



Valkenburgh Milling Facility

OMV proudly celebrated **the official launch of the Valkenburgh Milling Facility in Witbank** on 9 September 2025, marking a significant step forward in the company's growth strategy and commitment to innovation.

This development not only strengthens OMV's operational capabilities but also contributes to job creation and sustainable development in the Witbank region.

Previously the plant was used mainly for storing and transporting bentonite clay. The Witbank site has now been transformed into a **state-of-the-art milling facility** equipped with advanced technology to process a wider range of industrial minerals.

Rousseau van der Merwe, OMV Stilfontein Operations Manager, explained that the upgrade was designed to deliver improved efficiency, consistent quality, and reliable supply to customers across South Africa's industrial minerals and construction sectors.

The plant can now process minerals such as sodium bentonite, dolomite, calcium limestone, calcium bentonite, magnesite, and magnesium carbonate, offering flexibility to serve industries like ferrochrome production.

Its strategic location near Mpumalanga's iron and steel industry provides a logistical advantage, ensuring faster delivery and better service to major clients such as Samancor.

The upgrade, supported by the **Raubex Group** and featuring equipment from Chinese specialist SBM, also includes an on-site laboratory to monitor production and maintain quality standards. Local engineers played a key role in the design and implementation of the facility.

This new facility complements OMV's existing mill in Olifantsfontein, expanding the company's reach and ability to provide customized mineral solutions.

"Having the mill in Mpumalanga gives us a logistical advantage and helps us deliver high-quality minerals efficiently, supporting South Africa's industrial growth," Van der Merwe emphasized.

"This is more than just a launch – it's a signal of our vision for the future" said Marinus van den Berg, Operations Director.



Global Gypsum Conference 2025

The Global Gypsum Conference 2025, held on 22–23 October 2025 near Amsterdam, provided an excellent platform for **industry leaders** and innovators to connect and share the latest advancements in gypsum technology.

This year, OMV was represented by Marinus van den Berg (Operations Director), who delivered a presentation titled “**Unlocking the Potential of Phosphogypsum**” — a deep dive into sustainable opportunities and the next evolution of gypsum use.

The annual Global Gypsum Conference is well-known around the world as the largest meeting of **gypsum professionals** and as the must-attend gypsum event. Our OMV team engaged with a wide range of international visitors, exchanging knowledge on best practices.

The conference offered valuable networking opportunities, enabling OMV to build connections with major players in the gypsum sector while positioning the OMV brand as a forward-thinking partner in environmental performance and operational excellence.

Overall, OMV's presence underlined their commitment to innovation and set a positive example for other exhibitors seeking to advance sustainable practices in the industry.



Marinus van den Berg in 2019, at the 19th Global Gypsum Conference in Kuala Lumpur, Malaysia.



Marinus van den Berg presenting at the 2026 Global Gypsum Conference in Kuala Lumpur, Malaysia.

WHAT IS INSUBORDINATION?

Insubordination occurs when an employee **intentionally refuses to follow a lawful and reasonable instruction** issued by a supervisor or manager. It also includes conduct that **undermines authority**, damages trust or disrupts operations.

Examples of insubordination include:

- Openly refusing a direct instruction
- Ignoring or dismissing a supervisor's request
- Speaking to a manager in an aggressive, disrespectful, or challenging manner
- Walking away while being addressed
- Disrupting work by influencing others to ignore instructions
- Undermining or insulting a manager in front of others

These behaviours weaken productivity, impact safety, and create a hostile environment — none of which can be tolerated on any OMV site.

WHY IS IT SO SERIOUS?

OMV operates in high-risk mining and industrial environments where **safety, structure and leadership** are non-negotiable. When an employee disregards a supervisor's instruction:

- Work stops
- Teams are disrupted
- Safety is compromised
- Production is impacted
- The employment relationship breaks down

Once trust between an employee and a supervisor is damaged, it becomes extremely difficult to repair.

For this reason, insubordination — especially when deliberate or repeated — can result in **serious disciplinary action, including dismissal**.

A LAWFUL AND REASONABLE INSTRUCTION

Employees are required to follow instructions that are:

- ✓ **Related to their work**
- ✓ **Within policy and procedure**
- ✓ **Safe and reasonable**
- ✓ **Given by someone in authority**

If an employee believes an instruction is unsafe or inappropriate, the correct approach is to **raise the concern respectfully**, not to refuse or react aggressively.

RESPECT IS A CORE EXPECTATION AT OMV

Every OMV employee, regardless of position, is expected to demonstrate:

- Respect for supervisors and colleagues
- Professional communication
- Willingness to cooperate
- Accountability for conduct
- Commitment to company rules and safety

These behaviours form the foundation of a productive and safe workplace.

