



GRI Content Index

Universal Standards

GRI 101: Foundation 2016

No disclosures

GRI 102: General Disclosures 2016

Organizational Profile

Disclosures	Link or Direct Answer	NaDiVeG
102-1 Name of the organization	About This Report	
102-2 Activities, brands, products, and services	Value Chain	
102-3 Location of headquarters	About This Report Contacts and Imprint	
102-4 Location of operations	Value Chain Annual Report: Fields of Activity	
102-5 Ownership and legal form	Annual Report: OMV on the Capital Markets	
102-6 Markets served	Value Chain Annual Report: Fields of Activity	
102-7 Scale of the organization	OMV at a Glance Economic Data Workforce Data 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.	
102-9 Supply chain	Value Chain Supply Chain Economic Data	
102-10 Significant changes to the organization and its Supply chain	Value Chain Supply Chain	
102-11 Precautionary Principle or approach	Sustainability Framework Sustainability Governance Risks and Opportunities Product Safety Environment	
102-12 External initiatives	Human Rights Economic Impacts and Business Principles Circular Economy Climate Change	
102-13 Membership of associations	Key Memberships	

Strategy

Disclosures	Link or Direct Answer	NaDiVeG
102-14 Statement from senior decision-maker	CEO Statement Letter of the Supervisory Board	
102-15 Key impacts, risks, and opportunities	Specific Sustainability Risks and Opportunities Annual Report: Risk Management	



Ethics and Integrity

Disclosures	Link or Direct Answer	NaDiVeG
102-16 Values, principles, standards, and norms of behavior	Sustainability Framework Economic Impacts and Business Principles	
102-17 Mechanisms for advice and concerns about ethics	Business Ethics and Anti-Corruption	

Governance

Disclosures	Link or Direct Answer	NaDiVeG
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	Stakeholder Engagement 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 Risks and Opportunities Stakeholder Engagement Materiality	
102-30 Effectiveness of risk management processes	Sustainability Governance Risks and Opportunities Annual Report: Risk Management	
102-31 Review of economic, environmental, and social topics	Sustainability Governance Risks and Opportunities	
102-32 Highest governance body's role in sustainability reporting	Sustainability Governance CEO Statement Letter of the Supervisory Board	
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	NaDiVeG
102-40 List of stakeholder groups	Stakeholder Engagement	
102-41 Collective bargaining agreements	Workforce Data	
102-42 Identifying and selecting stakeholders	Materiality Stakeholder Engagement	
102-43 Approach to stakeholder engagement	Materiality Stakeholder Engagement	
102-44 Key topics and concerns raised	Stakeholder Engagement	



Reporting Practice

Disclosures	Link or Direct Answer	NaDiVeG
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 Materiality
102-47	List of material topics	Materiality
102-48	Restatements of information	All changes relative to previous years' reported data or information have been indicated where relevant.
102-49	Changes in reporting	Materiality About This Report
102-50	Reporting period	About This Report
102-51	Date of most recent report	2021 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	This Report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI Content Index
102-56	External assurance	Assurance Statement About This Report

Material Topics and Other Topics

Carbon Emissions Reduction

Disclosures	Link or Direct Answer	NaDiVeG	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
103-2	The management approach and its components	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
103-3	Evaluation of the management approach	Carbon Emissions Reduction Flaring, Venting, and Fugitive Methane Emissions Energy Efficiency and Sourcing Renewable Energy	Environmental concerns
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Efficiency and Sourcing Renewable Energy Environmental Data	Environmental concerns
302-4	Reduction of energy consumption	Energy Efficiency and Sourcing Renewable Energy Environmental Data	Environmental concerns
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Environmental Data	Environmental concerns
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data	Environmental concerns



Disclosures	Link or Direct Answer	NaDiVeG
305-4 GHG emissions intensity	Environmental Data	Environmental concerns
305-5 Reduction of GHG emissions	Carbon Emissions Reduction Environmental Data	Environmental concerns
305-6 Emissions of ozone-depleting substances (ODS)	Environmental Data	Environmental concerns

Energy Transition

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Energy Transition Public Policy Sustainability Framework	Environmental concerns
103-2 The management approach and its components	Energy Transition Public Policy Sustainability Framework	Environmental concerns
103-3 Evaluation of the management approach	Energy Transition Public Policy Sustainability Framework	Environmental concerns
GRI 201: Economic Performance 2016		
201-2 Financial implications and other risks and opportunities due to climate change	Specific Sustainability Risks and Opportunities Scenario Analysis EU Taxonomy Reporting Zero-Carbon Products	
GRI 305: Emissions 2016		
305-3 Other indirect (Scope 3) GHG emissions	Environmental Data	Environmental concerns
305-4 GHG emissions intensity	Energy Transition Environmental Data	Environmental concerns
305-5 Reduction of GHG emissions	Energy Transition Environmental Data	Environmental concerns

