

Performance in Detail

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Economic Data

Revenues Generated (in EUR mn)

	2020	2019
Net sales	16,550	23,461
Dividends, income from at-equity accounted investments, and interest income	234	559
Other income	1,696	179
Gains from sales of assets	21	21
Total	18,500	24,220

Distribution to Stakeholders

Stakeholders	Category of Distributed Value	2020 (in EUR mn)	2020 (in %)	2019 (in EUR mn)	2019 (in %)
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment, and write-up; FX result)	15,607	84.36	18,748	77.41
Governments	Taxes (income & royalties)	(277)	-1.50	1,703	7.03
Employees	Employee wages and benefits	1,308	7.07	1,228	5.07
Capital providers	Interest expense and other financial result	371	2.00	303	1.25
Shareholders (and hybrid capital holders)	Dividend distribution	879	4.75	858	3.54
Society	Social spending	15	0.08	28	0.11
Total		17,903	96.77	22,867	94.41
Value retained		598	3.23	1,353	5.59



Financial Assistance

Financial Assistance Received from Governments or Governmental Organizations

Company Name	EUR mn	Details 2020
OMV Petrom S.A.	30.8	EUR 29.0 mn – cashed in part of the grant for Brazi plant EUR 1.8 mn – reduction of quota for green certificates
OMV Refining & Marketing GmbH	2.4	EUR 1.6 mn – research premium EUR 0.3 mn – grant for ReOil® project EUR 0.5 mn – other projects
OMV Deutschland Operations GmbH & Co. KG	1.9	EUR 1.9 mn – Environmental Innovation Program (ISO C4)
OMV Bulgaria OOD	0.4	EUR 0.4 mn – state aid for employee retention due to COVID-19
OMV Gas Storage GmbH	0.2	EUR 0.2 mn – investment growth bonus
Gas Connect Austria GmbH	0.1	EUR 0.1 mn – early retirement aid

Significant Monetary Fines ¹

	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	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	EUR	0
Number of fines for non-compliance with laws and regulations in the social and economic areas ²	number	3
thereof number of cases brought before court and resolved	number	1
Monetary value of other fines for non-compliance with laws and regulations in the social and economic areas	EUR	337,490.00
Total number of fines	number	3
Total number of cases brought before court and resolved	number	1
Total monetary value of other fines for non-compliance	EUR	337,490.00

¹ Only fines above EUR 10,000 and paid in 2020 reported. Data excluding Borealis. Borealis discloses significant monetary fines in its Annual Report. One case in Romania was under appeal at the end of 2020 and has thus not been included in the figures above. In addition, On October 6 2020, the Polish Competition Authority UOKiK issued a decision with respect to OMV's financing of the Nord Stream 2 natural gas pipeline. In this decision, UOKiK concluded that this financing arrangement breaches Polish merger control rules and imposed a fine of EUR 19.571 mn against OMV. OMV does not share the legal analysis of this decision and is appealing against it.

² Fine of EUR 156.250,00 in Romania for finding OMV Petrom guilty for committing the crime of manslaughter by negligence
Fine of EUR 120.000,00 in Slovakia for volumetric bio-target underfulfillment
Fine of EUR 61.240,00 in Malaysia for exporting drilling fluid offshore without declaring K9 forms



Safety Data

Occupational Safety

	Unit	2020	2019	2018	2017	2016
Occupational safety – employees						
Fatalities	number	0	0	1	0	1
Fatality rate	per 100 mn hours worked	0.00	0.00	2.85	0.00	2.46
Number of hours worked	hours (thousand)	35,076	34,987	35,080	37,188	40,665
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.43	0.51	0.29	0.24	0.37
High-consequence work-related injuries ¹	number	0	2	1	0	1
High-consequence work-related injuries ¹	per 1 mn hours worked	0.00	0.06	0.03	0.00	0.02
Lost-time injury severity	per 1 mn hours worked	8.47	38.61	9.86	9.95	16.92
Total recordable injuries ²	number	29	44	31	27	27
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.83	1.26	0.88	0.73	0.66
Occupational safety – contractors						
Fatalities	number	0	0	2	2	1
Fatality rate	per 100 mn hours worked	0.00	0.00	2.47	2.52	1.10
Number of hours worked	hours (thousand)	70,195	78,773	81,059	79,458	90,793
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.27	0.27	0.31	0.39	0.42
High-consequence work-related injuries ¹	number	1	1	3	3	3
High-consequence work-related injuries ¹	per 1 mn hours worked	0.01	0.01	0.04	0.04	0.03
Lost-time injury severity	per 1 mn hours worked	14.67	8.80	20.73	19.37	21.6
Total recordable injuries ²	number	34	64	60	65	65
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.48	0.81	0.74	0.82	0.72