THE CONSEQUENCE OF REFUSING INSTRUCTIONS

Failure to follow instructions or showing defiance towards a supervisor can result in:

- Counselling
- Written warnings
- Final written warnings
- **Dismissal in serious cases**

Employees must understand that insubordination is not a minor issue — it directly threatens safety, discipline, and operational success.

THE EXPECTATION MOVING FORWARD

OMV is committed to fair and consistent application of discipline. At the same time, we encourage all employees to:

- Communicate respectfully
- Follow the chain of command
- Ask for clarity when unsure
- Handle disagreements professionally
- Support supervisors in maintaining order and safety

A respectful workplace is a successful workplace.

TOGETHER, LET'S MAINTAIN A CULTURE OF RESPECT

Insubordination has no place at OMV. Every employee plays a critical role in sustaining a positive, disciplined, and safe working environment.

Let's choose cooperation, respect, and responsibility — every day.

Respect Your Job It's More Important Than You Think

Across OMV, we take pride in creating a workplace where everyone has the opportunity to earn a living, grow their skills, and support their families. But in recent months, we have seen an increase in **misconduct cases** — behaviour that puts jobs, teams, and the entire business at risk.

This message is a reminder of something simple but extremely important:

Your job is valuable. **Respect it. Protect it. Take it seriously.**

The Reality: Jobs Are Hard to Come By

South Africa faces one of the highest unemployment rates in the world. This is not just a statistic — it is a lived reality for millions of households. When an employee is dismissed for misconduct, it becomes extremely difficult to find another job.

Why?

Because **prospective employers request references**, and your employment history follows you. A dismissal, especially for serious misconduct, can close doors for years — sometimes permanently.

Your job at OMV is an opportunity many people wish they had. It deserves your commitment, discipline, and respect.

Misconduct Has Consequences

Actions such as:

- Ignoring safety rules
- Theft, fraud, or dishonesty
- Absenteeism or walking off the job
- Refusing lawful instructions
- Fighting or disrespecting managers
- Misuse of company property
- Working under the influence

...are not small issues. They put lives, equipment, and the company at risk.

These behaviours **can and do lead to dismissal**, and once that happens, the impact extends far beyond the workplace — it affects families, dependants, and future opportunities.

Respect, Discipline & Professionalism

OMV expects every employee, at every site, to uphold:

- ✓ **Respect for supervisors, managers, and colleagues**
- ✓ **Compliance with rules, policies, and safety procedures**
- ✓ **Honesty and accountability**
- ✓ **Professional behaviour at all times**

These are not optional — they are basic expectations in any workplace.

When employees choose to disregard instructions, undermine leadership, or behave disrespectfully, it disrupts operations and damages the trust that teams rely on. No business can function without discipline and cooperation.

Your Job Is More Than a Pay Slip

A job offers dignity, stability, and a future. It is something worth protecting.

Show up. Work responsibly. Follow procedures. Treat your managers and colleagues with respect.

You have control over your conduct — and ultimately, over your job security.

Let's Choose Better

OMV is committed to fairness, growth, and a safe working environment for every employee. But that commitment must be matched by responsible behaviour from everyone who wears the OMV brand.

Let's work together to restore professionalism, discipline, and pride in the work we do.

16 Days of Activism: OMV Stands Against Gender-Based Violence & Femicide

Every year, from **25 November to 10 December**, South Africa joins the international community in observing the **16 Days of Activism for No Violence Against Women and Children**. This campaign shines a light on one of the most urgent human-rights issues of our time – **Gender-Based Violence and Femicide (GBVF)** – a crisis that continues to deeply affect our communities, our workplaces, and our families.

At OMV, we echo the national call:

Zero Tolerance. Zero Silence. Zero Harm.

Gender-Based Violence is not only a social issue – it is a workplace issue, a family issue, and a human issue. It affects emotional wellbeing, physical safety, mental health, job performance, and the overall dignity of every person. GBVF impacts women, men, LGBTQI+ individuals, and children, often in ways that go unseen or unspoken.

ELIMINATING GENDER-BASED VIOLENCE & FEMICIDE

16 Days of Activism • Zero Tolerance • Always



Hi, I'm Ruby, your OMV Wellness Guide.

GBV is never your fault. You deserve safety, dignity and respect - at home, at work, everywhere.

You are not alone. OMV will support you confidentially and without judgement.



