



GRI Content Index

Universal standards

GRI 101: Foundation 2016

no disclosures

GRI 102: General Disclosures 2016

Organizational profile

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102-1	Name of the organization About this Report	
102-2	Activities, brands, products, and services Our value chain OMV at a Glance	
102-3	Location of headquarters About this Report Contacts and Imprint	
102-4	Location of operations Upstream business segment Downstream business segment	
102-5	Ownership and legal form Annual Report: OMV on the Capital Markets	
102-6	Markets served Our value chain Upstream business segment Downstream business segment	
102-7	Scale of the organization Economic Performance Upstream business segment Downstream business segment Value creation and distribution to shareholders Workforce data Our value chain Annual Report: OMV Group Business Year	
102-8	Information on employees and other workers Workforce data Annual Report: Employees A substantial part of our work is performed by contractors.	6
102-9	Supply chain Our value chain Supply chain Supplier sustainability compliance Local procurement and suppliers engagement Value creation and distribution to stakeholders	
102-10	Significant changes to the organization and its supply chain Our value chain Upstream business segment Downstream business segment Local procurement and suppliers engagement Economic Performance	
102-11	Precautionary Principle or approach Sustainability strategy Sustainability governance Risks and Opportunities Management Health, safety, security, and environment Process safety management Management of environmental compliance Spills management Water management Focus on product responsibility	



Disclosures	Link or direct answer	UNGC
102-12 External initiatives	About this Report Our commitment to international sustainable development standards Health management Occupational safety management Environmental management Water management Carbon Efficiency Climate-related business resilience Carbon efficiency of operations Focus on product responsibility Employees Business principles and anti-corruption OMV compliance management system Human rights Human rights management Supplier sustainability compliance Community relations and development	
102-13 Membership of associations	Memberships	

Strategy

Disclosures	Link or direct answer	UNGC
102-14 Statement from senior decision-maker	CEO Statement Report of the Supervisory Board	
102-15 Key impacts, risks, and opportunities	Mapping our sustainability risks Enterprise-Wide Risk Management Management of environmental compliance Climate-related risks and opportunities Annual Report: Risk Management	

Ethics and integrity

Disclosures	Link or direct answer	UNGC
102-16 Values, principles, standards, and norms of behavior	Our foundation Sustainability strategy Business principles and anti-corruption management Preventing corruption risk in operations	10
102-17 Mechanisms for advice and concerns about ethics	Communication with stakeholders	10



Governance

Disclosures	Link or direct answer	UNGC
102-18	Governance structure	Sustainability governance
102-19	Delegating authority	Sustainability governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability governance CEO Statement
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholders' engagement details Sustainability governance
102-22	Composition of the highest governance body and its committees	Annual Report: Supervisory Board
102-23	Chair of the highest governance body	Annual Report: Supervisory Board
102-24	Nominating and selecting the highest governance body	Annual Report: Supervisory Board
102-25	Conflicts of interest	Annual Report: Supervisory Board
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability governance
102-27	Collective knowledge of highest governance body	Sustainability governance
102-28	Evaluating the highest governance body's performance	Sustainability governance
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability governance Environmental, social, and governance ratings and indices Stakeholders' engagement details
102-30	Effectiveness of risk management processes	Sustainability governance Mapping our sustainability risks Enterprise-Wide Risk Management Annual Report: Risk Management
102-31	Review of economic, environmental, and social topics	Sustainability governance Annual Report: OMV's Approach to Sustainability
102-32	Highest governance body's role in sustainability reporting	Sustainability governance
102-33	Communicating critical concerns	Sustainability governance
102-35	Remuneration policies	Sustainability governance Annual Report: Consolidated Corporate Governance Report
102-36	Process for determining remuneration	Sustainability governance Annual Report: Consolidated Corporate Governance Report

Stakeholder engagement

Disclosures	Link or direct answer	UNGC	
102-40	List of stakeholder groups	Stakeholder map Stakeholders' engagement details	
102-41	Collective bargaining agreements	Management of employment and skill development Workforce data	3
102-42	Identifying and selecting stakeholders	Reporting on materiality Materiality Identification Process	
102-43	Approach to stakeholder engagement	Stakeholders' engagement details	
102-44	Key topics and concerns raised	Stakeholders' engagement details	



Reporting practice

Disclosures		Link or direct answer	UNGC
102-45	Entities included in the consolidated financial statements	Annual Report: Direct and indirect investments of OMV Aktiengesellschaft	
102-46	Defining report content and topic Boundaries	About this Report GRI Content Index	
102-47	List of material topics	Reporting on materiality	
102-48	Restatements of information	All changes relative to previous years' reported data or information have been indicated where relevant, with appropriate explanations provided.	
102-49	Changes in reporting	Reporting on materiality Diversity has been added as material topic in 2019.	
102-50	Reporting period	About this Report	
102-51	Date of most recent report	2019, About this Report.	
102-52	Reporting cycle	annual	
102-53	Contact point for questions regarding the report	Contacts and Imprint	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	
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Material Topics and Other Topics