	Unit	2020	2019	2018	2017	2016
Occupational safety – employees and contractors						
Fatalities	number	0	0	3	2	2
Fatality rate	per 100 mn hours worked	0.00	0.00	2.58	1.71	1.52
Number of hours worked	hours (thousand)	105,271	113,759	116,139	116,645	131,458
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.32	0.34	0.30	0.34	0.40
High-consequence work-related injuries ¹	number	1	3	4	3	4
High-consequence work-related injuries ¹	per 1 mn hours worked	0.01	0.03	0.03	0.03	0.03
Lost-time injury severity	per 1 mn hours worked	12.61	17.97	17.44	16.37	20.15
Total recordable injuries ²	number	63	108	91	92	92
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.60	0.95	0.78	0.79	0.70

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

Process Safety

	Unit	2020	2019	2018	2017	2016
Tier 1	number	6	4	4	4	9
Tier 2	number	13	7	12	6	16
Process Safety Event Rate ¹	per 1 mn hours worked	0.18	0.10	0.14	0.09	0.19

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



Environmental Data

GHG Emissions – Absolute

	Unit	2020	2019	2018	2017	2016
Total GHG direct, Scope 1 ¹	mn t CO ₂ equivalent	10.7	10.6	11.1	11.1	11
of which from Upstream activities	mn t CO ₂ equivalent	3.5	4.2	3.6	3.5	4
of which from Downstream activities	mn t CO ₂ equivalent	6.6	6.4	7.6	7.7	7
of which from Borealis ⁴	mn t CO ₂ equivalent	0.6	n.r.	n.r.	n.r.	n.r.
CO ₂	mn t	9.9	9.4	10	10.2	9.7
CH ₄	t	32,999	49,376	44,782	38,807	54,753
N ₂ O	t	217	74	57	52	60
Total GHG indirect, Scope 2 ^{2,5}	mn t CO ₂ equivalent	0.3	0.4	0.4	0.3	0.4
Total GHG indirect, Scope 3 ^{3,5}	mn t CO ₂ equivalent	118	126	108	108	113
GHG emissions from product portfolio (Scope 3)	mn t CO ₂ equivalent	112.2	119.8	100.4	107.2	111.5
of which from oil to energy	mn t CO ₂ equivalent	54.8	68.2	58.2	73.8	85.5
of which from oil for non-energy use	mn t CO ₂ equivalent	7.1	7.7	6.2	6.6	5.1
of which from gas to energy	mn t CO ₂ equivalent	48	41.8	34.4	25.9	20.3
of which from gas for non-energy use	mn t CO ₂ equivalent	2.3	2	1.5	0.9	0.7
of which from chemicals	mn t CO ₂ equivalent	0.01	0.01	0.01	0.01	0.01
GHG emissions from purchased goods and services and capital goods (Scope 3)	mn t CO ₂ equivalent	5.5	6.3	7.2	1.3	1.2
of which from purchased goods and services	mn t CO ₂ equivalent	5.3	6.1	5.7	1.1	1.1
of which from capital goods	mn t CO ₂ equivalent	0.2	0.2	0.2	0.1	0.2
Biogenic CO ₂ emissions ⁵	mn t CO ₂ equivalent	1.44	1.53	1.30	1.24	1.23

¹ Scope 1 refers to direct emissions from operations that are owned or controlled by the organization. We use emission factors from different sources, e.g., IPCC, API GHG Compendium, etc. Since 2016, OMV has been applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 years).

² Scope 2 refers to indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling, or steam. We use emission factors from different sources, e.g., national authorities, supplier-specific emission factors, etc. The data in the table refers to the market-based approach. Location-based is also 0.3 mn t.

³ Scope 3 refers to other indirect emissions that occur outside the organization, including both Upstream and Downstream emissions. We use emission factors from different sources, e.g., IPCC, PlasticsEurope, etc. The data includes Scope 3 emissions from the use and processing of sold products. Pure “trading margin” sales as well as intracompany sales are excluded. Since 2015, Scope 3 emissions from purchased goods and services and capital goods are included. Since 2018, net import of refinery feedstock is included.