Part of the Rauser Group

WHAT GBV LOOKS LIKE

- ✓ Physical, emotional, psychological or sexual abuse
- ☹ Threats, intimidation, stalking or harassment
- 🚫 Unwanted sexual advances
- 🏠 Domestic violence
- 💰 Economic abuse
- 👤 Bullying or coercion, children & LGBTQI+ individuals

OMV'S ZERO TOLERANCE COMMITMENT

- 🚫 No form of violence, harassment or intimidation
- 👤 Seek help to change harmful
- ❤ Trauma-informed support
- 🔇 Silence is not golden

NEED HELP NOW? REACH OUT CONFIDENTIALLY TO OMV HR

We are here to support you with care, dignity, and zero judgement

- 👤 Private, confidential support guaranteed

● Why These 16 Days Matter

The purpose of this campaign is to:

- **Raise awareness** about GBVF and the trauma it causes
- **Support survivors** and encourage reporting
- **Challenge harmful norms and behaviours**
- **Create safer workplaces and communities**
- **Mobilise collective action** – because ending GBVF requires all of us

Although the campaign is 16 days, the impact is year-round. This period is meant to strengthen our commitment to ongoing protection, prevention, accountability and support – pillars reflected in OMV's own GBVF Policy.

● OMV's Commitment to Safety and Dignity

As guided by our Elimination of GBVF & Harassment Policy and aligned with the National Strategic Plan, OMV is committed to creating a workplace where every person feels safe, respected, valued, and protected.

Our commitment includes:

- Zero tolerance for any form of violence, harassment, intimidation or discrimination
 - Confidential reporting structures
 - Trauma-informed support for survivors
 - Swift action against perpetrators
 - Ongoing awareness, training, and education
 - Leadership accountability at all levels
- These are not just procedures – they are a reflection of the culture we choose to build.

● "Your Safety Comes First – Always."

As part of our campaign, Ruby, our OMV Wellness Guide, will be visible across our sites reminding employees that:

No one should ever feel unsafe at work or at home.

No one should suffer in silence.

Help is available – always.

Whether you have personally experienced GBV, witnessed it, or are concerned about someone you know, OMV HR is available for confidential support. Reaching out is not a sign of weakness – it is a step toward safety, justice, and healing.

● Together, We Break the Silence

The 16 Days of Activism is a reminder that we all have a role to play:

- Challenge harmful behaviour
- Speak up when something isn't right
- Support those who are vulnerable
- Reject violence in all its forms
- Treat every person with dignity and respect

Ending GBV requires courage, compassion, and collective responsibility – and at OMV, we stand united in this mission.

● If You Need Confidential Support

Please reach out to OMV HR – privately, safely, and without judgement.

We see you. We believe you. We support you.

HIV & AIDS Awareness & Workplace Support

Creating a Safe, Supportive and Non-Discriminatory Workplace for all

We are committed to maintaining a safe, healthy and respectful working environment for every employee, as outlined in our **HIV & AIDS Policy**.

We treat all health conditions — including HIV and AIDS — with **compassion, confidentiality and dignity**.

HIV remains a significant health challenge in South Africa, and the impact can extend to the workplace through prolonged illness, absenteeism, and emotional strain. For this reason, OMV places strong emphasis on **awareness, education, non-discrimination and support**.

No Stigma. No Discrimination. Ever.

HIV status — real or perceived — may **never** be used as a basis for unfair treatment. Every employee has a right to:

- Respect and dignity
- Confidentiality about their health status
- Fair treatment and equal opportunity

Any form of stigmatisation or discrimination goes against OMV values and will be addressed through the appropriate grievance or disciplinary channels.

Your Health Information Stays Private.

OMV respects every employee's right to privacy.

No employee is required to disclose their HIV status, and test results may only be shared with the employee's **explicit consent**.

Support Is Available

We encourage employees who are living with HIV or facing serious illness to speak to HR **only if** their condition may affect job safety, job performance, or their own wellbeing. Support may include:

- Counselling
- Wellness and education programmes
- Medical fitness-to-work evaluations where required

OMV is committed to providing information, awareness and resources to ensure that all employees remain informed, supported and safe.

Working Together for a Healthier Workplace

HIV does not define a person — and it certainly does not diminish their value at OMV.

Let's continue to build a workplace where employees uplift one another, respect differences, and promote health and wellbeing for all.

If you would like more information or support, please reach out confidentially to HR.



OMV Alcohol & Drug Policy

OMV ALCOHOL & DRUG POLICY — ZERO TOLERANCE

Silly Season Reminder:
Stay Safe. Stay Sharp.
Stay Employed.



