and organizational resilience. Our target is set for 2030 and reflects our belief in the value of lifelong learning. We are committed to fostering an environment where employees can access a broad spectrum of learning opportunities, with focus on future critical business capabilities, despite transformational challenges. Development is available through various opportunities via our Learning Catalogue and internal knowledge-sharing, peer-to-peer learning, mentoring, on-the-job experiences, projects participations etc. This approach demonstrates our conviction that "we own our own development" – placing responsibility and empowerment in the hands of every employee to actively engage in their own professional journey.

This target is directly linked to OMV Petrom's learning strategy 2024. The target is absolute and applies to all employees of the company. The learning reports from the My Success Factor system, monitored through the Learning Dashboard, were used in establishing the target. While our systems monitor and track learning hours, we accept that not all types of learning can currently be fully captured and recorded. The main stakeholder involved in setting the target is the Executive Board, as part of its decisional role in setting sustainability-related KPIs. No changes occurred in the target or the methodologies / assumptions behind it since the last reporting period. Learning hours are monitored via the Learning Dashboard.

▶ Train all OMV Petrom Group employees in human rights

This target is directly linked to OMV Petrom's Human Rights Policy Statement. The target is relative and applies to all OMV Petrom Group employees. The target is not measured against a base year, however, it was set for 2030. The target is monitored throughout an internal database and progress is annually reported since 2022. Internal stakeholders were

involved in setting the target. No changes occurred in the target or the methodologies/ assumptions behind it since the last reporting period. Progress is disclosed annually, and the achievement is monitored on a quarterly basis.

- Increase share of women at management level at 35% by 2030

This target is directly linked to material IROs (Job and Development opportunities for all employees) and sustains our aims on diversity and inclusion area. The target applies to management positions at senior level (OMV Grade 15 and higher levels) The target was set for 2030, and progress is measured on yearly basis, via My SF system. The main stakeholder involved in setting the target is the Executive Board, as part of its decisional role in setting sustainability-related KPIs. No changes occurred in the target or the methodologies / assumptions behind it since the last reporting period.

- Maintain level of engagement

A high employees motivation level contributes to achieving our business strategic objectives; thus, we are measuring the engagement level during the Pulse Check surveys. Based on the results, company-wide and divisional level specific actions are built to improve the indicators which directly impact employees' engagement. A specific target level has not been established, aiming to maintain a satisfactory score of engagement, results being interpreted considering the context. This target includes all own employees at consolidated group level. The baseline value and year is the previous Pulse Check survey. We will measure Pulse Check and other engagement surveys until 2030.

- Maintain leading position in Process Safety Event Rate

The target is directly linked to OMV Petrom's HSSE policy, aligning with the ambition to become an industry leader in HSSE and guided by the vision "Committed to Zero Harm Protect People, Environment, and Assets". The scope of the target covers OMV Petrom Group and its fully consolidated subsidiaries. The target is set as a relative measure, using 2017 as the baseline year and extending to 2030. The normalized rate of process safety events (PSER) is calculated jointly for Tier 1 and Tier 2 process safety events. Given the lack of a universally applicable normalization factor for process safety indicators based on facility configuration, worker exposure hours are used as a convenient and accessible factor, encompassing total hours worked by employees and contractors within the reporting scope. E&P includes hours worked for operated assets, R&M includes all operations. Hours worked in Corporate Functions (e.g., General Management and Finance in Petrom) are excluded. Due to the typically low frequency of process safety events, care is advised when interpreting the PSER, as these rates are generally more statistically valid at an industry or company level. The PSER is calculated as PSER = (PSE Tier 1 + Tier 2) / work hours * 1,000,000. This target was established through a top-down approach without stakeholder involvement and OMV Petrom benchmarks its performance against IOGP data.

### Metrics methodologies

- Employees headcount broken down by gender

The total number of employees is reported from the SAP HR system and from Saga system (OPM E-CHARGE SRL), recorded at the end of the last month of the year. The data includes headcount, gender directly extracted from SAP HR and Saga. The calculation is headcount-based, in line with the OMV Workforce Indicators definition and Reporting Guideline. The data is collected for OMV Petrom Group, and includes Romania, Moldova, Bulgaria, Serbia, UK, Hungary and Italy. The measurement of this metric is not validated by an external body.