GRI 200 Economic Standard Series

Supply Chain (Procurement Practices)

Disclosures	Link or direct answer	UNGC	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Supplier sustainability compliance Local procurement and suppliers engagement	
103-2	The management approach and its components	Supply chain Supplier sustainability compliance, Local procurement and suppliers engagement Role of digitalization in supplier management	
103-3	Evaluation of the management approach	Supply chain Supplier sustainability compliance, Local procurement and suppliers engagement Role of digitalization in supplier management	
OG1 Sector Supplement			
	Volume and type of estimated proved reserves and production	Our value chain	
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Local procurement and suppliers engagement 204-1-b: Local suppliers are defined as national suppliers, active in the countries where OMV has operations; 204-1-c: Significant locations of operation are all the locations where OMV is the main operator. We disclose local spend for our two biggest countries of operation, Austria and Romania.	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Supplier sustainability compliance Existing suppliers were screened regarding ESG and sustainability topics. The supplier onboarding process of OMV will be adapted and expanded by a screening using environmental criteria. Percentage of new suppliers will be reported in the following periods.	8
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier sustainability compliance	8
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Supplier sustainability compliance Existing suppliers were screened regarding ESG and sustainability topics. The supplier onboarding process of OMV will be adapted and expanded by a screening using social criteria. Percentage of new suppliers will be reported in the following periods.	2
414-2	Negative social impacts in the supply chain and actions taken	Supplier sustainability compliance	2



Business Ethics and Anti-Corruption (Anti-Corruption)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary Business principles and anti-corruption Business principles and anti-corruption management	10
103-2	The management approach and its components Business principles and anti-corruption Business principles and anti-corruption management	10
103-3	Evaluation of the management approach Business principles and anti-corruption management	10
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption Business principles and anti-corruption management Preventing corruption risk in operations All operations are assessed annually for risks related to corruption and no risks were identified.	10
205-2	Communication and training about anti-corruption policies and procedures Preventing corruption risk in operations Communication with stakeholders Only total number of trained employees reported, as this is considered material. Breakdown per region and employee categories and communication to business partners omitted.	10
205-3	Confirmed incidents of corruption and actions taken Preventing corruption risk in operations	10
GRI 206: Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Preventing corruption risk in operations	10

Innovation

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary Innovation management	9
103-2	The management approach and its components Innovation management	9
103-3	Evaluation of the management approach Innovation in drilling, production and reserves	9
OG3 Sector Supplement		
R&D expenses (including on low-carbon technologies)	Innovation management	9

GRI 300 Environmental Standards Series

Energy Efficiency (Energy)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary Energy efficiency	7, 8, 9
103-2	The management approach and its components Environmental management Management of environmental compliance Energy efficiency	7, 8, 9
103-3	Evaluation of the management approach Environmental management Management of environmental compliance Energy efficiency Environmental data	7, 8, 9
GRI 302: Energy 2016		
302-1	Energy consumption within the organization Energy efficiency Environmental data	7, 8
302-4	Reduction of energy consumption Energy efficiency Environmental data	8, 9



Water Management (Water)

Disclosures	Link or direct answer	UNGC	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Water management	7, 8
103-2	The management approach and its components	Environmental management Water management	7, 8
103-3	Evaluation of the management approach	Environmental management Water management Environmental data	7, 8
GRI 303: Water 2018			
303-1	Interactions with water as a shared resource	Water management	7, 8
303-2	Management of water-discharge-related impacts	Water management	8
303-3	Water withdrawal	Environmental data	8
303-4	Water discharge	Environmental data Only total water discharged and chemical oxygen demand reported.	8
303-5	Water consumption	Environmental data	8
OG5 Sector Supplement			
Volume and disposal of formation or produced water	Water management Environmental data	8	



Emissions from Operations (Emissions)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	7, 8, 9
	Carbon Efficiency Climate-related risks and opportunities Carbon efficiency of operations Carbon efficiency of the product portfolio	
103-2	The management approach and its components	7, 8, 9
	Environmental management Climate related-risks and opportunities Management of carbon efficiency of operations Management of carbon efficiency of the product portfolio GHG emissions reduction in operations Indirect GHG emissions from electricity and heat	
103-3	Evaluation of the management approach	7, 8, 9
	Environmental management Climate related-risks and opportunities Climate-related business resilience and the energy transition GHG emissions reduction in operations Management of carbon efficiency of the product portfolio Environmental data	
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	7, 8
	GHG emissions reduction in operations Environmental data	
305-2	Energy indirect (Scope 2) GHG emissions	7, 8
	Indirect GHG emissions from electricity and heat Environmental data	
305-3	Other indirect (Scope 3) GHG emissions	7, 8
	Carbon efficiency of the product portfolio Environmental data	
305-4	GHG emissions intensity	8
	Carbon efficiency of the product portfolio Environmental data	
305-5	Reduction of GHG emissions	8, 9
	GHG emissions reduction in operations Carbon efficiency of the product portfolio Environmental data	
305-6	Emissions of ozone-depleting substances (ODS)	7, 8
	Environmental data	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	7, 8
	Environmental data	
OG6 Sector Supplement		
	Volume of flared and vented hydrocarbon	7, 8
	Environmental data	