WHAT YOU NEED TO KNOW

-  **0% alcohol / drugs** allowed when entering any OMV site.
- Daily mandatory testing + random spot checks**
-  **No consumption** during working hours or reporting for duty after drinking.
- Applies to all employees, contractors, suppliers & visitors.**
-  **Being under the influence = serious misconduct**

SIGNS OF INTOXICATION	WHY IT MATTERS
 Slurred speech	 Heavy machinery + alcohol = serious injury or fatality
 Smell of alcohol	 Jeopardises your job and the safety of others
 Unsteady walking	 Compromises OMV's professional reputation
 Bloodshot eyes	
 Browsiness / irrational behaviour	

NEED HELP?

OMV supports employees dealing with alcohol or drug dependency

Confidential referrals available through **HR & EAP.**

 **ENJOY THE FESTIVE SEASON — RESPONSIBLY**
Let's look out for each other. Let's go home safe.

Stay Safe. Stay Sharp. Stay Employed.

(It's Silly Season — But Safety Comes First)

As we head into the festive period, we traditionally see an increase in after-hours celebrations, social events, and year-end gatherings. While we encourage everyone to enjoy this time responsibly, we have also noted a **concerning rise in employees reporting to work under the influence of alcohol.**

This is a gentle but important reminder of our **Zero Tolerance** approach to alcohol and illegal drugs at OMV. Our sites are high-risk environments — from heavy machinery to busy production lines — and even a small lapse in judgement can put lives at risk.

Under the **OMV Alcohol and Illegal Drug Policy**, please note:

• **No trace** of alcohol or illegal substances is permitted when you enter the workplace.

- Daily **mandatory testing** takes place at all sites, and random testing can happen at any time.
- Employees **must not** report for duty under the influence — whether consumed during working hours or after hours.
- Being under the influence is considered a **serious form of misconduct**, which may lead to disciplinary action, including dismissal (especially in high-risk environments).
- Anyone struggling with alcohol or drug dependency is encouraged to **seek help early** through HR.

We share this reminder to **protect** each and every one of our employees. We want every employee to **go home safe**, keep their job, and enjoy the festive season without unnecessary risk.

Let's look out for ourselves and one another. Let's finish the year strong — **sober, safe, and proud.**

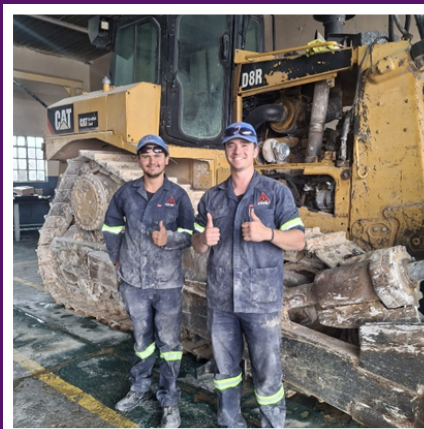
If you need confidential assistance or support, please reach out to HR.

 **Enjoy the Festive Season — Responsibly**

Let's look out for each other. Let's go home safe.

Welcoming Our New Diesel Mechanic Apprentices to OMV!

We are excited to announce that **five Diesel Mechanic Apprentices** joined the OMV family in October, coming through the **Raubex Training Centre**. They have already rolled up their sleeves and are hard at work across our various sites, gaining valuable hands-on practical experience alongside our operational teams.



This apprenticeship forms part of our commitment to developing young technical talent and strengthening the future skills pipeline within OMV and the wider Raubex Group. The enthusiasm, curiosity, and willingness to learn shown by these young men have already made a positive impression.

Please join us in giving a warm OMV welcome to:

- **Antony Grobler**
- **Adriaan Bernard**
- **Luke Visser**
- **Connor Potterton**
- **Justin Steyn**

You may spot them on your site wearing their **blue “appie” hats** — a symbol of their learning journey and commitment to mastering their trade. If you see them walking around, please take a moment to greet them, offer guidance, and make them feel at home. A friendly welcome goes a long way in shaping their experience and confidence.

We look forward to watching their growth, celebrating their milestones, and seeing them develop into skilled diesel mechanics within the OMV Group.

Welcome to the team, gentlemen — your future starts here!

Spring Day Hat Competition Winners Take on the Koepal Mega Zipline!

Nothing says Spring Day like a burst of colour, creativity, and a bit of friendly competition — and our 2025 Spring Day Hat Competition certainly delivered!

A huge congratulations to our winning employees, who impressed us all with their imaginative and spirited hat creations. As part of their prize, our winners enjoyed an unforgettable experience on the Koepal Mega Zipline in Potchefstroom — one of the longest and most exhilarating ziplines in the region!