- Employees headcount broken down by regions and countries

The total number of employees is reported from the SAP HR system and from Saga system (OPM E-CHARGE SRL), recorded at the end of the last month of the year. The calculation is headcount-based, in line with the OMV Workforce Indicators definition and Reporting Guideline. The data is collected for OMV Petrom Group, and includes Romania, and other countries (Moldova, Bulgaria, Serbia, UK, Hungary and Italy). The measurement of this metric is not validated by an external body.

The methodology for data collection is the same as for the data reported in Table: Employees broken down by gender. OMV Petrom has 50 or more employees, representing at least 10% of the total number of employees in Romania. For the other countries this criteria does not apply. The measurement of this metric is not validated by an external body.

- Employees headcount broken down by gender and type of employment

The methodology for data collection is the same as for the data reported in: Employees broken down by gender. The data includes headcount, gender, and employment type (full-

time and part-time) information directly extracted from SAP HR and Saga. Employment contracts (permanent and temporary) are identified based on the Contract End Date in the SAP HR and Saga system. The measurement of this metric is not validated by an external body.

- Total number of employees who have left and employee turnover rate

The total number of employees who have left the company during the reporting period is also tracked in the SAP HR and Saga system. The turnover rate is calculated using the formula: % turnover rate = (Number of exits for the whole reporting year / Number of Headcount at the end of the year). Metric includes all external and intercompany exits as an absolute figure (sum) of all exits and turnover during the reporting year. This methodology ensures a comprehensive and accurate representation of employee turnover. The measurement of this metric is not validated by an external body.

- Collective Bargaining Coverage

Data is reported from the SAP HR system and SAGA for Romania, while other countries provide their input via a questionnaire through local HR teams. All data are consolidated. The percentage of employees covered by collective bargaining agreements is calculated using the formula: (Number of Employees Covered by Collective Bargaining Agreements / Total Number of Employees) x 100. The measurement of this metric is not validated by an external body.

- Adequate wages

Data is reported from the SAP HR payroll system for Romania and from Saga system (OPM E-CHARGE SRL), while other countries provide their input via an email through local HR teams. Data is compared on case-by-case basis with the minimum applicable wage for each region. The metric is not validated by an external body.

- Career development, performance reviews and average training hours

The metric is calculated as percentage of employees that have an eligible performance plan registered in the company's internal system, My Success Factors, out of the total number employees on OMV Petrom group level, including outgoing expats, excepting out of scope categories like blue collars, incoming expats, etc. Measurement of the metric is not validated by an external body.

The average number of training hours per employee is calculated as total number of training (with both physical and online participation) hours, registered in the company's internal tool, My Success Factors system, divided by the total number of employees (headcount).

- Health and safety metrics

Number of hours worked: The total number of hours performed and recorded in the company's internal reporting tool, Synergi. Absentees for longer periods (e.g. maternity leave) shall be excluded from this statistic. The metric is not validated by an external body. The metric is labeled as Hours worked in the company's internal tool.

Number of fatalities as result of work-related injuries: A fatality is the death resulting from a work-related injury when the person concerned dies within 12 months as a result of the injury. Non-work-related fatalities are not included. The metric is not validated by an external body.

Lost-Time Injury Rate: The number of lost time injuries (fatalities and lost workday injuries) per one million hours worked. The rate is calculated in the company's internal reporting tool, Synergi. Calculation and report: LTIR = LTI / hours worked * 1,000,000 (where LTI = FAT + LWDI) LTIR is calculated on an annual basis. The metric is not validated by an external body.

Number of recordable work-related accidents: Total Recordable Injuries (TRI) is the sum of injuries resulting in fatalities, permanent total disabilities, lost workday injuries, restricted work injuries and medical treatment injuries. Data is reported and calculated in the company's internal reporting tool, Synergi. Calculation and report: TRI =FAT + LWDI + RWI + MTI. The metric is not validated by an external body.