Spills Management (Effluents)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	7, 8
	Spills management	
103-2	The management approach and its components	7, 8
	Environmental management Spills management	
103-3	Evaluation of the management approach	7, 8
	Environmental management Spills management	
GRI 306: Effluents and Waste 2016		
306-3	Significant spills	7, 8
	Spills management Environmental data	



Environmental Compliance (Environmental Compliance)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Management of environmental compliance 8
103-2	The management approach and its components	Environmental management Management of environmental compliance 8
103-3	Evaluation of the management approach	Environmental management Management of environmental compliance 8
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Value creation and distribution to stakeholders No fines above 10,000 were paid in 2019. 8

GRI 400 Social Standards Series

Employment and Skills Development (Employment; Labor/Management Relations; Training and Education)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Management of employment and skill development Diversity Activities in the area of employment Activities in the area of skill development 6
103-2	The management approach and its components	Management of employment and skill development Diversity Activities in the area of employment Activities in the area of skill development 6
103-3	Evaluation of the management approach	Management of employment and skill development Diversity Activities in the area of employment Activities in the area of skill development 6
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Workforce data 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Activities in the area of employment 401-2-b: Significant locations of operation are all the locations where OMV is the main operator. In Austria, no benefits are provided to full-time employees that are not provided to part-time employees. 6
401-3	Parental leave	Workforce data 6
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Workforce data 6
404-2	Programs for upgrading employee skills and transition assistance programs	Activities in the area of skill development In Austria, outplacement programs are in place for employees who do not voluntarily leave the company. 6
404-3	Percentage of employees receiving regular performance and career development reviews	Activities in the area of employment The total number of employees receiving regular performance and career development reviews is disclosed, not the percentage. 6



Diversity (Diversity and Equal Opportunity)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	6
	Diversity Workforce data	
103-2	The management approach and its components	6
	Diversity Workforce data	
103-3	Evaluation of the management approach	6
	Diversity Workforce data	
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	6
	Diversity Workforce data	

Health, Safety, and Security (Occupational Health and Safety)

Disclosures	Link or direct answer	UNGC
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	6
	Health, safety, security, and environmental management Security management Security initiatives	
103-2	The management approach and its components	6
	Health, safety, security, and environmental management Security management Information security management	
103-3	Evaluation of the management approach	6
	Health, safety, security, and environmental management Occupational safety management Security management Information security management	
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	6
	Health management Occupational safety management	
403-2	Hazard identification, risk assessment, and incident investigation	6
	Occupational safety management	
403-3	Occupational health services	6
	Health promotion activities Occupational safety management	
403-4	Worker participation, consultation, and communication on occupational health and safety	6
	Health promotion activities Occupational safety management	
403-5	Worker training on occupational health and safety	6
	Occupational safety management	
403-6	Promotion of worker health	6
	Health management Health promotion activities	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6
	Occupational safety management	
403-9	Work-related injuries	6
	Occupational safety management Safety data 403-9-c: major hazards as causes of injuries are: slip, trip, fall; extreme temperature; explosion fire; fall from height; 403-9-c-ii: Slip, trip, fall hazards caused high-consequence injuries	
OG13 Sector Supplement		
Number of process safety events, by business activity	Process safety management Safety data	7, 8



Human Rights (Freedom of Association and Collective Bargaining; Child Labor; Forced or Compulsory Labor; Rights of Indigenous Peoples; Human Rights Assessment)

Disclosures	Link or direct answer	UNGC	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Human rights Human rights management	1, 2, 4, 5
103-2	The management approach and its components	Human rights management Human rights due diligence	1, 2, 4, 5
103-3	Evaluation of the management approach	Human rights due diligence	1, 2, 4, 5
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human rights management	5
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights management	4
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Human rights management Human rights due diligence	1, 2
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human rights due diligence	1, 2
412-2	Employee training on human rights policies or procedures	Human rights training	1, 2

Local Communities (Local Communities)