What made the day even more special was that the winners came from different OMV sites, giving them the opportunity to meet, engage, and enjoy a truly unique adventure together. From conquering nerves to celebrating the thrill of the ride, the experience created lasting memories and plenty of laughs.

Thank you to everyone who participated across all our sites — your energy and enthusiasm made Spring Day one to remember.



Movember Challenge 2025

***Growing Moustaches.
Growing Awareness. Growing Together.***

Movember at OMV is officially in full swing! 🎉

Across our sites, employees have stepped up to support a global movement that raises awareness for men's health — including **mental health, suicide prevention, testicular cancer, and prostate cancer.**

This year's challenge has brought plenty of laughs, bold looks, "interesting" styles, and tons of team spirit. From the neat and classic to the wild and wonderfully questionable — our OMV Mo' Growers have truly delivered!

Below are **our participants so far.**



RIDE JOBURG 94.7



On **26 October**, OMV hit the streets of Johannesburg with our team of cyclists for the **Ride Joburg Corporate Cycle Challenge** – a 35km adventure through the heart of the City of Gold!

What an incredible day of **teamwork, laughter, and pedal power** as our riders represented OMV with enthusiasm and spirit. The event is something we look forward to every year – a chance to connect outside the office, promote **wellness and physical activity**, and showcase the OMV energy that drives us forward.

To those who joined this year – well done! 🍌

And to everyone else: if this sounds like your kind of fun, **reach out to Sam Schafer (HR Manager)** to join the next OMV cycling crew. Whether you're a pro cyclist or a first-timer, it's all about participation, camaraderie, and a bit of friendly competition!

Get ready to ride with us next year!

Did you know:

OMV & Attaclay has roughly 100 computers in total. This equates to about 20% computer desktops and 80% laptops, each with roughly one screen connected. The total power usage in kWh per day is around 95.2 or around 1904kWh per month.

This means it costs around R171.36 per 8-hour day to run all the equipment or roughly R3427.20 per month.

That is a lot less than travel costs when using Teams, pens and ink when rather using the keyboard or even paper and stamps when sending an email.

We can further reduce these costs by simply:

- Unplugging devices no longer in use (printers, scanners, or chargers).
- Close unnecessary programs, files, and tabs when working on your computer. Less load = less usage.
- Keep your work area neat, clean, and tidy. This will help prevent dust and heat built up, which leads to more effective performance. In turn using less energy.
- Rather switch off your laptop and computer when going home.

Finally, restart your computer/laptop at least once a day. This will assist with ensuring the system operates at optimal performance.

In other news:

Why did the company server go to therapy...?
It couldn't handle the load.



Advancement to Skilled Fitter



We are proud to announce the official appointment of **Kabelo Mokalane**.

Kabelo has served the company as a semi-skilled employee over the years, and through his **consistent effort, reliability, and willingness to learn and grow** — along with the support from OMV — he has successfully completed all requirements to obtain his **Red Seal ticket**.

This achievement reflects not only his **dedication and hard work**, but also our **commitment** to developing talent from within.

Congratulations, Kabelo!

Silly season Campaign

As the year draws to a close and the festive spirit sets in —bringing with it the “silly season”.

OMV remains committed to maintaining a safe working environment.

To uphold our **zero-tolerance policy on drugs and alcohol**, we have engaged with employees to remind them of this important standard and to encourage them to take extra care of their own safety and that of their colleagues.



OMV sponsors local community clean-up and improvement initiative

OMV reaffirmed its **commitment to community upliftment** through the sponsorship of a clean-up and improvement initiative in Potchefstroom.

The project is driven by Potch Geesfees Projects and the Potchefstroom Chamber of Commerce. These organisations actively raise funds and secure sponsorships with the aim of uplifting the town and enhancing its overall aesthetic appeal.

OMV believes that **building a better future** starts with caring for the communities in which we operate. We strive to be responsible neighbours—contributing positively and supporting the development of the communities around us.

Over several days, the OMV team made a visible difference.

Thank you to the team members who made this possible: Paradise Ramabodu, Patrick Lechuti, Sidwell Khumalo, Sammy Maretele, HP Ackerman and Alfonso Khang.





Certificate in Concrete Technology & Construction General Principles

Congratulations to Justine Leonard on achieving her **Concrete Technology & Construction General Principles** Certificate.

At OMV we are proud to celebrate our dedicated employees remarkable achievements. We **value continuous learning** within our organisation.



This certification requires commitment, discipline, and a genuine passion for developing one's professional skills.

The course provides strong technical foundation in essential concepts such as concrete materials, mix design, quality control, and best practices in construction.

