

Performance in Detail

IN THIS CHAPTER

- 121 Value Creation and Distribution to Stakeholders**
- 123 Safety Data**
- 125 Environmental Data**
- 131 Workforce Data**



Value Creation and Distribution to Stakeholders

Revenues generated (in EUR mn)

	2019	2018	2017
Net sales	23,461	22,930	20,222
Dividends, income from at-equity accounted investments and interest income	559	528	589
Other income	179	250	201
Gains from sale of assets	21	14	15
Total	24,220	23,722	21,028

Distribution to stakeholders

Stakeholders	Category of distributed value	2019 (in EUR mn)	2019 (in %)	2018 (in EUR mn)	2018 (in %)	2017 (in EUR mn)	2017 (in %)
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment & write-up; FX result)	18,713	77.26%	18,547	78.18%	17,777	84.54%
Governments	Taxes (income + royalties)	1,703	7.03%	1,399	5.90%	804	3.82%
Employees	Employee wages and benefits	1,228	5.07%	1,108	4.67%	1,116	5.31%
Capital providers	Interest expense and other financial result	303	1.25%	362	1.53%	326	1.55%
Shareholders (and hybrid capital holders)	Dividend distribution	858	3.54%	779	3.29%	668	3.18%
Society	Social spending	28	0.11%	14	0.06%	11	0.05%
Total		22,832	94.27%	22,211	93.63%	20,702	93.63%
Value retained		1,388	5.73%	1,512	6.37%	326	1.55%



Significant financial assistance received from governments or governmental organizations in 2019

Company name	EUR mn	Details 2019
OMV Petrom S.A.	49.5	EUR 47.8 mn – cashed in part from the grant for Brazi plant EUR 1.7 mn – reduction of quota for green certificates
OMV Refining & Marketing GmbH	2.0	EUR 1.1 mn – research premium EUR 0.4 mn – grant for ReOil® project EUR 0.3 mn – subsidy for COHRS project EUR 0.2 mn – grant for WASTE2ROAD
OMV Exploration & Production GmbH	1.6	EUR 1.6 mn – research premium
OMV Austria Exploration & Production GmbH	0.5	EUR 0.5 mn – research premium

Significant monetary fines in 2019¹

	Unit	
Number of fines for non-compliance concerning provision and use of products	number	0
thereof number of cases brought before court and resolved	number	0
Monetary value of fines for non-compliance concerning provision and use of products	in EUR	0
Number of fines for non-compliance with environmental laws and regulations	number	0
thereof number of cases brought before court and resolved	number	0
Monetary value of fines for non-compliance with environmental laws and regulations	in EUR	0
Number of fines for non-compliance with laws and regulations in the social and economic areas	number	0
thereof number of cases brought before court and resolved	number	0
Monetary value of other fines for non-compliance with laws and regulations in the social and economic areas	in EUR	0
Total number of fines	number	0
Total number of cases brought before court	number	0
Total monetary value of other fines for non-compliance	in EUR	0

¹ Only fines above EUR 10,000 and paid in 2019 are reported. Some minor fines (below the materiality threshold of EUR 10,000) related to environmental breaches, such as pollution in Romania, were reported in 2019. Fines for which OMV filed lawsuits in court that have not yet been settled are not reported.



Safety Data

Occupational safety

	Unit	2019	2018	2017	2016	2015
Occupational safety, employees						
Fatalities	number	0	1	0	1	1
Fatality rate	per 100 mn hours worked	0.00	2.85	0.00	2.46	2.20
Number of hours worked	in hours (thousand)	34,987	35,080	37,188	40,665	45,656
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.51	0.29	0.24	0.37	0.26
High-consequence work-related injuries ¹	number	2	1	0	1	n.r.
High-consequence work-related injuries ¹	per 1 mn hours worked	0.06	0.03	0.00	0.02	n.r.
Lost-time injury severity	per 1 mn hours worked	38.61	9.86	9.95	16.92	15.20
Total recordable injuries ²	number	44	31	27	27	27
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	1.26	0.88	0.73	0.66	0.59
Occupational safety, contractors						
Fatalities	number	0	2	2	1	1
Fatality rate	per 100 mn hours worked	0.00	2.47	2.52	1.10	1.03
Number of hours worked	in hours (thousand)	78,773	81,059	79,458	90,793	97,265
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.27	0.31	0.39	0.42	0.28
High-consequence work-related injuries ¹	number	1	3	3	3	n.r.
High-consequence work-related injuries ¹	per 1 mn hours worked	0.01	0.04	0.04	0.03	n.r.
Lost-time injury severity	per 1 mn hours worked	8.80	20.73	19.37	21.60	12.95
Total recordable injuries ²	number	64	60	65	65	76
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.81	0.74	0.82	0.72	0.79