Total Recordable Injury Rate: Total Recordable Injury Rate (TRIR) is the number of recordable injuries (fatalities + lost workday cases + restricted workday cases + medical treatment cases) per 1,000,000 hours worked. It describes the average incident frequency related to the working time performed. The metric is recorded in the company's internal reporting tool, Synergi. Calculation and report: TRIR = (FAT+LWDI+RWI+MTI) / hours worked * 1,000,000. Note: TRIR is calculated on an annual basis. The metric is not validated by an external body.

Number of days lost to work related injuries. Lost workdays, as labeled in the company's internal reporting tool, Synergi, represents the sum total of calendar days (i.e. running days including rest days, weekend days, leave days, public

holidays) after the day on which the occupational injury occurred, where a person reported under LTI was unfit for work and did not work (synonym: days off work). Where absence from work extends beyond the year end, the actual or estimated days unfit for work in the following year should be added to those for the reporting year in computing the number of lost workdays i.e. days unfit for work (only possible until the final close of the corresponding reporting period). The maximum lost workdays reportable for each lost workday case is 180. Days unfit for work between a fatal incident, and the date of death are not included. Lost workdays resulting from commuting accidents are recorded separately. The metric is not validated by an external body.

Process Safety Events (PSEs) of Tier 1 and Tier 2 are evaluated on a periodical basis to maintain consistent insight into OMV Petrom's process safety performance. Each PSE is recorded and monitored in the Synergi reporting system. The metric measurement is not validated by an external body. PSEs are defined as unplanned or uncontrolled releases of any material, including non-toxic and non-flammable substances (e.g., steam, hot water, nitrogen, compressed $CO_2$, or compressed air) from a process, or events that could have led to such a release under slightly different conditions. The classification follows a tier system, where Tier 1 represents incidents with greater consequences, indicating the most significant lagging performance indicators, and Tier 2 reflects incidents of lesser consequence.

- Process Safety Event Rate

Process Safety Events (PSEs) of Tier 1 and Tier 2 are evaluated on a periodical basis to maintain consistent insight into OMV Petrom's process safety performance. Each PSE is recorded and monitored in the Synergi reporting system. The metric measurement is not validated by an external body. PSEs are defined as unplanned or uncontrolled releases of any material, including non-toxic and non-flammable substances (e.g., steam, hot water, nitrogen, compressed $CO_2$, or compressed air) from a process, or events that could have led to such a release under slightly different conditions. The classification follows a tier system, where Tier 1 represents incidents with greater consequences, indicating the most significant lagging performance indicators, and Tier 2 reflects incidents of lesser consequence.

- Total remuneration

Data is reported from the SAP HR payroll system for Romania and from Saga system (OPM E-CHARGE SRL) while other countries provide their input via an email through local HR teams. All data are consolidated. The annual total remuneration ratio of the highest-paid individual to the median for all other employees is calculated using the formula: (Annual total remuneration for the highest paid individual) / (Median employee annual total remuneration [excluding the highest-paid individual]). The measurement of this metric is not validated by an external body.

- Incidents, complaints and severe human rights impacts

We have defined the severity of human rights incidents based on categories of scale (e.g. forced labor, child labor, human trafficking), scope (significant number of people being affected) and irremediability (difficult or impossible to remediate), while each one of them by itself can make an impact severe. The metric is not validated by third party.

## Workers in the Value Chain

### Targets methodologies

- All new suppliers screened against mandatory ESG criteria during supplier pre-qualification prior sourcing projects (baseline 2022)

Supplier prequalification at OMV Petrom involves gathering information to assess potential suppliers' compliance with HSSE and sustainability requirements (Corporate Procurement Directive and the Contractor HSSE Management Standard, Annex 2). This ensures only those meeting ESG criteria are considered for collaboration. The absolute target related to the screening of all new suppliers against mandatory ESG criteria during pre-qualification phase was set in 2022 for a target period of 2030 and measures new suppliers screened in SAP during pre-qualification within the upstream value chain across the entire OMV Petrom Group.

