



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						Total 2019		Total 2018		Total 2017		Total 2016		Total 2015	
	<30		30-50		>50		Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
	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 Köolajtermék 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