



# Workforce Data

## Year End Headcount by Region, Gender, Employment, and Contract Type

	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2021	12/31/2020
<b>Employees</b>						
Total (incl. apprentices)	5,762	15,074	634	964	22,434	25,291
thereof apprentices	126	4	0	0	130	84
<b>Gender</b>						
Male	4,206	11,007	554	719	16,486	18,913
Female	1,556	4,067	80	245	5,948	6,378
<b>Employment type<sup>1</sup></b>						
Full-time <sup>2</sup>	5,224	14,459	595	919	21,197	23,615
thereof male	4,078	10,641	518	692	15,929	17,852
thereof female	1,146	3,818	77	227	5,268	5,763
Part-time	538	615	39	45	1,237	1,676
thereof male	128	366	36	27	557	1,061
thereof female	410	249	3	18	680	615
<b>Contract type</b>						
Temporary <sup>3</sup>	401	328	32	38	799	792
thereof male	284	235	28	26	573	546
thereof female	117	93	4	12	226	246
Permanent	5,361	14,746	602	926	21,635	23,844
thereof male	3,922	10,772	526	693	15,913	17,878
thereof female	1,439	3,974	76	233	5,722	5,966

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

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

<sup>3</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.



## Local Employment

	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
<b>Austria</b>						
Austria	5,762	4,596	79.76	330	168	50.91
<b>Rest of Europe</b>						
Belgium	1,337	1,245	93.12	68	29	42.65
Bulgaria	69	55	79.71	5	5	100.00
Croatia	2	0	0.00	0	0	0.00
Czech Republic	49	48	97.96	8	8	100.00
Denmark	2	2	100.00	0	0	0.00
Finland	910	881	96.81	57	16	28.07
France	889	861	96.85	60	25	41.67
Germany	968	873	90.19	60	28	46.67
Greece	1	1	100.00	0	0	0.00
Hungary	183	138	75.41	21	13	61.90
Italy	102	91	89.22	13	2	15.38
Moldova	52	52	100.00	6	6	100.00
Netherlands	211	179	84.83	15	7	46.67
Norway	68	59	86.76	5	2	40.00
Poland	7	7	100.00	0	0	0.00
Romania	8,734	8,691	99.51	204	197	96.57
Russia	29	29	100.00	0	0	0.00
Serbia	63	63	100.00	7	7	100.00
Slovakia	175	146	83.43	19	16	84.21
Slovenia	71	71	100.00	4	4	100.00
Spain	7	6	85.71	0	0	0.00
Sweden	948	920	97.05	37	6	16.22
Switzerland	90	2	2.22	6	0	0.00
Turkey	54	54	100.00	3	1	33.33
United Kingdom	53	36	67.92	8	0	0.00
<b>Middle East and Africa</b>						
Libya	29	29	100.00	0	0	0.00
Morocco	2	2	100.00	0	0	0.00
South Africa	1	1	100.00	0	0	0.00
Tunisia	237	237	100.00	1	1	100.00



	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
United Arab Emirates (Abu Dhabi)	66	0	0.00	0	0	0.00
Yemen	299	298	99.67	0	0	0.00
<b>Rest of the world</b>						
Argentina	1	1	100.00	0	0	0.00
Australia	7	7	100.00	1	1	100.00
Brazil	121	119	98.35	25	10	40.00
Chile	4	3	75.00	2	0	0.00
China	5	3	60.00	0	0	0.00
Colombia	2	2	100.00	0	0	0.00
Hong Kong	0	0	0.00	0	0	0.00
Kazakhstan	0	0	0.00	7	7	100.00
Malaysia	243	242	99.59	6	6	100.00
Mexico	2	2	100.00	0	0	0.00
New Zealand	278	212	76.26	11	11	100.00
Singapore	8	0	0.00	0	0	0.00
South Korea	83	74	89.16	1	0	0.00
United States	210	185	88.10	61	33	54.10

## Parental Leave<sup>1</sup>

	2021	2020
<b>Total employees entitled to parental leave as per December 31</b>		
Male	11,400	12,163
Female	4,480	4,539
<b>Total</b>	<b>15,880</b>	<b>16,702</b>
<b>Took parental leave</b>		
Male	280	108
Female	233	281
<b>Total</b>	<b>513</b>	<b>389</b>
<b>Returned from parental leave</b>		
Male	287	93
Female	170	143
<b>Total</b>	<b>457</b>	<b>236</b>