By completing this course, Justine has not only expanded her technical knowledge but has also strengthened OMV's capacity to deliver high-quality, reliable results across our operations.

Well done, and congratulations on your achievement!

We look forward to seeing your new skills in action as we **continue building excellence together.**

Timeless Safety Tips

Hey team, let's make **safety** our **top priority!** Before firing up those machines, **take a second** to run through these quick checks:

PPE check:

Make sure your gear fits right and isn't damaged. It's there to keep you safe!

Guards and Covers:

Double-check they're secure. Don't skip this step!

Emergency Stop:

Test it quickly, so you're ready if needed.

Stay in Sync:

Keep communication open when moving materials or switching tasks.

A few reminders:



Clear communication prevents accidents



Small checks = big safety boost



Let's all go home safe and sound, just like we came in!

Let's do this, team!



*Safety First,
Every Time*

01

Watch out for fatigue

1. Long hours, night shifts, and not enough rest can make us less alert.
2. Get proper sleep.
3. Take short breaks.
4. Eat well and stay hydrated.
5. Speak up if you're too tired to work safely.

02

Manage your stress

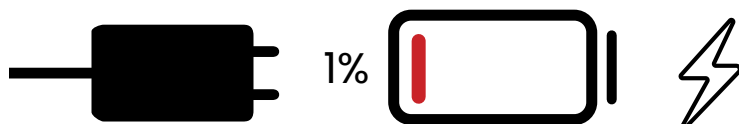
1. Pressure at work and at home can build up.
2. Talk to someone you trust.
3. Plan ahead and don't rush.
4. Exercise or take a walk to clear your mind.
5. Remember, mental health matters as much as physical safety.

03

Stay safe this holiday

1. Enjoy the season — but stay alert.
2. Don't rush or cut corners at work.
3. Don't drink and drive.
4. Rest before long trips.
5. Keep your home safe and manage your spending.

Take care of yourself, your teammates, and your loved ones—go home safe and come back refreshed.





Firefighting Training

Our OMV Centurion ladies proudly completed a firefighting training programme on 30 October 2025.

Masego Setshogoe, Monique Johnsen, and Samantha Schafer were coached on essential firefighting skills, including hose handling, basic fire suppression techniques, and emergency response procedures.

Under the guidance of experienced firefighting professionals, they demonstrated resilience and confidence as they mastered tasks traditionally associated with a male-dominated field.



Happy RETIREMENT



Celebrating a remarkable legacy: Boetie Tshabalala retires after 43 years of service on 28 November 2025.

OMV and the broader Raubex family will proudly – and with great admiration – bid farewell to a man whose name has become synonymous with loyalty, humility, and unwavering dedication: Boetie Tshabalala.

Boetie's journey is nothing short of extraordinary. Starting more than four decades ago as a general worker, he built a career defined by resilience, integrity, and a quiet leadership style that inspired everyone around him. With the encouragement and mentorship of Klaas Goudriaan, he steadily mastered an impressive range of technical skills – from driving company vehicles to operating and maintaining heavy machinery, gearboxes, and loaders.

But Boetie's contribution goes far beyond the equipment he operated. He kept people going.

He became a teacher, a mentor, a stabilizing force, and a trusted colleague whose wisdom and calm presence shaped the culture of the sites he worked on. Many employees – past and present – credit Boetie for the skills they learned, the guidance they received, and the encouragement that helped them grow in their careers.

His work ethic has been exemplary. His humility, unmatched. And his passion for meaningful, honest work has set a standard that will continue to influence OMV long after his final shift.

As he enters this well-earned new chapter, we honour not only his service, but the way he lived that service – with pride, dignity, and kindness. Boetie leaves behind a legacy built on 43 years of commitment, mentorship, and heart.

From all of us at OMV and the Raubex Group: Boetie, thank you.

Thank you for the early mornings, the long days, the machines repaired, the colleagues uplifted, and the lives you've touched along the way.

We wish you a retirement filled with rest, joy, and everything you've worked so hard for. May this next chapter be as rich and rewarding as the contribution you've made to our family.

Happy Retirement, Boetie – you have more than earned it.