	Unit	2019	2018	2017	2016	2015
Occupational safety, employees and contractors						
Fatalities	number	0	3	2	2	2
Fatality rate	per 100 mn hours worked	0.00	2.58	1.71	1.52	1.40
Number of hours worked	in hours (thousand)	113,759	116,139	116,645	131,458	142,921
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.34	0.30	0.34	0.40	0.27
High-consequence work-related injuries ¹	number	3	4	3	4	n.r.
High-consequence work-related injuries ¹	per 1 mn hours worked	0.03	0.03	0.03	0.03	n.r.
Lost-time injury severity	per 1 mn hours worked	17.97	17.44	16.37	20.15	13.61
Total recordable injuries ²	number	108	91	92	92	103
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.95	0.78	0.79	0.70	0.73

¹ Lost-time injuries that resulted in 180 (or more) lost-workdays or permanent total disabilities.

² Corresponds to (GRI 403:2018-a-iii: Recordable work-related injuries)

n.r. = not reported

Process safety

	Unit	2019	2018	2017	2016	2015
Tier 1	number	4	4	4	9	2
Tier 2	number	7	12	6	16	12
Process Safety Event Rate ¹	per 1 mn hours worked	0.10	0.14	0.09	0.19	0.10

¹ Process Safety Event Rate is related to Tier 1 and Tier 2 process safety events



Environmental Data

Energy

	Unit	2019	2018	2017	2016	2015
Energy						
Energy consumption ¹	PJ	117.4	127.4	130.8	126.8	137.8
Fuel consumption within the organization	PJ	142.42	152.52	157.5	143.8	n.r.
Electricity consumption ²	PJ	2.9	3.5	2.9	4.3	n.r.
Heating, cooling and steam consumption	TJ	95	96	14.8	32.3	n.r.
Electricity sold ³	PJ	12.7	25.1	26.2	19.4	n.r.
Heating, cooling and steam sold	PJ	2.9	2.7	3.3	3.2	n.r.

¹ Refers to the total energy used for operations based on site calculations with specific data and methodology.

² Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption.

³ Decrease as Samsun is out of scope in 2019

n.r. = not reported



Emissions

	Unit	2019	2018	2017	2016	2015
GHG Emissions						
GHG (direct, Scope 1) ¹	mn t CO ₂ equivalent	10.6	11.1	11.1	11.0	12.2
of which from Upstream activities	mn t CO ₂ equivalent	4.2	3.6	3.5	4.0	4.7
of which from Downstream activities	mn t CO ₂ equivalent	6.4	7.6	7.7	7.0	7.2
CO ₂	mn t	9.4	10.0	10.2	9.7	10.4
CH ₄	t	49,376	44,782	38,807	54,753	70,741
N ₂ O	t	74	57	52	60	72
GHG (indirect, Scope 2)	mn t CO ₂ equivalent	0.4	0.4	0.3	0.4	0.4
GHG (indirect, Scope 3) ²	mn t CO ₂ equivalent	126	108	108	113	112
GHG reductions from projects	t CO ₂ equivalent	154,522	374,000	174,000	82,000	266,000
GHG reductions from projects to date (from 2009)	mn t CO ₂ equivalent	1.8	1.7	1.2		
Other air emissions						
SO ₂	t	2,627	3,090	2,995	3,105	2,918
NO _x	t	7,441	11,231	12,730	12,050	12,951
NM-VOC	t	11,011	9,400	8,689	10,229	11,585
Particulate emissions	t	124	138	145	139	155
Ozone-depleting substances	t	0.4	0.4	0.5	0.5	0.4

¹ Since 2016 OMV is applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 year); 2015 GHG emissions have been re-calculated accordingly.