Environment

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions	Environmental concerns
103-2 The management approach and its components	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions	Environmental concerns
103-3 Evaluation of the management approach	Environment Spills Water Waste Biodiversity Non-GHG Air Emissions Environmental Data	Environmental concerns
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water	Environmental concerns



Disclosures	Link or Direct Answer	NaDiVeG
303-2 Management of water discharge-related impacts	Water	Environmental concerns
303-3 Water withdrawal	Environmental Data	Environmental concerns
303-4 Water discharge	Environmental Data Economic Data 303-4-d-i: According to the IPIECA/API/IOGP recommendation and the GRI Sector Standard: Oil and Gas – exposure draft, quality issues of water discharged and the total volume of hydrocarbons discharged are key areas of environmental concern. 303-4-d-ii: Based on local regulations and international conventions, such as MARPOL 73/78, OMV developed “Specific requirements for produced water and offshore waste water discharge,” further defined in our internal management guidelines.	Environmental concerns
303-5 Water consumption	Environmental Data	Environmental concerns
GRI 305: Emissions 2016		
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data	Environmental concerns
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste	Environmental concerns
306-2 Management of significant waste-related impacts	Waste	Environmental concerns
306-3 Waste generated	Environmental Data	Environmental concerns
306-4 Waste diverted from disposal	Environmental Data	Environmental concerns
306-5 Waste directed to disposal	Environmental Data	Environmental concerns
GRI 306: Effluents and Waste 2016		
306-3 Significant spills	Spills Environmental Data	Environmental concerns
GRI 307: Environmental Compliance 2016		
307-1 Non-compliance with environmental laws and regulations	Economic Data	Environmental concerns

Circular Economy

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Circular Economy Mechanical Recycling Chemical Recycling Renewable Feedstock	Environmental concerns
103-2 The management approach and its components	Circular Economy Mechanical Recycling Chemical Recycling Renewable Feedstock	Environmental concerns
103-3 Evaluation of the management approach	Circular Economy	Environmental concerns
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Circular Economy	Environmental concerns



Disclosures	Link or Direct Answer	NaDiVeG
306-2 Management of significant waste-related impacts	Circular Economy	Environmental concerns
306-4 Waste diverted from disposal	Our KPI sustainable polyolefins produced is defined as polyolefin products or other chemicals derived from plastic waste (either through a mechanical or chemical recycling process) or from biobased feedstock (biowaste). This is waste that would otherwise be disposed of, but is diverted and reused to make polyolefins. We do not report the total weight of the waste used, but rather the tons of output.	

Health, Safety, and Wellbeing

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
103-2 The management approach and its components	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
103-3 Evaluation of the management approach	Health, Safety, and Well-Being Health Occupational Safety Process Safety Product Safety	Environmental concerns, employee and social concerns
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Occupational Safety	Employee and social concerns
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Safety	Employee and social concerns
403-3 Occupational health services	Occupational Safety	Employee and social concerns
403-4 Worker participation, consultation, and communication on occupational health and safety	Health Occupational Safety	Employee and social concerns
403-5 Worker training on occupational health and safety	Health Occupational Safety	Employee and social concerns
403-6 Promotion of worker health	Health	Employee and social concerns
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety Product Safety	Employee and social concerns
403-8 Workers covered by an occupational health and safety management system	Occupational Safety Total number of employees covered by ISO 45001: 9991. Only employees reported; numbers of contractors are not collected at all sites.	Employee and social concerns
403-9 Work-related injuries	Occupational Safety Safety Data 403-9-c: Major hazards as causes of injuries are: slipping, stumbling, and falling; extreme temperature; explosion and fire; falling from height. 403-9-c-ii: Slipping, stumbling, and falling hazards caused high-consequence injuries.	Employee and social concerns
GRI 416: Customer Health and Safety 2016		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Economic Data	Employee and social concerns



Security, Emergency, and Crisis Resilience

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity
103-2	The management approach and its components	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity
103-3	Evaluation of the management approach	Security, Emergency, and Crisis Resilience Corporate Security Information and Cybersecurity
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Corporate Security We provide human rights training to local security employees and third-party contractors. We do not yet track the percentage of personnel trained; we aim to do this in the future if we join the Voluntary Principles Initiative. OMV Corporate Security will undertake a VPSHR pre-qualification review to determine the feasibility of attaining full VPSHR accreditation in the coming years.

