



# OMV AG Data

## Occupational Safety

OMV Aktiengesellschaft	Unit	2020	2019	2018
<b>Occupational safety – employees</b>				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,469	1,186	1,062
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	0.00
Lost-time injury severity	per 1 mn hours worked	0	0	0
Total recordable injuries	number	1	1	0
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.68	0.84	0.00
<b>Occupational safety – contractors</b>				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	412	410	405
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	2.44	2.47
Lost-time injury severity	per 1 mn hours worked	0.00	5.00	3.00
Total recordable injuries	number	0	1	2
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0	2.44	4.94



OMV Aktiengesellschaft	Unit	2020	2019	2018
<b>Occupational safety – employees and contractors</b>				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,881	1,596	1,467
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.63	0.68
Lost-time injury severity	per 1 mn hours worked	0	5	3
Total recordable injuries	number	1	2	2
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.53	1.25	1.36

## Environment <sup>1</sup>

OMV Aktiengesellschaft	Unit	2020	2019	2018
Water consumed	m <sup>3</sup>	29,394	36,967	n.r.
Total waste	t	152.5	185.2	n.r.
Energy consumption	TJ	42.4	44.4	47.3
thereof electricity	MWh	8,242	8,750	9,087
thereof heat	MWh	3,534	3,592	4,045
Percentage of energy consumption from renewable sources <sup>2</sup>	%	84%	84%	83%
Scope 2 emissions	t CO <sub>2</sub> equivalent	71	287	324

<sup>1</sup> Environmental data is collected per site, not per legal entity. The OMV Head Office in Vienna was thus used as a proxy for the legal entity OMV Aktiengesellschaft. Environmental data displayed above refers to the Head Office and only data relevant for the Head Office has been selected. Environmental data reported elsewhere in the Sustainability Report, such as GHG Scope 1 emissions and other air emissions, is not relevant for the Head Office.

<sup>2</sup> Electricity consumption is 100% from renewable sources.

n.r. = not reported



## Workforce

### Total Headcount by Employment Type

OMV Aktiengesellschaft	12/31/2020	12/31/2019	12/31/2018
<b>Employees</b>			
Total (incl. apprentices)	871	837	632
<b>Employment type</b>			
Full-time	763	726	532
thereof male	388	376	301
thereof female	375	350	231
Part-time	108	111	100
thereof male	15	13	8
thereof female	93	98	92
<b>Gender</b>			
Male	403	389	309
Female	468	448	323
<b>Employment type</b>			
Temporary <sup>1</sup>	125	200	80
thereof male	63	84	52
thereof female	62	116	28
Permanent	746	637	552
thereof male	340	305	257
thereof female	406	332	295

<sup>1</sup> A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.

### Percentage of Local Employees <sup>1</sup>

OMV Aktiengesellschaft	12/31/2020	12/31/2019	12/31/2018
<b>Austria</b>			
Austria	67.16%	70.01%	81.80%

<sup>1</sup> According to legal entity and nationality



## Parental Leave

OMV Aktiengesellschaft	2020	2019	2018
<b>Employees entitled to parental leave as per December 31</b>			
Male	403	389	309
Female	468	448	323
<b>Took parental leave</b>			
Male	11	5	9
Female	32	19	17
<b>Returned from parental leave</b>			
Male	11	5	9
Female	22	17	24

## New Hires by Gender and Age

OMV Aktiengesellschaft	Age						Total		Total		Total	
	<30		30-50		>50		2020		2019		2018	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Austria</b>												
Male	11	16.92	51	78.46	3	4.62	65	54.62	97	40.93	51	58.62
Female	18	33.33	32	59.26	4	7.41	54	45.38	140	59.07	36	41.38
Total	29	24.37	83	69.75	7	5.88	119	100.00	237	100.00	87	100.00

## Ended Contracts by Gender and Age

OMV Aktiengesellschaft	Age						Total		Total		Total	
	<30		30-50		>50		2020		2019		2018	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Austria</b>												
Male	2	4.08	32	65.31	15	30.61	49	57.65	26	49.06	26	49.06
Female	8	22.22	17	47.22	11	30.56	36	42.35	27	50.94	27	50.94
Total	10	11.76	49	57.65	26	30.59	85	100.00	53	100.00	53	100.00



## Fluctuation Rate by Gender and Age

OMV Aktiengesellschaft	2020		2019		2018	
	Abs.	%	Abs.	%	Abs.	%
Male	49	12.60	26	8.41	26	14.69
Female	36	8.04	27	8.36	27	13.64
<b>Total</b>	<b>85</b>	<b>10.16</b>	<b>53</b>	<b>8.39</b>	<b>53</b>	<b>14.13</b>
<30	10	1.19	7	1.11	6	1.60
30–50	49	5.85	35	5.54	25	6.67
>50	26	3.11	11	1.74	20	5.33

## Labor Practice Indicators

OMV Aktiengesellschaft	2020	2019	2018
Percentage of employees who have the right to exercise freedom of association and collective bargaining	100.00%	100.00%	100.00%
Percentage of employees represented by local trade unions or works council	100.00%	100.00%	100.00%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining	100.00%	100.00%	100.00%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring	100.00%	100.00%	100.00%

## Business Principles and Social Responsibility

OMV Aktiengesellschaft	2020	2019	2018
Number of employees trained in business ethics	4	5	134
Number of employees trained in human rights	200	180	9



Vienna, March 25, 2021  
The Executive Board

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