- The Zero work-related fatalities target covers own employees, contractors and third parties.

### Metrics methodologies

▶ Sustainable procurement metrics

OMV Petrom collects finalized audit reports from external auditors throughout the year, measuring the number of audits at year-end with quarterly implementation checks. An audit is complete when the report is accepted by Procurement and services invoiced.

TfS audit reports are gathered via the OASIS platform, with data from TfS assessments collected from Ecovadis and Tableau platforms (provided by TfS and EcoVadis). OMV Petrom verifies consistency between these platforms and the reports provided by the TfS team - no deviations have been found so far. TfS serves as the external validation body for its metrics, while others lack external validation.

▶ Health and Safety metrics

All Health and Safety metrics for contractors are calculated using same methodologies, assumptions and systems (see Own workforce - Health and Safety metrics in this Annex for the methodology description). For hours worked, contractor hours worked should include all hours worked by contractor personnel on company premises and all work-related activities.

As part of our overall simplification efforts aligned with recent EU legislative developments on CSRD/ESRS disclosure requirements, we have re-assessed the significance of hours worked by employees of OMV Petrom Global Solutions S.R.L. (Romanian entity accounted using equity method) for OMV Petrom Group in the overall Health & Safety metrics. They resulted as immaterial in relation to the material negative impact identified for Workers in the Value Chain (Safety hazards associated with the activities performed by contractors on OMV Petrom operational sites), and therefore excluded from the disclosure scope. Contractor data for OMV Petrom Global Solutions S.R.L. is likewise excluded as it was assessed as quantitatively immaterial to the exposure associated with this material impact.

## Affected communities

### Targets methodologies

▶ Maintain >80% of local communities covered by yearly social investments

OMV Petrom's target to maintain >80% of local communities covered by yearly social investments refers to the company's own operations and entails 41 out of 41 Romanian counties covered each year. The target aims to advance the company's positive impact related to the creation of opportunities for communities. No baseline was set, as the target applies yearly. There have been no changes to the target or the underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted within the defined time horizon. We continuously monitor progress and report it annually.

▶ Yearly spend with local suppliers to be at least 85% of total Procurement spend

OMV Petrom aims to support local communities in areas where the company operates by increasing local procurement and aligns with the procurement expectations of neighboring communities, while also reducing business disruptions. The target is absolute and measured as a percentage of total procurement spend. It applies to the purchasing activities which are covered by Procurement, as per the Corporate Procurement Directive (please see the Policies section of the Business Conduct chapter), in the upstream value chain, across the entire OMV Petrom Group. No baseline was set, as the target applies yearly.

Internal stakeholders and external benchmarks were involved in setting this target. No changes in the target and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data have been undertaken during the reporting period. OMV Petrom's target regarding yearly spend with the local suppliers is monitored on an ongoing basis through its own digital tool and it is annually reported.

### Metrics methodologies

▶ Social investments in local communities

The total amount of social investments in local communities is annually reported and is measured throughout the year via an internal database and then compared with the Controlling reports. The metrics for affected communities are not validated by an external body.

## Business conduct

### Targets methodologies

- Targets related to management of relationships with suppliers

The Procurement function, together with Accounts Payable, perform continuous monitoring to ensure the payment terms stipulated in OMV Petrom's internal policies are met. As defined in the Corporate Procurement Directive and Process to Pay Standard, OMV Petrom's ambition is to meet its 60-day payment terms, to prevent any disruptions caused by late payments for suppliers which are dependent on us.

To track the effectiveness of the actions related to the payment terms, OMV Petrom uses the SAP system, and other internal IT tools which track and monitor on an ongoing basis the average time it takes to pay an invoice, as well as the percentage of payments aligned with the standard payment terms. The Procurement Department discusses and analyses on a quarterly basis the reasons for deviation

### Metrics methodologies

- Average time to pay an invoice from the date when the contractual / statutory term of payment starts

For frame contracts, the weighted average payment terms are determined by the weighted delta between the baseline date and the clearing date, using the invoice value in EUR. If the clearing date precedes the baseline date, the value is adjusted to 0 and excluded from the calculation. In the absence of a frame contract, the payment term days specified in the purchase order are used. These figures are tracked and reported in an internal digital tool managed by Procurement and are calculated as purchase orders with payment terms of 60 days or less. The metric is not validated by an external body.