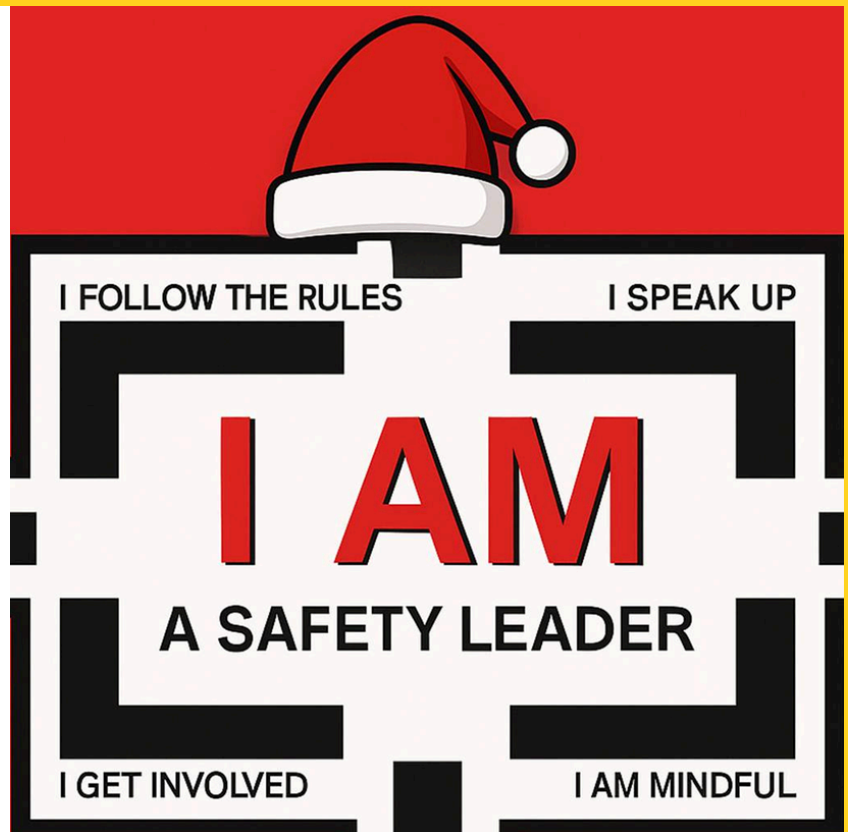
SILLY SEASON = SILLY DECISIONS



The year's almost over—but the risks aren't. Silly Season brings pressure, fatigue, distractions... and that's exactly why now is the time to double down on safety.

At OMV, we remain fully committed to **Zero Harm**—not just in words, but in action:

- ✓ ICBs (I Care Buddy) and VFLs (Visible Felt Leadership) are driving real conversations on the ground.
- ✓ We're controlling PUEs (Priority Unwanted Events) before they control us.
- ✓ Unsafe acts are being stopped—because silence is not safety.
- ✓ We're owning our Accountability Framework.
- ✓ We're choosing care, every shift, every site.



**Silly Season is when strong safety cultures are tested—
and ours is holding the line.**

**Let's stay sharp. Let's stay safe. Let's bring everyone
home.**

I AM A SAFETY LEADER

**#ZeroHarm #SillySeason #StopAndThink #OMVSafety #ICareBuddy
#VFL #SafetyCulture #WeCareWeAct #AccountabilityMatters**



To all OMV employees,

As we reach the end of 2025, I want to take a moment to reflect on the year we have travelled through together. It has not been an easy year — in many ways, it has tested us, stretched us, and demanded more resilience, grit, and courage than we expected. Yet through every challenge, the people of OMV have continued to rise.

I want to express my sincere gratitude for your dedication, resilience, and unwavering commitment to our work, our customers, and to one another. In times of pressure, your strength has shone through. You have lived our OMV values — Integrity, Innovation, and Diligence — not only in words, but in your actions, decisions, and daily conduct. For that, I thank you deeply.

As we enter the December period, I encourage each of you to travel safely, celebrate responsibly, and take care of yourselves and your families. Please value your jobs and the incredible contribution you make to our business. We are in the final push — and I trust that each of us will finish this year strong, without taking risks or doing anything that could jeopardise your safety or your future.

Take the time you need to rest, recharge and reset. When we return in the new year, I want us to come back refreshed, focused and ready to make 2026 a truly exceptional year — a year of growth, teamwork, and renewed energy. We have the talent, the passion, and the determination to make it a banger of a year, and I have no doubt that together, we will.

Thank you once again for your commitment to OMV. I am proud to walk this journey with you.

Wishing you a Merry Christmas, a joyful festive season, and a safe start to the new year.