² Includes Scope 3 emissions from the use of sold processed products. These include total sales amounts from companies, which are under operational or financial control by OMV; pure “trading margin” sales as well as intercompany sales are excluded. Since 2015 Scope 3 emissions from purchased goods & services and capital goods are included. From 2018 on net import of refinery feedstock is included.

Flaring and venting

	Unit	2019	2018	2017	2016	2015
Flaring and Venting						
Hydrocarbons flared ¹	t	337,512	233,770	185,832	180,452	299,825
Hydrocarbons vented	t	34,282	37,420	32,834	50,173	61,443

¹ Increase of flaring amounts due to production increase in Yemen and planned unit shutdowns at the Burghausen refinery



GHG intensity of OMV operations¹

		2019	2018 ²	2010
GHG intensity of operations	OMV Group Carbon Intensity Index	78	86	100
Reduction achieved vs. 2010	%	22	14	

¹ CO₂ equivalent emissions produced to generate a certain business output using the following business-specific metric (Upstream: t CO₂ equivalent/toe produced, refineries: t CO₂ equivalent/t throughput, power: t CO₂ equivalent/MWh produced) consolidated into an OMV Group Carbon Intensity Operations Index, based on weighted average of the business segments' carbon intensity

² 2018 data restated.

GHG intensity of OMV product portfolio¹ (Scope 3)

	Unit	2019	2018	2017	2016	2015
Oil to energy	mn t CO ₂ equivalent	68.2	58.2	73.8	85.5	83.4
Oil for non-energy use ¹	mn t CO ₂ equivalent	7.7	6.2	6.6	5.1	5.3
Gas to energy ^{1, 2}	mn t CO ₂ equivalent	41.8	34.4	25.9	20.3	21.2
Gas for non-energy use	mn t CO ₂ equivalent	2.0	1.5	0.9	0.7	0.6
Chemicals	mn t CO ₂ equivalent	0.01	0.01	0.01	0.01	0.01
Total GHG (indirect, Scope 3)	mn t CO ₂ equivalent	119.8	100.4	107.2	111.5	110.5
GHG intensity of product portfolio	mn t GHG per mn t oil equivalent	2.5	2.5	2.6	2.7	2.7

¹ Increase in Upstream direct sales and related GHG emissions from 2016 to 2017 due to corrected application of boundaries

² Increase in 2018 mainly due to increased gas sale volumes in Russia

GHG intensity of OMV purchased goods & services and capital goods (Scope 3)

	Unit	2019	2018	2017	2016	2015
Purchased goods and services ¹	mn t CO ₂ equivalent	6.1	5.7	1.1	1.1	1.3
Capital goods	mn t CO ₂ equivalent	0.2	0.2	0.1	0.2	0.2
Total GHG (indirect, Scope 3) ¹	mn t CO ₂ equivalent	6.3	7.2	1.3	1.2	1.5
GHG intensity ¹	mn t GHG per bn \$	0.8	0.8	0.7	0.6	0.6

¹ Increase in 2018 due to inclusion of net import of refinery feedstock (crude and intermediates)



Biogenic CO₂ emissions

	Unit	2019	2018	2017	2016
Biogenic CO ₂ emissions	t CO ₂ equivalent	1,527,113	1,303,703	1,243,810	1,225,865

Water

	Unit	2019	2018	2017	2016	2015
Water						
Water withdrawn ¹	megaliters	103,637	100,381	98,523	99,592	102,114
thereof groundwater	megaliters	24,117	23,964	24,530	23,915	24,016
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	23,836	23,716	24,144	23,614	23,828
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	281	247	386	301	188
thereof surface water	megaliters	14,054	14,955	11,526	12,370	12,757
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	14,054	14,955	11,526	12,370	12,757
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	1,360	1,477	1,509	1,606	1,807
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	1,360	1,477	1,509	1,606	1,807
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof seawater ²	megaliters	920	586	577	382	396
thereof produced water ³	megaliters	63,186	59,400	60,382	61,319	63,137
Water withdrawn (other than total water withdrawal by source) ⁴	megaliters	920	280,963	411,854	397,860	466,137