- Percentage of payments aligned with the standard payment terms

As per the Corporate Procurement Directive and Purchase to Pay Standard, the standard payment term for our suppliers and contractors is 60 days, regardless of the size, country or services they supply. This percentage is calculated based on how many payments have been made according to the standard payment term of 60 days. The metric is not validated by an external body.

- Legal proceedings outstanding for late payments

The metric regarding Legal proceedings outstanding for late payments are counted on a case-by-case basis and consists of litigations having as object later payment and where any entity under OMV Petrom group is a defendant.

## Cybersecurity

### Targets methodologies

**Reach the process maturity level for IT Security to level 4.0**

OMV Petrom uses advanced monitoring tools and analytics to identify potential risks and suspicious activities in real-time. This enables early threat detection and swift, coordinated actions to contain and mitigate incidents, reducing the impact on business operations and strengthening the overall security.

Our ambition is to reach maturity level 4.0 according to the CMMI (Capability Maturity Model Integration) framework, which means that our processes will be quantitatively managed and continuously improved based on data-driven insights and performance metrics. This level demonstrates a high degree of process control and optimization, enabling us to deliver consistent, high-quality results. Due to confidentiality reasons, we cannot disclosure more details regarding our ambitions.

- Achieve the highest level of maturity on IT-OT (Information Technology – Operations Technology) Governance

Collaboration between IT and OT teams ensures strategic and operational alignment, incorporating security, performance, and scalability into infrastructure design and management. This results in more resilient and efficient systems across the organization. The target is monitored through a dedicated maturity-level metric, though further details remain confidential.

### Metrics methodologies

▶ Number of awareness campaigns

The number of awareness campaigns refers to the number of campaigns such as classroom exercises, online training sessions, internal news, e-mail phishing campaigns and other types of actions. This metric is not validated by an external body.

## Economic value

### Metrics methodologies

▶ Tax contributions to the Romanian State

The methodology of the taxes contributed by OMV Petrom Group (OMV Petrom S.A. and its Romanian subsidiaries) to the Romanian State has been defined according to the Romanian fiscal legislation. The computation is based on amounts declared to the Romanian State or estimated in accordance with local tax legislation as at the reporting period. Measurement of the metric is not validated by an external body. Total tax contributions of OMV Petrom Group (OMV Petrom S.A. and its Romanian subsidiaries) to the Romanian State include:

- direct taxes, mainly related to profit tax, crude and gas royalties, natural gas additional revenues tax, tax on additional revenues offshore;
- indirect taxes mainly related to excise and VAT
- dividends;