Warm regards,

Oscar Goudriaan
Managing Director

Happy

BIRTHDAY



December

1 Dec	Christopher Koopa	Rustenburg
1 Dec	Matli Likontsana	Rustenburg
2 Dec	Naydine Beukes	Matlosana
4 Dec	Katlego Moreti	Rustenburg
6 Dec	Levy Sefudi	Rustenburg
7 Dec	Samuel Thogomusi	Potchefstroom
7 Dec	Obiitsamang Bogopane	Rustenburg
7 Dec	Pako Khunwane	Rustenburg
10 Dec	Joseph Khumalo	Stilfontein
12 Dec	Jean-Peare Crafford	Potchefstroom
15 Dec	Justine Leonard	Stilfontein
17 Dec	Danie Potgieter	Stilfontein
18 Dec	Coenie Bobbert	Stilfontein
19 Dec	Selvotorian Marvin Harwood	Potchefstroom
20 Dec	Francois Nel	Olifantsfontein
20 Dec	Petrus Selekolo	Potchefstroom
21 Dec	Lwandile Tomson	Rustenburg
22 Dec	Johannes Mogapi	Potchefstroom
25 Dec	Johannes Kopele	Stilfontein
28 Dec	Ashley Williams	Potchefstroom
28 Dec	Tshepo Khumalo	Stilfontein
28 Dec	Lebogang Ndlovu	Stilfontein
29 Dec	Twoboy Dails	Potchefstroom
29 Dec	Donovan Dos Santos	Olifantsfontein

Happy

BIRTHDAY



January

1 Jan	Molelekoa Hlongwane	Stilfontein
1 Jan	Klaas Mabuso	Olifantsfontein
1 Jan	Lydia Selenga	Matlosana
1 Jan	Jan Mokgethi	Stilfontein
2 Jan	Ntokozo Dlamini	Off site
2 Jan	Godfrey Shabangu	Witbank
3 Jan	Petrus Mofokeng	Potchefstroom
6 Jan	Alphons Khang	Stilfontein
7 Jan	Simon Twala	Stilfontein
9 Jan	Glen Kedikiloe	Rustenburg
10 Jan	Tshidi Baphuti	Stilfontein
10 Jan	Sifiso Nkosi	Rustenburg
12 Jan	Lana Crous	Stilfontein
13 Jan	Anton Groenewald	Stilfontein
13 Jan	Reneilwe Mola	Olifantsfontein
13 Jan	Blanche Morgan	Stilfontein
15 Jan	George Rabotsho	Stilfontein
16 Jan	Gaotlhompe Gaonathebe	Rustenburg
17 Jan	Paradise Raseote	Olifantsfontein
17 Jan	Morris Mooki	Potchefstroom
19 Jan	Maphalela/Ronald Baphuti	Stilfontein
22 Jan	Vuyani Stinta	Rustenburg
22 Jan	Darious Sewela	Olifantsfontein
23 Jan	Collen Tyantsi	Potchefstroom
24 Jan	Pheneas Moshoele	Rustenburg
25 Jan	Vhuthuhawe Mathavha	Olifantsfontein
26 Jan	Kabello Mokalané	Potchefstroom
28 Jan	Johannes Fingwane	Potchefstroom
30 Jan	Dineo Mbanjwa	Stilfontein

Happy

BIRTHDAY



February

01-Feb	Christine Du Plessis	Stilfontein
01-Feb	Lerato Maqubela	Olifantsfontein
02-Feb	Musa Gama	Rustenburg
02-Feb	Johnson Bareetseng	Potchefstroom
02-Feb	Vusi Shabangu	Witbank
03-Feb	William Makaudi	Potchefstroom
04-Feb	Maureen Merementsi	Stilfontein
04-Feb	Mohapi Mohapi	Stilfontein
06-Feb	Nicolas Motlounq	Potchefstroom
07-Feb	Isaka Maliehe	Potchefstroom
08-Feb	Benjamin Maimela	Olifantsfontein
12-Feb	Jerry Mogapi	Potchefstroom
13-Feb	Hendrick Moreti	Rustenburg
14-Feb	Vuyani Sishuba	Stilfontein
15-Feb	Johannes Moeng	Rustenburg
15-Feb	Vuyisile Siyongwe	Off site
16-Feb	Niel Van Heerden	Stilfontein
17-Feb	Stephen Moseki	Stilfontein
18-Feb	Mosimane Mokalane	Potchefstroom
19-Feb	Johan Etzebeth	Potchefstroom
21-Feb	Hapiness Mahlangu	Olifantsfontein
22-Feb	Frans Makhoahli	Stilfontein
22-Feb	Thapelo Sefatsa	Rustenburg
24-Feb	John Thulo	Stilfontein
24-Feb	Molebogeng Ramaleba	Rustenburg
27-Feb	Moses Make	Potchefstroom
27-Feb	Lemur Rooi	Potchefstroom
28-Feb	Ronney Mohlomi	Stilfontein
29-Feb	Seitebaleng Ramadiro	Rustenburg
29-Feb	Sanele Mawonga	Potchefstroom