⁴ Only EU ETS emissions from November and December included

⁵ Excluding Borealis

n.r. = not reported



GHG Emissions – Intensities ¹

	Unit	2020	2019	2018	2017	2016
GHG intensity of operations	OMV Group Carbon Intensity Index ²	81	78	86	n.r.	n.r.
Reduction achieved vs. 2010	%	19	22	14	n.r.	n.r.
GHG intensity of product portfolio	mn t GHG per mn t oil equivalent	2.5	2.5	2.5	2.6	2.7
GHG intensity of purchased goods and services and capital goods	mn t GHG per USD bn	0.9	0.8	0.8	0.7	0.6
Carbon intensity of energy supply ³	g CO ₂ /MJ	67.2	68.5	70	n.r.	n.r.

¹ Excluding Borealis

² Direct 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 (crude and semi-finished products without blended volumes), 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. The Carbon Intensity Index was developed in 2018.

³ The carbon intensity of energy supply is measured by assessing the intensity of their Scope 1 and 2 emissions plus Scope 3 emissions (in g CO₂) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ).

n.r. = not reported

GHG Emissions – Reductions ¹

	Unit	2020	2019	2018	2017	2016
GHG reductions from projects per year	t CO ₂ equivalent	77,900	154,522	374,000	174,000	82,000
GHG reductions from projects to date (from 2009)	mn t CO ₂ equivalent	1.9	1.8	1.7	1.2	n.r.

¹ Excluding Borealis

n.r. = not reported

Other Air Emissions

	Unit	2020	2019	2018	2017	2016
SO ₂	t	2,720	2,627	3,090	2,995	3,105
NO _x	t	7,701	7,441	11,231	12,730	12,050
NM VOC	t	10,898	11,011	9,400	8,689	10,229
Particulate emissions	t	172	124	138	145	139
Ozone-depleting substances ¹	t	0.5	0.4	0.4	0.5	0.5

¹ Excluding Borealis



Flaring and Venting

	Unit	2020	2019	2018	2017	2016
Hydrocarbons flared ¹	t	388,644	426,251	233,770	185,832	180,452
Hydrocarbons vented	t	17,909	34,282	37,420	32,834	50,173

¹ 2019 data restated

Energy

	Unit	2020	2019	2018	2017	2016
Energy consumption ¹	PJ	131.1	117.4	127.4	130.8	126.8
Fuel consumption within the organization ²	PJ	141.4	128.6	152.5	157.5	143.8
Self-generated non-fuel renewable energy	MWh	87.4	n.r.	n.r.	n.r.	n.r.
Purchased electricity consumption ³	PJ	8.6	2.9	3.5	2.9	4.3
Heating, cooling, and steam consumption	TJ	893	95	96	14.8	32.3
Electricity sold ⁴	PJ	14.2	11.3	23.9	24.5	17.2
Heating, cooling, and steam sold ⁵	PJ	3.1	2.9	2.7	3.3	3.2

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

² 2019 data restated

³ Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption.

⁴ Calculation methodology changed in 2020 to exclude electricity internally sold; prior years' data restated

⁵ Calculation methodology changed in 2020 to exclude heating, cooling, and steam sold internally

n.r. = not reported

Water and Wastewater

	Unit	2020	2019	2018	2017	2016
Water withdrawal						
Water withdrawn ¹	megaliters	224,971	103,637	100,381	98,523	99,592
thereof groundwater	megaliters	25,443	24,117	23,964	24,530	23,915
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	22,996	23,836	23,716	24,144	23,614
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	262	281	247	386	301
thereof surface water	megaliters	60,778	14,054	14,955	11,526	12,370
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	14,539	14,054	14,955	11,526	12,370