	Unit	2019	2018	2017	2016	2015
Water withdrawn from all areas with water stress ⁵	megaliters	1,230	1,775	2,524	2,367	2,300
thereof groundwater	megaliters	399	645	1,144	1,119	1,255
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	118	398	758	819	1,067
thereof other water ($> 1,000$ mg/l total dissolved solids)	megaliters	281	247	386	301	188
thereof surface water	megaliters	0	0	0	0	0
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof other water ($> 1,000$ mg/L mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	67	82	84	86	70
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	67	82	84	86	70
thereof other water ($> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof seawater	megaliters	0	0	0	0	0
thereof produced water	megaliters	764	1,048	1,297	1,162	975
Water consumed ⁶	megaliters	74,924	75,135	76,152	78,103	80,731
Water consumed in all areas with water stress ⁵	megaliters	1,158	1,691	2,428	2,267	2,086
Water recycled and reused ⁷	megaliters	251,959	7,041	6,859	6,733	6,675
Wastewater discharged						
Wastewater	megaliters	21,298	21,913	19,306	19,580	19,568
Chemical Oxygen Demand	t	948	1,374	936	853	824
Hydrocarbons	t	7	9	15	15	18
Total nitrogen	t	100	114	104	91	80

¹ Excluding water withdrawn for once-through-use (reported separately)

² Due to increase in OMV New Zealand's offshore installations

³ Produced water amount increased mainly due to new Malaysia installation and new acquisition in New Zealand.

⁴ Volume of water used for once-through cooling returned unchanged (excluding thermal effects) to water source as well as groundwater extracted solely for remediation or to control the migration of contaminated groundwater (IPIECA 2010); decrease due to divestment of Samsun CAPP, which is out of scope in 2019

⁵ Decrease as Pakistan is out of scope in 2019.

⁶ Excluding water withdrawn for once-through use (reported separately). Water storage does not have a significant impact.

⁷ Due to the Brazi power plant, which applies continuous electrodeionization ("CEDI") to recycle the process water for use as water for steam production and cooling water. The Brazi power plant recycles 98% of the total amount of withdrawn water (used more than once), which amounted to approx. 260 million mn m³ in 2018 and approx. 250 million mn m³ in 2017. The respective amounts for 2018 and 2017 were not recorded into the Monitor.



Waste¹

	Unit	2019	2018	2017	2016	2015
Waste¹						
Total waste	t	633,722	583,831	460,247	923,709	832,017
thereof non-hazardous waste	t	323,268	315,219	224,008	662,153	493,285
thereof hazardous waste ²	t	310,453	268,611	236,239	261,556	338,731
Transboundary movement of hazardous waste (Basel convention)	t	20	0	0	0	0
Waste recovered or recycled ³	t	325,198	223,474	202,161	533,040	288,036
Waste recovery or recycling rate	%	51%	38%	44%	58%	35%
Waste safely disposed of	t	308,523	360,357	258,086	390,669	543,980

¹ Total waste amounts including those from one-time projects

² Increase due to maintenance activities in Brazi plant

³ Increase due to a bigger amount of contaminated soil being bio-remediated in OMV Petrom's Asset IV

Spills

	Unit	2019	2018	2017	2016	2015
Spills						
Spills	number	2,047	2,184	2,403	2,138	2,333
of which major (i.e. severity level 3 to 5)	number	1	2	1	2	6
of which minor (i.e. severity level below 3)	number	2,046	2,182	2,402	2,136	2,327
Spills volume	liters	56,641	36,874	173,909	103,490	158,000

Environmental expenditures

	Unit	2019	2018	2017	2016	2015
Environmental expenditures						
Environmental protection expenditures, excluding depreciation	mn EUR	220	196	197	208	210
Environmental investments for assets put into operation	mn EUR	98	134	57	105	104



