PUBLIC QUESTIONS:

Q1: Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.

Ans: OMV has developed due diligence tools and techniques to comply with our human rights commitments as outlined in our Human Rights Policy Statement and Code of Conduct. These include higher-level assessments such as country entry checks, human rights compliance checks of potential business partners, and Human Rights Impact and Risk Mapping, as well as in-depth assessments such as impact assessments, self-assessments, and audits, usually implemented when the higher-level assessments reveal potential issues {...} In total, 55 human rights compliance checks and assessments were conducted across the OMV Group in 2025 {...} **Page 266, OMV Combined Annual Report 2025**.

The availability of the grievance mechanism is communicated to all external stakeholders. It is designed to be readily accessible to all community members, particularly vulnerable groups. We recognize the specific role and vulnerability of human rights defenders, so we strongly oppose any threats, intimidation, and physical, verbal, or legal attacks against them in relation to our operations. **Page 279, OMV Combined Annual Report 2025.**

The SpeakUp Channel provides our own workforce and other stakeholders with a secure platform to confidentially and, if necessary, anonymously share information about any potential work-related misconduct they have perceived or observed. It is part of our Whistleblowing Integrity Platform {...} **Page 227, OMV Combined Annual Report 2025.**

Community Grievance Mechanisms (CGMs): For issues related to human rights, such as inadequate working conditions, or for any other concerns associated with OMV's operations, any external parties, including value chain workers, can utilize the locally available CGMs {...} **Page 265, OMV Combined Annual Report 2025.**

Processes to Remediate Negative Impacts and Channels for Affected Communities to raise Concerns {...} **Page 278**, **OMV Combined Annual Report 2025.**

Q2. What steps does your company take to ensure that affected or potentially affected stakeholders - including local communities, Indigenous Peoples, workers, and civil society organisations - are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.

Ans: OMV's commitments regarding human rights defenders are explained in the following two documents publicly available at its website and can be accessed by anyone.

1. Human rights policy
2. Code of Conduct

OMV **has local community relations teams** at its operational sites that regularly engage with local stakeholders, including community members. Through these interactions and engagements, OMV communicates its principles, business approach, and human rights commitments.

Engagement with Vulnerable Groups: We pay attention to any possible impact on human rights, particularly those of individuals and groups that are more likely to be in vulnerable situations {...} we engage with NGOs{...} **Page 277, OMV Combined Annual Report 2025**.

Q3. What steps does your company take to ensure that business partners - including suppliers, contractors, and other relevant business relationships - understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.

Ans: All OMV Group companies require contractors and suppliers to comply with OMV's Code of Conduct, which sets out OMV's specific human rights commitments, including its commitments to human rights defenders. OMV also conducts human rights due diligence to assess and monitor its operations and business partners for potential human rights impacts.

Impact and Risk Identification and Assessments {...} **Page 229, OMV Combined Annual Report 2025.**

Q4. Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or business relationships, and describe the steps the company took to address the concern and prevent retaliation.

Ans:

Integrity Platform: Protection of Whistleblowers: We have established channels to help identify ethical misconduct as early as possible {...} The OMV Group has introduced a whistleblower mechanism {...}

Whistleblowers are protected from any form of retaliation, which comprises all actions or omissions. **Page 290, OMV Combined Annual Report 2025.**

Processes to Remediate Negative Impacts and Channels for Afected Communities to Raise Concerns: Grievances can be submitted **anonymously** if desired. They can be submitted individually, on behalf of another individual, or as a collective case, for instance by a group of community members through a joint letter{…} **(Page 278-79, OMV Combined Annual Report 2025.**