	Unit	2020	2019	2018	2017	2016
thereof other water (>1,000 mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	1,755	1,360	1,477	1,509	1,606
thereof freshwater (≤1,000 mg/l total dissolved solids) ²	megaliters	1,092	1,360	1,477	1,509	1,606
thereof other water (>1,000 mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof seawater	megaliters	75,718	920	586	577	382
thereof produced water	megaliters	61,256	63,186	59,400	60,382	61,319
Water withdrawn from all areas with water stress ³	megaliters	1,479	1,230	1,775	2,524	2,367
thereof groundwater	megaliters	491	399	645	1,144	1,119
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	229	118	398	758	819
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	262	281	247	386	301
thereof surface water	megaliters	0	0	0	0	0
thereof freshwater (≤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	54	67	82	84	86
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	54	67	82	84	86
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	607	764	1,048	1,297	1,162
Water discharge ²						
Water discharged by destination	megaliters	25,464	n.r.	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof to surface water	megaliters	16,474	n.r.	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	10,913	n.r.	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	5,561	n.r.	n.r.	n.r.	n.r.
thereof to seawater	megaliters	4,581	n.r.	n.r.	n.r.	n.r.
thereof to third party	megaliters	4,409	n.r.	n.r.	n.r.	n.r.
Water discharged by destination to all areas with water stress	megaliters	61	n.r.	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof to surface water	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof freshwater (≤1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof other water (>1,000 mg/l total dissolved solids)	megaliters	0	n.r.	n.r.	n.r.	n.r.
thereof to seawater	megaliters	0	n.r.	n.r.	n.r.	n.r.



	Unit	2020	2019	2018	2017	2016
thereof to third party	megaliters	61	n.r.	n.r.	n.r.	n.r.
Water discharged – quality ²						
Hydrocarbons (oil) discharged	t	13	n.r.	n.r.	n.r.	n.r.
Water consumption ²						
Water consumed ⁴	megaliters	65,357	74,924	75,135	76,152	78,103
Water consumed in all areas with water stress	megaliters	647	1,158	1,691	2,428	2,267
Water recycled and reused	megaliters	315,327	251,959	7,041	6,859	6,733

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

² Excluding Borealis

³ Total water withdrawn from all areas with water stress includes Borealis, however, the detailed breakdown below does not.

⁴ Excluding water withdrawn for once-through use (reported separately). Water storage does not have a significant impact.

n.r. = not reported



Waste

	Unit	2020	2019	2018	2017	2016
Total waste ¹	t	634,885	633,722	583,831	460,247	923,709
thereof non-hazardous waste	t	241,221	323,268	315,219	224,008	662,153
thereof non-hazardous waste to landfill	t	108,792	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for recycling	t	21,690	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for incineration	t	6,021	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for other disposal options	t	19,130	n.r.	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options) ²	t	85,589	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste	t	393,664	310,453	268,611	236,239	261,556
thereof hazardous waste to landfill	t	7,995	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for recycling	t	308,580	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for incineration	t	20,066	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for other disposal options	t	48,222	n.r.	n.r.	n.r.	n.r.
thereof transboundary movement of hazardous waste (Basel convention) ²	t	8,129	n.r.	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options) ²	t	672	20	0	0	0
Waste directed to disposal	t	204,120	308,523	360,357	258,086	390,669
Waste diverted from disposal	t	430,765	n.r.	n.r.	n.r.	n.r.
Waste recovery or recycling rate	%	68%	51%	38%	44%	58%

¹ Total waste amounts including those from one-time projects

² Excluding Borealis

n.r. = not reported

Spills

	Unit	2020	2019	2018	2017	2016
Spills	number	2,390	2,047	2,184	2,403	2,138
of which major (i.e., severity level 3 to 5)	number	0	1	2	1	2
of which minor (i.e., severity level below 3)	number	2,390	2,046	2,182	2,402	2,136
Spills volume	liters	41,355	56,641	36,874	173,909	103,490



Environmental Expenditures ¹

	Unit	2020	2019	2018	2017	2016
Environmental protection expenditures, excluding depreciation	mn EUR	135	220	196	197	208
Environmental investments for assets put into operation	mn EUR	84	98	134	57	105

¹ Excluding Borealis



Workforce Data

Total Headcount by Employment Type and Region

	Austria	Romania/rest of Europe ²	Middle East/Africa	Rest of the world	Borealis Group ⁴	12/31/2020	12/31/2019
Employees							
Total (incl. apprentices)	3,938	12,539	587	974	7,253	25,291	19,845
Status							
thereof apprentices	84	0	0	0	0	84	96
Employment type							
Full-time	3,649	12,460	578	966	5,962	23,615	19,431
thereof male	2,792	9,057	506	723	4,774	17,852	14,542
thereof female	857	3,403	72	243	1,188	5,763	4,889
Part-time	289	79	9	8	1,291	1,676	414
thereof male	58	41	7	4	951	1,061	119
thereof female	231	38	2	4	340	615	295
Gender							
Male	2,850	9,098	513	727	5,725	18,913	14,661
Female	1,088	3,441	74	247	1,528	6,378	5,184
Employment type ¹							
Temporary ³	304	206	26	35	221	793	225
thereof male	194	151	25	29	147	546	152
thereof female	110	55	2	6	74	247	73
Permanent	3,327	12,310	561	614	7,032	23,843	19,845
thereof male	2,410	8,927	488	475	5,578	17,878	14,661
thereof female	917	3,383	72	139	1,454	5,965	5,184

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

² At OMV Petrom, employees have the option to reduce the daily working hours to raise a child up to the age of two or three years. These employees are reported as full-time.