Workforce Data

Total headcount by employment type and region

Employees	Austria	Romania/ Rest of Europe	Middle East/ Africa	Rest of the World	Total 2019	Total 2018	Total 2017	Total 2016	Total 2015
Total	3,965	14,219	686	975	19,845	20,231	20,721	22,544	24,124
Status									
White-collar workers	3,155	7,410	600	744	11,909	11,757	11,832	12,717	13,500
Blue-collar workers	810	6,809	86	231	7,936	8,372	8,780	9,707	10,504
Apprentices	96	0	0	0	96	102	109	120	120
Employment type									
Full-time	3,660	14,141	669	961	19,431	19,824	20,211	22,045	23,888
thereof male	2,829	10,413	574	726	14,542	14,874	15,279	n/a	n/a
thereof female	831	3,728	95	235	4,889	4,950	4,932	n/a	n/a
Part-time ¹	305	78	17	14	414	407	510	499	236
thereof male	65	40	11	3	119	147	247	n/a	n/a
thereof female	240	38	6	11	295	260	263	n/a	n/a
Gender									
Male	2,894	10,453	585	729	14,661	15,021	15,526	16,976	18,270
Female	1,071	3,766	101	246	5,184	5,210	5,195	5,568	5,854
Employment type									
Temporary ²	49	60	29	87	225	171	150	302	422
thereof male	26	29	26	71	152	111	86	n/a	n/a
thereof female	23	31	3	16	73	60	64	n/a	n/a
Permanent	3,965	14,219	686	975	19,845	20,231	20,721	22,544	24,124
thereof male	2,894	10,453	585	729	14,661	15,021	15,526	16,976	18,270
thereof female	1,071	3,766	101	246	5,184	5,210	5,195	5,568	5,854

¹ At OMV Petrom, employees have the option to reduce the daily working time to raise a child up to the age of two or three years. These employees are reported as full-time.

² A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project or work phase, the return of replaced personnel, etc.; not included in total number of employees, only shown separately



Additional information¹

	2019	2018	2017	2016	2015
Percentage of employees who have the right to exercise freedom of association and collective bargaining	98.86%	98.49%	98.17%	98.71%	97.51%
Percentage of employees represented by local trade unions or works council	89.62%	88.57%	86.69%	83.62%	81.92%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining	98.81%	99.57%	97.04%	97.85%	99.07%
Percentage of employees covered by mandatory periods of notice under employment law or collective bargaining agreements for cases of restructuring	98.86%	97.82%	96.45%	96.87%	97.19%

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÀR Kőolajtermék Tàroló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.

Details on new recruitments by region, gender, and age

	Age						Total 2019		Total 2018		Total 2017		Total 2016		Total 2015	
	<30		30-50		>50		Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
	Abs.	%	Abs.	%	Abs.	%										
Austria¹																
Male	74	13.68%	235	43.44%	31	5.73%	340	62.85%	223	67.08%	127	72.99%	63	72.41%	72	70.59%
Female	64	11.83%	128	23.66%	9	2%	201	37.15%	87	28.07%	47	27.01%	24	27.59%	30	29.41%
Total	138	25.51%	363	67.10%	40	7.39%	541	100.00%	310	100.00%	174	100.00%	87	100.00%	102	100.00%
Romania/Rest of Europe¹																
Male	107	25.42%	138	32.78%	24	5.70%	269	63.90%	341	55.99%	281	58.54%	155	55.56%	456	66.67%
Female	58	13.78%	87	20.67%	7	1.66%	152	36.10%	268	44.01%	199	41.46%	124	44.44%	228	33.33%
Total	165	39.19%	225	53.44%	31	7.36%	421	100.00%	609	100.00%	480	100.00%	279	100.00%	684	100.00%
Middle East/Africa																
Male	1	2.38%	19	45.24%	13	30.95%	33	78.57%	50	87.72%	71	86.59%	114	66.67%	76	73.08%
Female	2	4.76%	6	14.29%	1	2.38%	9	21.43%	7	12.28%	11	13.41%	57	33.33%	28	26.92%
Total	3	7.14%	25	59.52%	14	33.33%	42	100.00%	57	100.00%	82	100.00%	171	100.00%	104	100.00%
Rest of the World																
Male	7	9.86%	42	59.15%	2	2.82%	51	71.83%	44	68.75%	54	61.36%	16	64.00%	18	60.00%
Female	7	9.86%	12	16.90%	1	1.41%	20	28.17%	20	31.25%	34	38.64%	9	36.00%	12	40.00%
Total	14	19.72%	54	76.06%	3	4.23%	71	100.00%	64	100.00%	88	100.00%	25	100.00%	30	100.00%
Total	320		667		88		1,075		1,040		824		824		824	

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÀR Kőolajtermék Tàroló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.