# Abbreviations and definitions

| | |
|---|---|
| bbl | barrel(s), i.e. 159 liters |
| bbl/d | bbl per day |
| bcf | billion cubic feet; 1 billion standard cubic meters = 35.3147 bcf for Romania |
| bcm | billion cubic meters |
| bn | billion / bilions |
| boe, kboe | barrels of oil equivalent, thousand barrels of oil equivalent |
| boe/d, kboe/d | boe per day, kboe per day |
| BET | a free float market capitalization weighted index reflecting the performance of the most traded 17 companies on the BSE's regulated market |
| BSE | Bucharest Stock Exchange |
| CAGR | Compound Annual Growth Rate |
| CAPEX gross | Capital Expenditures, not adjusted by the value of government grants and other subsidies |
| CAPEX, Investments, Net CAPEX | Capital Expenditures includes additions to property, plant and equipment and to intangible assets (except for the decommissioning assets, and other non-cash additions) and expenditures for acquisitions of shareholding in other third party entities (subsidiaries, equity-accounted investments and other interest), adjusted by government grants and other subsidies |
| Capital employed | Equity including minorities + net debt/(cash) |
| CCS / CCS effects / Inventory holding gains / (losses) | Current cost of supply<br>Inventory holding gains and losses represent the difference between the cost of sales calculated using the current cost of supply and the cost of sales calculated using the weighted average method after adjusting for any changes in valuation allowances, in case the net realizable value of the inventory is lower than its cost.<br>In volatile energy markets, measurement of the costs of petroleum products sold based on historical values (e.g. weighted average cost) can have distorting effect on reported results (Operating Result, Net income etc.).<br>The amount disclosed as CCS effects represents the difference between the charge to the income statement for inventory on a weighted average basis (adjusted for the change in valuation allowances related to realizable value) and the charge based on the current cost of supply.<br>The current cost of supply is calculated monthly using data from our refinery's supply and production systems at Refining and Marketing segment level. |
| CCS | Carbon Capture and Storage |
| CCU | Carbon Capture and Usage |
| CEO | Chief Executive Officer |
| CFO | Chief Financial Officer |
| Clean CCS Operating Result | Operating Result adjusted for special items and CCS effects. Group clean CCS Operating Result is calculated by adding the clean CCS Operating Result of Refining and Marketing segment, the clean Operating Result of the other segments and the reported consolidation effect adjusted for changes in valuation allowances, in case the net realizable value of the inventory is lower than its cost. |
| Clean CCS net income attributable to stockholders | Net income attributable to stockholders, adjusted for the after tax effect of special items and CCS |
| Clean CCS ROACE | Clean CCS Return On Average Capital Employed = NOPAT (as a sum of current and last three quarters) adjusted for the after tax effect of special items and CCS, divided by average Capital Employed computed on a rolling basis, as an average Capital Employed of last four quarters (%) |
| CNG | Compressed Natural Gas |
| CV | Curriculum Vitae |
| EB | Executive Board |

| | |
|---|---|
| EPS | Earnings per share = Net income attributable to stockholders divided by weighted number of shares |
| E&P | Exploration and Production |
| Equity ratio | Equity / (Total Assets) in % |
| ESG | Environmental, Social and Governance |
| EU, EUR | European Union, euro(s) |
| EURIBOR | Euro Interbank Offer Rate – the reference rate for European banks in interbank loans denominated in EUR |
| EV | Electric Vehicles |
| EWRM | Enterprise-Wide Risk Management |
| FID | Final Investment Decision |
| FP | Fondul Proprietatea |
| FRD | Field redevelopment |
| FX | Foreign exchange |
| GDP | Gross Domestic Product |
| GMS | General Meeting of Shareholders |
| G&P | Gas and Power |
| HSSE | Health, Safety, Security and Environment |
| HU | Hungary |
| HVO | Hydrotreated vegetable oil |
| IE | Ireland |
| IEA | International Energy Agency |
| IFRS | International Financial Reporting Standards |
| ISO | International Organization for Standardization |
| LNG | Liquefied Natural Gas |
| LPG | Liquefied Petroleum Gas |
| LTIR | Lost-time injury rate (employees and contractors). The number of lost time injuries (fatalities and lost workday injuries) per one million hours worked. |
| m, km | meter(s), kilometer(s) |
| mn | million / millions |
| mom | month-on-month |
| MTBF | mean time between failures |
| MW; MWh | megawatt(s); megawatt hour(s) |
| n.a. | not applicable/not available (as the case may be) |
| n.m. | not meaningful; the deviation is above (±) 500% or the comparison is made between values of opposite signs |
| NAMR | National Agency for Mineral Resources |
| Net debt/(cash) | Interest bearing debts and financial lease liabilities less liquid funds (cash and cash equivalents) |
| NGL | Natural Gas Liquids – it refers to condensate only |
| NOPAT | Net Operating Profit After Tax. Profit on ordinary activities after taxes +/- net effects related to financing structurel, +/- result from discontinued operations, +/- tax effect of adjustments |
| OECD | Organisation for Economic Co-operation and Development |
| OGMS | Ordinary general meeting of shareholders |
| OPCOM | The administrator of the Romanian electricity market |
| OPEC | Organization of Petroleum Exporting Countries |
| Operating Result | The “Operating result” includes the former indicator EBIT (“Earnings Before Interest and Taxes”) and the net result from equity-accounted investments |
| Operating Result before depreciation | Former EBITD = Operating Result Before Interest, Taxes, Depreciation and amortization, impairments and write-ups of fixed assets, including reversals |
| OPEX | Operating Expenses |