³ 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.

⁴ Numbers differ from those in Borealis Annual Report due to different definitions



New Hires by Region, Gender, and Age ¹

	<30		30–50		Age >50		Total 2020		Total 2019	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Austria										
Male	39	20.42	134	70.16	18	9.42	191	65.64	340	62.85
Female	38	38.00	58	58.00	4	4.00	100	34.36	201	37.15
Total	77	26.46	192	65.98	22	7.56	291	100.00	541	100.00
Romania/rest of Europe										
Male	62	38.04	81	49.69	20	12.27	163	68.49	269	63.90
Female	23	30.67	51	68.00	1	1.33	75	31.51	152	36.10
Total	85	35.71	132	55.46	21	8.82	238	100.00	421	100.00
Middle East/Africa										
Male	1	2.94	25	73.53	8	23.53	34	79.07	33	78.57
Female	0	0.00	9	100.00	0	0.00	9	20.93	9	21.43
Total	1	2.33	34	79.07	8	18.60	43	100.00	42	100.00
Rest of the world										
Male	5	21.74	15	65.22	3	13.04	23	65.71	51	71.83
Female	0	0.00	11	91.67	1	8.33	12	34.29	20	28.17
Total	5	14.29	26	74.29	4	11.43	35	100.00	71	100.00

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



Ended Contracts by Region, Gender, and Age ¹

	<30		30–50		Age >50		Total 2020		Total 2019	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Austria										
Male	20	8.81	97	42.73	110	48.46	227	73.70	169	80.48
Female	13	16.05	35	43.21	33	40.74	81	26.30	41	19.52
Total	33	10.71	132	42.86	143	46.43	308	100.00	210	100.00
Romania/rest of Europe										
Male	21	1.38	497	32.72	1,001	65.90	1,519	79.57	1,012	70.38
Female	19	4.87	134	34.36	237	60.77	390	20.43	426	29.62
Total	40	2.10	631	33.05	1,238	64.85	1,909	100.00	1,438	100.00
Middle East/Africa										
Male	13	11.21	76	65.52	27	23.28	116	75.32	40	83.33
Female	3	7.89	32	84.21	3	7.89	38	24.68	8	16.67
Total	16	10.39	108	70.13	30	19.48	154	100.00	48	100.00
Rest of the world										
Male	2	6.06	18	54.55	13	39.39	33	60.00	59	72.84
Female	3	13.64	14	63.64	5	22.73	22	40.00	22	27.16
Total	5	9.09	32	58.18	18	32.73	55	100.00	81	100.00

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



Fluctuation Rate by Region, Gender, and Age ¹

	Austria		Romania/rest of Europe		Middle East/Africa		Rest of the world		2020		2019	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Male	227	8.57	1,519	14.56	116	19.83	33	6.42	1,895	13.36	1,280	8.52
Female	81	8.04	390	10.36	38	37.62	22	14.57	531	10.57	497	9.54
Total	308	8.43	1,909	13.45	154	22.45	55	8.27	2,426	12.63	1,777	8.78
<30	33	0.90	40	0.28	16	2.33	5	0.75	94	0.49	116	0.57
30–50	132	3.61	631	4.44	108	15.74	32	4.81	903	4.70	766	3.79
>50	143	3.91	1,238	8.72	30	4.37	18	2.71	1,429	7.44	895	4.42

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

Diversity

	Gender				Age ¹			Total	Total
	Male		Female		<30	30–50	>50	2020	2019
	Abs.	%	Abs.	%	Abs.	%	Abs.	Abs.	
Supervisory Board	6	60.00	4	40.00	0	0.00	5	50.00	10
Executive Board	4	80.00	1	20.00	0	0.00	2	40.00	5
Executives & advanced level ²	353	79.33	92	20.67	1	0.22	287	64.49	445
Diversity in general	18,913	74.78	6,378	25.22	1,985	8.06	13,364	54.25	9,287