Details on contract terminations by region, gender, and age

	Age															
	<30		30-50		>50		Total 2019		Total 2018		Total 2017		Total 2016		Total 2015	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Austria¹																
Male	14	6.67%	83	39.52%	72	34.29%	169	80.48%	115	73.71%	129	72.88%	169	78.60%	131	79.88%
Female	7	3.33%	24	11.43%	10	4.76%	41	19.52%	41	26.29%	48	27.12%	46	21.40%	33	20.12%
Total	21	10.00%	107	50.95%	82	39.05%	210	100.00%	156	100.00%	177	100.00%	215	100.00%	164	100.00%
Romania/Rest of Europe¹																
Male	48	3.34%	398	27.68%	566	39.36%	1,012	70.38%	803	70.56%	1,048	71.98%	1,222	75.29%	1,339	81.60%
Female	40	2.78%	175	12.17%	211	14.67%	426	29.62%	335	29.44%	408	28.02%	401	24.71%	302	18.40%
Total	88	6.12%	573	39.85%	777	54.03%	1,438	100.00%	1,138	100.00%	1,456	100.00%	1,623	100.00%	1,641	100.00%
Middle East/Africa																
Male	0	0.00%	30	62.50%	10	20.83%	40	83.33%	443	95.06%	33	89.19%	231	80.21%	250	80.65%
Female	0	0.00%	8	16.67%	0	0.00%	8	16.67%	23	4.94%	4	10.81%	57	19.79%	60	19.35%
Total	0	0.00%	38	79.17%	10	20.83%	48	100.00%	466	100.00%	37	100.00%	288	100.00%	310	100.00%
Rest of the World																
Male	4	4.94%	35	43.21%	20	24.69%	59	72.84%	33	80.49%	43	61.43%	76	75.25%	33	63.46%
Female	3	3.70%	13	16.05%	6	7.41%	22	27.16%	8	19.51%	27	38.57%	25	24.75%	19	36.54%
Total	7	8.64%	48	59.26%	26	32.10%	81	100.00%	41	100.00%	70	100.00%	101	100.00%	52	100.00%
Total	116		766		895		1,777		1,801		1,740		2,227		2,167	

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÀR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.



Fluctuation rate by region and gender

Fluctuation rate ¹	Austria ²	Romania/Rest of Europe	Middle East/Africa	Rest of the World	Total 2019	Total 2018	Total 2017
Fluctuation rate – male	6.22%	9.05%	6.77%	11.20%	8.52%	8.98%	7.86%
Fluctuation rate – female	4.49%	10.52%	8.60%	14.10%	9.54%	7.83%	9.26%
Total	5.78%	9.44%	7.02%	11.86%	8.78%	8.69%	8.21%
<30	0.58%	0.58%	0.00%	1.02%	0.57%	0.78%	n.r.
30–50	2.95%	3.76%	5.56%	7.03%	3.79%	4.18%	n.r.
>50	2.26%	5.10%	1.46%	3.81%	4.42%	3.74%	n.r.

¹ Including all exits in reporting period 2019 compared to headcount of December 31, 2018

² Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.

