



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 Köolajtermék 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.	%	Abs.	Abs.
Supervisory Board	6	60.00	4	40.00	0	0.00	5	50.00	5	50.00	10	10
Executive Board	4	80.00	1	20.00	0	0.00	2	40.00	3	60.00	5	4
Executives & advanced level ²	353	79.33	92	20.67	1	0.22	287	64.49	157	35.28	445	454
Diversity in general	18,913	74.78	6,378	25.22	1,985	8.06	13,364	54.25	9,287	37.70	25,291	19,845

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 Tároló 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 Tároló 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 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.



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.