Human Rights

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Human Rights
103-2	The management approach and its components	Human Rights
103-3	Evaluation of the management approach	Human Rights
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights



Disclosures	Link or Direct Answer	NaDiVeG	
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights	Respect for human rights
412-2	Employee training on human rights policies or procedures	Human Rights 54% of employees trained in human rights in the training cycle. Of this, 980 employees were trained in 2021, corresponding to 4.3% of employees. 490 training hours were provided in 2021 (971 participants in e-learning of 30 minutes each, and 9 participants in webinar trainings of 30 minutes each).	Respect for human rights

Diversity, Equity, and Inclusion

Disclosures	Link or Direct Answer	NaDiVeG	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Diversity, Equity, and Inclusion	Employee and social concerns
103-2	The management approach and its components	Diversity, Equity, and Inclusion	Employee and social concerns
103-3	Evaluation of the management approach	Diversity, Equity, and Inclusion	Employee and social concerns
GRI 401: Employment 2016			
401-3	Parental leave	Workforce Data 401-3-d and 401-3-e not reported.	Employee and social concerns
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Workforce Data	Employee and social concerns
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Workforce Data	Employee and social concerns

Employees

Disclosures	Link or Direct Answer	NaDiVeG	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Employees Talent Attraction and Retention Skills Development and Training	Employee and social concerns
103-2	The management approach and its components	Employees Talent Attraction and Retention Skills Development and Training	Employee and social concerns
103-3	Evaluation of the management approach	Employees Talent Attraction and Retention Skills Development and Training Workforce Data	Employee and social concerns
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Workforce Data	Employee and social concerns
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Rights 401-2-b: Significant locations of operation are all the locations where OMV is the main operator. In general, our part-time employment contracts mainly reflect reduced working hours without significantly limiting the benefits not related to working time. Benefits related to working time are, e.g., home office days per month, with full-time employees being entitled to more home office days than part-time employees.	Employee and social concerns



Disclosures	Link or Direct Answer	NaDiVeG
401-3 Parental leave	Workforce Data 401-3-d and 401-3-e not reported.	Employee and social concerns
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Workforce Data	Employee and social concerns
404-2 Programs for upgrading employee skills and transition assistance programs	Skills Development and Training Human Rights	Employee and social concerns
404-3 Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Talent Attraction and Retention OMV reports that there were 12,703 performance development reviews in the reporting year. 10,586 employees received development reviews; some employees received more than one review in the reporting year. These employees represent 98.95% of all employees eligible to receive reviews in the dedicated IT platform (Success Factors). Excluded are blue-collar employees in Petrom as they do not have access to the platform, and thus are not included in the calculation of this percentage. Borealis runs a separate process and is not included in these numbers.	Employee and social concerns

Communities

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
103-2 The management approach and its components	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
103-3 Evaluation of the management approach	Communities Community Impacts and Grievances Community Investments	Respect for human rights, employee and social concerns
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Community Impacts and Grievances	Respect for human rights, employee and social concerns
413-2 Operations with significant actual and potential negative impacts on local communities	Community Impacts and Grievances	Respect for human rights, employee and social concerns

Economic Impacts and Business Principles

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention
103-2 The management approach and its components	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention



Disclosures	Link or Direct Answer	NaDiVeG
103-3 Evaluation of the management approach	Economic Impacts and Business Principles Business Ethics and Anti-Corruption Tax Transparency Public Policy	Corruption prevention
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Economic Data	Corruption prevention
201-4 Financial assistance received from government	Economic Data	Corruption prevention
GRI 203: Indirect Economic Impacts 2016		
203-2 Significant indirect economic impacts	Local Procurement Economic Data Community Investments Workforce Data Our local employment data table shows how many OMV jobs are held by locals. Locals are defined as nationals.	Employee and social concerns
GRI 205: Anti-Corruption 2016		
205-1 Operations assessed for risks related to corruption	Business Ethics and Anti-Corruption All operations are assessed annually for risks related to corruption, and no risks were identified.	Corruption prevention
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Anti-Corruption Only total number of trained employees reported, as this is considered material; breakdown per region and employee categories (including governance body members) and communication to business partners omitted.	Corruption prevention
205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption	Corruption prevention
GRI 206: Anti-Competitive Behavior 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Anti-Corruption	Corruption prevention
GRI 415: Public Policy 2016		
415-1 Political contributions	Public Policy	Corruption prevention
GRI 419: Socioeconomic Compliance 2016		
419-1 Non-compliance with laws and regulations in the social and economic area	Economic Data	

Supply Chain

Disclosures	Link or Direct Answer	NaDiVeG
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundary	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
103-2 The management approach and its components	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention



Disclosures	Link or Direct Answer	NaDiVeG
103-3 Evaluation of the management approach	Supply Chain Local Procurement Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Local Procurement 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 the most significant countries of operation for OMV, OMV Petrom, and Borealis, namely Austria, Romania, and Belgium.	Employee and social concerns
GRI 308: Supplier Environmental Assessment 2016		
308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Carbon Footprint of the Supply Chain	Respect for human rights, employee and social concerns, corruption prevention
GRI 414: Supplier Social Assessment 2016		
414-2 Negative social impacts in the supply chain and actions taken	Supply Chain	Environmental concerns