Average hours of training and education by region and position (incl. costs)^{1,2}

	2019 ³		2018	2017	2016	2015
Board & Executives		Senior management				
Average training hours for Board & Executives	19	Average training hour for senior management	33	33	n.r.	n.r.
Advanced level		Management				
Average training hours for advanced level	25	Average training hours for management	26	23	n.r.	n.r.
Core level		Experts				
Average training hours for core level	25	Average training hours for experts	15	19	n.r.	n.r.
Primary level		Project managers				
Average training hours for primary level	24	Average training hour for project managers	27	18	n.r.	n.r.
Entry level		Administrators				
Average training hours for entry level	21	Average training hours for administrators	9	11	n.r.	n.r.
Technicians		Technicians				
Average training hours for technicians	19	Average training hours for technicians	28	36	n.r.	n.r.
Grand Total						
Average training hours for all employees ⁴	21		22	21	13	14
Average training hours for female employees ⁴	18		17	14	n.r.	n.r.
Average training hours for male employees ⁴	22		24	23	n.r.	n.r.
Total training hours for female employees	89,658		85,287	70,053	n.r.	n.r.
Total training hours for male employees	314,564		351,946	356,642	n.r.	n.r.
Total training hours for all employees	404,222		437,233	426,695	286,364	340,737
Money spent on training	8,271,226		7,068,641	4,906,900	5,276,500	7,910,720
Number of participants in trainings	16,322		14,618	15,336	12,626	11,188

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.

² Excluding conferences and trainings for external employees

³ Employee categories changed in 2019. Numbers up to 2018 are not comparable.

⁴ Data restatement: In 2017, the grand total of average training hours for all employees, female employees, and male employees were reported in relation to participants and not to number of employees.



Diversity in 2019 (headcount as per December 31, 2019)

	Gender				Age ¹				Nationality ¹		Total		
	Women		Men		<30		30-50		>50			AT	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%		Abs.	%
Supervisory Board	4	40.00%	6	60.00%	0	0.00%	5	50.00%	5	50.00%	8	80.00%	10
Executive Board	0	0.00%	4	100.00%	0	0.00%	1	25.00%	3	75.00%	3	75.00%	4
Executives & Advanced Level ²	89	19.60%	365	80.40%	1	0.22%	295	64.98%	158	34.80%	239	52.64%	454
											Non-AT/Non-RO³		
Diversity in general	5,184	26.12%	14,661	73.88%	1,211	6.31%	10,926	56.90%	7,065	36.79%	3,245	16.90%	19,845
Austria	1,071	27.01%	2,894	72.99%	571	15.62%	2,251	61.59%	833	22.79%	703	19.23%	3,965
Romania	3,300	25.67%	9,554	74.33%	405	3.15%	5,628	43.78%	6,821	53.07%	54	0.42%	12,854

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.

² Executives & advanced level according to OMV Grading & Career Framework 2.0

³ Non-Austrians in Austria, non-Romanians in Romania



Diversity by age and employee category¹ (%)

	<30 %	30-50 %	>50 %
Board			
Male	0.00%	25.00%	75.00%
Female	0.00%	0.00%	0.00%
Total	0.00%	25.00%	75.00%
Executives			
Male	0.00%	34.29%	45.71%
Female	0.00%	14.29%	5.71%
Total	0.00%	48.57%	51.43%
Advanced level			
Male	0.00%	50.84%	29.59%
Female	0.24%	15.99%	3.34%
Total	0.24%	66.83%	32.94%
Core level			
Male	0.49%	47.93%	22.58%
Female	0.41%	23.60%	4.00%
Total	0.89%	71.53%	27.58%
Primary level			
Male	3.81%	34.00%	20.58%
Female	4.01%	27.54%	10.07%
Total	7.81%	61.54%	30.65%
Entry level			
Male	7.75%	18.70%	19.94%
Female	6.27%	25.74%	21.60%
Total	14.02%	44.44%	41.54%
Technicians			
Male	4.12%	51.76%	35.76%
Female	0.39%	3.34%	4.64%
Total	4.51%	55.09%	40.39%

¹ Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.