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

² Excluding Avanti GmbH, Borealis Group, DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream Sdn. Bhd.; executives & advanced level according to OMV Grading & Career Framework 2.0



Diversity by Age and Employee Category ¹

	2020			2019		
	<30	30–50	>50	<30	30–50	>50
	%	%	%	%	%	%
Board						
Male	0.00	20.00	60.00	0.00	25.00	75.00
Female	0.00	20.00	0.00	0.00	0.00	0.00
Total	0.00	40.00	60.00	0.00	25.00	75.00
Executives						
Male	0.00	28.95	52.63	0.00	34.29	45.71
Female	0.00	10.53	7.89	0.00	14.29	5.71
Total	0.00	39.48	60.52	0.00	48.57	51.43
Advanced level						
Male	0.00	49.14	29.98	0.00	50.84	29.59
Female	0.25	17.69	2.95	0.24	15.99	3.34
Total	0.25	66.83	32.93	0.24	66.83	32.94
Core level						
Male	0.28	45.44	24.20	0.49	47.93	22.58
Female	0.34	23.80	5.92	0.41	23.60	5.00
Total	0.63	69.25	30.13	0.89	71.53	27.58
Primary level						
Male	1.88	38.02	22.21	3.81	34.00	20.58
Female	1.98	26.12	9.79	4.01	27.54	10.07
Total	3.86	64.14	31.99	7.81	61.54	30.65
Entry level						
Male	5.61	21.42	18.84	7.75	18.70	19.94
Female	6.67	26.19	21.26	6.27	25.74	21.60
Total	12.28	47.61	40.10	14.02	44.44	41.54
Technicians						
Male	4.60	47.95	39.51	4.12	51.76	35.76
Female	0.37	2.82	4.75	0.39	3.34	4.64
Total	4.96	50.78	44.26	4.51	55.09	40.39

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



Parental Leave ¹

	2020	2019
Employees entitled to parental leave as per December 31		
Male	12,163	14,180
Female	4,539	5,022
Took parental leave		
Male	108	68
Female	281	201
Returned from parental leave		
Male	93	56
Female	143	90

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

Percentage of Local Employees ¹

	12/31/2020	12/31/2019
Austria		
Austria	79.10%	80.77%
Romania/rest of Europe		
Romania	99.53%	99.58%
Belgium	100.00%	100.00%
Bulgaria	100.00%	100.00%
Czech Republic	97.62%	95.35%
Germany	89.04%	89.39%
Hungary	100.00%	100.00%
Moldova	100.00%	94.90%
Netherlands	80.00%	77.78%
Norway	81.91%	82.98%
Russia	95.65%	96.77%
Serbia	100.00%	100.00%
Slovakia	83.93%	82.08%
Slovenia	100.00%	100.00%
Switzerland	2.04%	1.92%



	12/31/2020	12/31/2019
Turkey	100.00%	100.00%
United Kingdom	70.73%	69.44%
Middle East/Africa		
Libya	100.00%	100.00%
Tunisia	100.00%	100.00%
United Arab Emirates (Abu Dhabi)	0.00%	0.00%
Yemen	99.67%	99.67%
Rest of the world		
Australia	-	-
Kazakhstan	97.97%	97.46%
Malaysia	-	-
New Zealand	76.39%	77.42%

¹ Excluding Avanti GmbH, Borealis Group, DUNATÁR Kőolajtermék Táróló és Kereskedelmi Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream Sdn. Bhd.; according to legal entity and nationality

Local Employment Opportunities ¹

	Local Nationality				Other Nationalities				2020					
	Male		Female		Male		Female		Local Nationality	Other Nationalities	Total			
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%		
Austria														
Austria	34	30.63	19	17.12	33	29.73	25	22.52	53	47.75	58	52.25	111	100.00
Romania/rest of Europe														
Romania	37	49.33	34	45.33	4	5.33	0	0.00	71	94.67	4	5.33	75	100.00
Belgium	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Bulgaria	3	100.00	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	3	100.00
Czech Republic	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00
Germany	18	81.82	4	18.18	0	0.00	0	0.00	22	100.00	0	0.00	22	100.00
Hungary	3	50.00	3	50.00	0	0.00	0	0.00	6	100.00	0	0.00	6	100.00
Moldova	1	33.33	2	66.67	0	0.00	0	0.00	3	100.00	0	0.00	3	100.00
Netherlands	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	2	100.00
Norway	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Russia	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Serbia	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00
Slovakia	5	26.32	12	63.16	1	5.26	1	5.26	17	89.47	2	10.53	19	100.00