Disclosures	Link or direct answer	UNGC	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Community relations and development	1, 2
103-2	The management approach and its components	Community relations and development Community grievance management	1, 2
103-3	Evaluation of the management approach	Community grievance management	1, 2
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Community relations and development Community and social investments Community and social investment highlights 2019	1
413-2	Operations with significant actual and potential negative impacts on local communities	Community relations and development	2
OG10 Sector Supplement			
Number and description of significant disputes with local communities and indigenous peoples		Community grievance management	2
GRI 415: Public Policy 2016			
415-1	Political contributions	OMV Code of Business Ethics states "OMV does not support political parties. Donations to political parties are not allowed." Compliance with Principles of Business Ethics	10
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Value creation and distribution to stakeholders	



Low-Carbon Products

Disclosures	Link or direct answer	UNGC	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Carbon efficiency of the product portfolio	7, 8, 9
103-2	The management approach and its components	Carbon efficiency of the product portfolio Management of carbon efficiency of the product portfolio Focus on gas products Focus on future mobility Focus on petrochemicals Focus on product responsibility	7, 8, 9
103-3	Evaluation of the management approach	Carbon efficiency of the product portfolio Management of carbon efficiency of the product portfolio	7, 8, 9
GRI 201: Economic Performance 2016			
201-2	Financial implications and other risks and opportunities due to climate change	Climate-related risks and opportunities, Climate-related business resilience and the energy transition The total costs of actions taken to manage climate-related risks have not been calculated yet.	7
OG14 Sector Supplement			
Volume of biofuels produced and purchased meeting sustainability criteria		Focus on product responsibility	8, 9

Other GRI Indicators

Disclosures	Link or direct answer	UNGC	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Value creation and distribution to stakeholders In line with the OG4 Sector Supplement, we publish our report on payments to governments as part of our Annual Report.	
201-4	Financial assistance received from government	Value creation and distribution to stakeholders	
GRI 306: Effluents and Waste 2016			
306-2	Waste by type and disposal method	Waste management Environmental data	8
OG11 Sector Supplement			
Number of sites that have been decommissioned and sites that are in the process of being decommissioned		Waste management	8
GRI 304: Biodiversity 2016			
304-3	Habitats protected or restored	Biodiversity protection	8
OG4 Sector Supplement			
Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored		Biodiversity protection	8
GRI 405: Diversity 2016			
405-1	Diversity of governance bodies and employees	Diversity Workforce data	8



Reporting boundaries

HSSE data from operations under management control have been fully taken into account, i.e. data from all OMV Group activities with a stake of more than 50%, in particular:

- ▶ OMV Petrom S.A. where OMV holds 51% of the shares
- ▶ Retail Business (all retail brands of OMV, OMV Petrom and OMV Petrol Ofisi)
- ▶ Upstream OMV operated countries: Austria, Kazakhstan, Tunisia, Yemen, Malaysia, New Zealand, Norway, United Arab Emirates, Romania (OMV Petrom)
- ▶ Refineries Schwechat, Burghausen and Petrobrazi; including transport and storage facilities
- ▶ Gas logistics (transit and storage in Austria and Romania)
- ▶ Downstream Gas – power plants in Romania (Brazi & Petrom City)
- ▶ Production enhancement contracts (PECs) for small fields with partners in Romania
- ▶ Joint ventures, including minority shareholdings, where OMV exerts controlling influence as operator

Occupational workplace incident data for all contractors (including subcontractors and all lower tier subcontractors) under management control (i.e., data from all OMV Group activities with a stake of more than 50%) have been fully taken into account.

Contractor and subcontractor workplace incident data at joint ventures, including minority shareholdings, where OMV exerts controlling influence as an operator is reported.

The following data has not been taken into account for environmental data in this report:

- ▶ Figures from holdings of 50% or less if there is no significant operational influence
- ▶ Office buildings in European countries of OMV Downstream's Marketing Divisions (except Austria and Romania) as well as of non-operative Upstream countries
- ▶ Filling stations, due to the fact that the vast majority of them are operated by partners functioning as independent companies, except filling stations under the control of OMV Petrom Marketing that meet the above-mentioned boundary criteria

Greenhouse Gas Scope 3 emissions include the following categories:

- ▶ GHG emissions from processing and use of sold products: These include total sales amounts from companies that are under operational or financial control by OMV and include oil product sales at filling stations undertaken in the name of OMV.
- ▶ Only sales to the market/customer are included. Pure "trading margin" sales as well as intercompany sales are excluded.
- ▶ Since 2015, Scope 3 emissions from purchased goods and services and capital goods are included.
- ▶ Since 2018 feedstock for refineries is included in Scope 3
- ▶ Since 2019 biogenic CO₂ emissions are included as other indirect (Scope 3) emissions

All grievances disclosed in the OMV Sustainability Report 2019 were received in the OMV Upstream-operated countries and in the three OMV refineries (Burghausen in Germany, Schwechat in Austria, and Petrobrazi in Romania).

The data is consolidated at Group level.

For more details, see the [Assurance Statement](#) of this OMV Sustainability Report.