Parental leave

Employees	2019	2018	2017	2016	2015
Entitled employees as per 31.12.2019					
Male	14,180	14,489	14,509	15,909	17,090
Female	5,022	5,122	4,936	5,446	5,698
Took parental leave during 2019					
Male	68	111	112	135	112
Female	201	136	344	317	312
Returned from parental leave during 2019					
Male	56	114	87	n/a	n/a
Female	90	179	138	n/a	n/a



Percentage of local employees^{1,2}

	2019	2018	2017	2016	2015
Austria					
Austria	80.8%	84.5%	86.2%	87.6%	87.6%
Romania/Rest of Europe					
Romania	99.6%	99.5%	99.4%	99.3%	98.9%
Belgium	100.0%	n/a	n/a	n/a	n/a
Bulgaria	100.0%	100.0%	100.0%	100.0%	100.0%
Czech Republic	95.3%	94.9%	94.9%	94.9%	94.3%
Germany	89.4%	89.6%	88.2%	90.0%	90.3%
Hungary	100.0%	100.0%	94.3%	100.0%	100.0%
Netherlands	77.8%	100.0%	100.0%	n/a	n/a
Norway	82.0%	87.2%	85.0%	86.7%	82.9%
Republic of Moldova	94.9%	98.4%	100.0%	100.0%	100.0%
Russia	96.8%	96.7%	93.8%	n/a	n/a
Serbia	100.0%	100.0%	100.0%	100.0%	100.0%
Slovakia	82.1%	80.0%	96.5%	76.1%	72.9%
Slovenia	100.0%	100.0%	100.0%	100.0%	100.0%
Switzerland	1.9%	1.8%	2.9%	1.8%	1.1%
Turkey	100.0%	100.0%	98.9%	100.0%	100.0%
United Kingdom	69.4%	61.1%	56.3%	69.4%	72.6%
Middle East/Africa					
Abu Dhabi	0.0%	0.0%	0.0%	100.0%	0.0%
Libya	100.0%	100.0%	100.0%	100.0%	100.0%
Pakistan	-	0.0%	100.0%	100.0%	100.0%
Tunisia	100.0%	100.0%	100.0%	100.0%	100.0%
Yemen	99.7%	99.7%	100.0%	100.0%	100.0%
Rest of the World					
Kazakhstan	97.5%	97.3%	100.0%	100.0%	84.4%
Madagascar	-	100.0%	100.0%	100.0%	100.0%
Malaysia	-	-	-	-	-
New Zealand	77.4%	77.0%	66.7%	100.0%	62.8%

¹ According to legal entity and nationality

² Excluding Gas Connect Austria GmbH, Avanti GmbH, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream Sdn. Bhd.



Percentage of female employees¹

	2019	2018	2017	2016
Austria				
Austria	27.0%	25.5%	25.3%	24.8%
Romania/Rest of Europe				
Romania	25.7%	25.9%	25.5%	25.2%
Belgium	0.0%	-	-	
Bulgaria	54.5%	48.1%	49.1%	46.3%
Czech Republic	46.5%	46.1%	35.9%	35.9%
Germany	14.7%	14.4%	13.5%	14.3%
Hungary	35.3%	45.8%	44.8%	42.1%
Netherlands	22.2%	16.7%	0.0%	n/a
Norway	31.9%	35.9%	36.3%	40.0%
Republic of Moldova	47.5%	47.6%	50.9%	53.4%
Russia	58.1%	56.7%	56.3%	n/a
Serbia	62.8%	61.9%	61.9%	55.0%
Slovakia	73.0%	73.6%	74.3%	74.4%
Slovenia	58.9%	60.3%	61.3%	60.8%
Switzerland	8.7%	10.1%	10.1%	8.9%
Turkey	32.7%	34.7%	22.8%	20.4%
United Kingdom	27.8%	27.8%	31.3%	23.5%
Middle East/Africa				
Abu Dhabi	50.0%	25.0%	0.0%	0.0%
Libya	20.0%	17.2%	15.4%	14.3%
Pakistan	-	-	4.3%	3.6%
Tunisia	19.2%	18.6%	20.9%	22.8%
Yemen	7.9%	7.6%	7.3%	9.4%
Rest of the World				
Kazakhstan	22.5%	22.3%	22.3%	21.4%
Madagascar	-	33.3%	33.3%	33.3%
Malaysia	30.6%	-	-	
New Zealand	22.9%	23.3%	32.1%	33.3%

¹ According to legal entity



Vienna, March 24, 2020
The Executive Board

Rainer Seele m.p.

Reinhard Florey m.p.

Johann Pleininger m.p.

Thomas Gangl m.p.