	Local Nationality				Other Nationalities				2020					
	Male		Female		Male		Female		Local Nationality		Other Nationalities		Total	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Slovenia	2	50.00	2	50.00	0	0.00	0	0.00	4	100.00	0	0.00	4	100.00
Switzerland	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Turkey	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
United Kingdom	3	42.86	4	57.14	0	0.00	0	0.00	7	100.00	0	0.00	7	100.00
Middle East/Africa														
Libya	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	1	100.00
Tunisia	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
United Arab Emirates (Abu Dhabi)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Yemen	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Rest of the world														
Australia	1	50.00	1	50.00	0	0.00	0	0.00	2	100.00	0	0.00	2	100.00
Kazakhstan	9	69.12	4	30.72	0	0.15	0	0.00	13	99.85	0	0.15	13	100.00
Malaysia	14	58.33	10	41.67	0	0.00	0	0.00	24	100.00	0	0.00	24	100.00
New Zealand	6	60.00	4	40.00	0	0.00	0	0.00	10	100.00	0	0.00	10	100.00

¹ Excluding Avanti GmbH, Borealis Group, DUNATÁR Kőolajtermék Táróló és Kereskedelmi Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream Sdn. Bhd.; according to legal entity and nationality

Labor Practice Indicators

	2020	2019
Percentage of employees who have the right to exercise freedom of association and collective bargaining ¹	96.41%	98.86%
Percentage of employees represented by local trade unions or works council ²	87.49%	89.62%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining ²	95.32%	98.81%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring ²	99.72%	98.86%

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

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



Average Hours of Training and Education by Position and Gender ^{1,2}

	2020	2019 ³		2018	2017
Board & executives			Senior management		
Average training hours for Board & executives	11	19	Average training hours for senior management	33	33
Advanced level			Management		
Average training hours for advanced level	13	25	Average training hours for management	26	23
Core level			Experts		
Average training hours for core level	15	25	Average training hours for experts	15	19
Primary level			Project managers		
Average training hours for primary level	15	24	Average training hours for project managers	27	18
Entry level			Administrators		
Average training hours for entry level	11	21	Average training hours for administrators	9	11
Technicians			Technicians		
Average training hours for technicians	11	19	Average training hours for technicians	28	36
Grand total					
Average training hours for all employees ⁴	12	21		22	21
Average training hours for female employees ⁴	12	18		17	14
Average training hours for male employees ⁴	13	22		24	23
Total training hours for female employees	55,633	89,658		85,287	70,053
Total training hours for male employees	161,203	314,564		351,946	356,642
Total training hours for all employees	216,837	404,222		437,233	426,695
Money spent on training	4,349,217	8,271,226		7,068,641	4,906,900
Number of participants in trainings	16,044	16,322		14,618	15,336

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

² Excluding conferences and training for external employees

³ Employee categories changed in 2019; numbers up to 2018 not comparable

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



OMV AG Data

Occupational Safety

OMV Aktiengesellschaft	Unit	2020	2019	2018
Occupational safety – employees				
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
Occupational safety – contractors				
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
Occupational safety – employees and contractors				
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 ¹

OMV Aktiengesellschaft	Unit	2020	2019	2018
Water consumed	m ³	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 ²	%	84%	84%	83%
Scope 2 emissions	t CO ₂ equivalent	71	287	324

¹ 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.

² 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
Employees			
Total (incl. apprentices)	871	837	632
Employment type			
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
Gender			
Male	403	389	309
Female	468	448	323
Employment type			
Temporary ¹	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

¹ 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 ¹

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

¹ According to legal entity and nationality



Parental Leave

OMV Aktiengesellschaft	2020	2019	2018
Employees entitled to parental leave as per December 31			
Male	403	389	309
Female	468	448	323
Took parental leave			
Male	11	5	9
Female	32	19	17
Returned from parental leave			
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.	%
Austria												
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.	%
Austria												
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
Total	85	10.16	53	8.39	53	14.13
<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

Rainer Seele m.p.

Reinhard Florey m.p.

Johann Pleininger m.p.

Thomas Gangl m.p.

Elena Skvortsova m.p.