| | |
|---|---|
| Q | Quarter |
| PV | Photovoltaic |
| R&M | Refining and Marketing |
| ROACE | Return On Average Capital Employed = NOPAT (as a sum of current and last three quarters) divided by average Capital Employed (on a rolling basis, as an average of last four quarters) (%) |
| ROBOR | Romanian Interbank Offer Rate – the reference rate for Romanian banks in interbank loans denominated in RON |
| RON | New Romanian leu |
| RRR | Reserve Replacement Rate |
| S.A. | Romanian JSC - Joint stock company (Societate pe Acţiuni) |
| SAF | Sustainable Aviation Fuel |
| Special items | Special items are expenses and income reflected in the financial statements that are disclosed separately, as they are not part of underlying ordinary business operations. They are being disclosed separately in order to enable investors to better understand and evaluate OMV Petrom Group's reported financial performance. |
| t, kt | metric tonne(s), thousand tonnes; 1t of crude oil = 7.193 bbl for Romania |
| TEN-T | Trans-European Transport Network |
| TP | Target Price |
| TRIR | Total Recordable Injury Rate (employees and contractors); the number of recordable injuries (fatalities + lost workday cases + restricted work day cases + medical treatment cases) calculated as 12 months rolling average per 1,000,000 hours worked |
| TWh | terawatt hour(s) |
| UK | United Kingdom |
| UN | United Nations |
| US(A) | United States (of America) |
| USD | United States dollar(s) |
| VAT | Value added tax |
| yoy | year-on-year |

## Additional abbreviations and definitions specific to the Sustainability Statement

| | |
|---|---|
| Act | Actual |
| AIDA | Asset Integrity Data Assistant |
| ALARP | As Low As Reasonably Practicable |
| ANRE | Romanian Energy Regulatory Authority |
| APS | Announced Pledges Scenario |
| AR | Application Requirement |
| AR4, AR6 | IPCC's Forth/Sixth Assessment Report |
| ARMS | Active Risk Management System |
| BAP | Biodiversity Action Plan |
| BAT | Best Available Techniques |
| BES | Biodiversity and Ecosystem Services |
| BIA | Business Impact Analysis |
| BIO | The protection and restoration of biodiversity and ecosystems |
| BREF | Best Available Techniques Reference Document |
| CBT | Computer-Based Training |
| CCA | Climate Change Adaptation |
| CCM | Climate Change Mitigation |

| | |
|---|---|
| Cd | Cadmium and compounds |
| CDDA | Common Database on Designated Areas |
| CDP | Carbon Disclosure Project |
| CE | The transition to a circular economy |
| CEE | Central and Eastern Europe |
| $CH_4$ | Methane |
| CHP | Cogeneration or Combined Heat & Power |
| CLA | Collective Labour Agreement |
| c.m. | Cubic Meters |
| $CO_2$ | Carbon dioxide |
| $CO_2e$ | Carbon dioxide equivalent |
| CSA | Cybersecurity Architecture |
| CSDDD | Corporate Sustainability Due Diligence Directive |
| CSRD | Corporate Sustainability Reporting Directive |
| CSSM | Work Health and Safety Committee |
| DMA | Double Materiality Assessment |
| DNSH | Do No Significant Harm |
| DVC | Downstream Value Chain |
| DR | Disclosure Requirement |
| EC | European Commission |
| EEA | European Economic Area |
| EEC | European Econom Community |
| EIA, ESIA | Environmental (and Social) Impact Assessment |
| EL | Eligible, Taxonomy-eligible activity for the relevant objective |
| EMS | Environmental Management System |
| EPCIC | Engineering, Procurement, Construction, Installation and Commissioning |
| EPRTR | European Pollutant Release and Transfer Register |
| ESRI | Environmental Systems Research Institute |
| ESRS | European Sustainability Reporting Standards |
| ETS | Emissions Trading System |
| EUR FX | Euro Foreign Exchange |
| FAT | Fatality |
| GBF | Global Biodiversity Framework |
| GHG | Greenhouse Gas |
| GIS | Geographic Information System |
| GRI | Global Reporting Initiative |
| GW | Gigawatt(s) |
| GWP | Global Warming Potential |
| HAZOP | Hazards and Operability Standards |
| HiPo | High Potential incidents |
| HR | Human Resources |
| IBAN | International Bank Account Number |
| IBAT | Integrated Biodiversity Assessment Tool |
| ICS | Internal Control System |
| IGRR | Integrated Risk Register |
| ILO | International Labour Organization |
| IOGP | International Association of Oil and Gas Producers |
| IPCC | Intergovernmental Panel on Climate Change |
| IPIECA | International Petroleum Industry Environmental Conservation Association |
| IRO | Impact, Risk and/or Opportunity |
| ISMS | Information Security Management System |
| IT/OT | Information Technology / Operational Technology |

| | |
|---|---|
| IUCN | International Union for Conservation of Nature |
| IVMS | In Vehicle Monitoring System |
| KBA | Key Biodiversity Areas |
| KPI | Key Performance Indicator |
| kt | Kiloton |
| LCB | Low Carbon Business |
| LDAR | Leak Detection and Repair |
| LEAP | Locate, Evaluate, Assess, Prepare |
| LTI | Lost-Time Injury |
| LSR | Life Saving Rules |
| LTIP | Long-Term Incentive Plan |
| LWDI | Lost Work Day Injury |
| M&A | Mergers and Acquisitions |
| MDR | Minimum Disclosure Requirement |
| MS | Management System |
| MTI | Medical Treatment Injury |
| MTP | Mid-term Planning |
| M.U. | Measurement Unit |
| My SF | My Success Factor |
| N/EL | Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective |
| NGO | Non-governmental organization |
| Ni | Nickel and compounds |
| NIS | Network and information systems directive |
| NM-VOC | Non-methane Volatile Organic Compounds |
| NOx/ $NO_2$ | Nitrogen Oxides |
| NPA | National Protected Area |
| NPO | Non-profit organization |
| NZE | Net Zero Emissions |
| nZEB | Nearly Zero-Emission Building |
| O&G | Oil & Gas |
| OGCI | Oil and Gas Climate Initiative |
| OO | Own Operations |
| P&C | People & Culture |
| PCI-DSS | Payment card industry data security standard |
| PHA | Process Hazard Analysis |
| PM | Particulate Matter |
| PNVNT | Vânători Neamț Natural Park |
| Pot. | Potential |
| PPC | Pollution Prevention and Control |
| PSA | Prioritization Score Assessment |
| PSE | Process Safety Event |
| PSER | Process Safety Event Rate |
| PSM | Process Safety Management |
| RCP | Representative Concentration Pathways |
| R&D | Research and Development |
| RWI | Restricted Work Injury |
| SAP BTP | SAP Business Technology Platform |
| SASB | Sustainability Accounting Standards Board |
| SB | Supervisory Board |
| scm | Standard cubic meters |
| SDGs | Sustainable Development Goals |
| SEE | Southeastern Europe |

| | |
|---|---|
| SOx/ $SO_2$ | Sulfur Oxides |
| STEAM | Science, Technology, Engineering, Arts and Mathematics |
| STEPS | Stated Policies Scenario |
| TCFD | Task Force on Climate-related Financial Disclosures |
| TfS | Together for Sustainability |
| TNFD | Taskforce on Nature-related Financial Disclosures |
| TRI | Total Recordable Injury |
| UDHR | Universal Declaration of Human Rights |
| UNGC | United Nations Global Compact |
| UNGPs | United Nations Guiding Principles on Business and Human Rights |
| UVC | Upstream Value Chain |
| VOC | Volatile Organic Compound |
| VP | Vicepresident |
| WFA | Water Footprint Assessment |
| WTR | The sustainable use and protection of water and marine resources |
| WWF | Worldwide Fund for Nature |

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