2021

2020

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020 and FY 2020)

## Diversity

	Gender				Age						Total	Total
	Male		Female		<30		30-50		>50		2021	2020
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	Abs.
OMV Supervisory Board	5	50.00	5	50.00	0	0.00	3	30.00	7	70.00	10	10
OMV Executive Board	4	80.00	1	20.00	0	0.00	0	0.00	5	100.00	5	5
Executives and advanced level <sup>1</sup>	651	79.10	172	20.90	0	0.00	462	56.14	361	43.86	823	445
Diversity in general	16,486	73.49	5,948	26.51	1,885	8.40	12,360	55.09	8,189	36.50	22,434	25,291

<sup>1</sup> Executives includes OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members

## Diversity by Age, Level, and Gender

	12/31/2021			12/31/2020 <sup>1</sup>		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
<b>Board (OMV Executive Board only)</b>						
Male	0.00	0.00	100.00	0.00	20.00	60.00
Female	0.00	0.00	100.00	0.00	20.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>40.00</b>	<b>60.00</b>
<b>Executives (OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members)</b>						
Male	0.00	27.27	72.73	0.00	28.95	52.63
Female	0.00	66.67	33.33	0.00	10.53	7.89
<b>Total</b>	<b>0.00</b>	<b>33.33</b>	<b>66.67</b>	<b>0.00</b>	<b>39.48</b>	<b>60.52</b>
<b>Advanced level</b>						
Male	0.00	52.43	47.57	0.00	49.14	29.98
Female	0.00	75.30	24.70	0.25	17.69	2.95
<b>Total</b>	<b>0.00</b>	<b>57.27</b>	<b>42.73</b>	<b>0.25</b>	<b>66.83</b>	<b>32.93</b>



	12/31/2021			12/31/2020 <sup>1</sup>		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
<b>Core level</b>						
Male	0.33	63.83	35.83	0.28	45.44	24.20
Female	1.28	78.69	20.04	0.34	23.80	5.92
<b>Total</b>	<b>0.63</b>	<b>68.50</b>	<b>30.87</b>	<b>0.63</b>	<b>69.25</b>	<b>30.13</b>
<b>Primary level</b>						
Male	2.61	62.56	34.83	1.88	38.02	22.21
Female	4.95	68.70	26.35	1.98	26.12	9.79
<b>Total</b>	<b>3.52</b>	<b>64.95</b>	<b>31.53</b>	<b>3.86</b>	<b>64.14</b>	<b>31.99</b>
<b>Entry level</b>						
Male	11.90	47.97	40.13	5.61	21.42	18.84
Female	11.63	48.40	39.98	6.67	26.19	21.26
<b>Total</b>	<b>11.75</b>	<b>48.20</b>	<b>40.05</b>	<b>12.28</b>	<b>47.61</b>	<b>40.10</b>
<b>Technician</b>						
Male	6.59	48.31	45.10	4.60	47.95	39.51
Female	5.92	28.93	65.15	0.37	2.82	4.75
<b>Total</b>	<b>6.53</b>	<b>46.70</b>	<b>46.77</b>	<b>4.96</b>	<b>50.78</b>	<b>44.26</b>
<b>Not classified</b>						
Male	12.95	54.24	32.81	n.r.	n.r.	n.r.
Female	13.82	61.77	24.41	n.r.	n.r.	n.r.
<b>Total</b>	<b>13.14</b>	<b>55.86</b>	<b>31.01</b>	<b>n.r.</b>	<b>n.r.</b>	<b>n.r.</b>

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

n.r. = not reported



## New Hires by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 <sup>1</sup>	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	219	66.36	404	66.67	1	100.00	82	71.93	706	67.17	411	67.71
Female	111	33.64	202	33.33	0	0.00	32	28.07	345	32.83	196	32.29
<b>Total</b>	<b>330</b>	<b>100.00</b>	<b>606</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>	<b>114</b>	<b>100.00</b>	<b>1,051</b>	<b>100.00</b>	<b>607</b>	<b>100.00</b>
<b>Age</b>												
<30	107	32.42	216	35.64	0	0.00	19	16.67	342	32.54	168	27.68
30-50	202	61.21	330	54.46	1	100.00	84	73.68	617	58.71	384	63.26
>50	21	6.36	60	9.90	0	0.00	11	9.65	92	8.75	55	9.06
<b>Total</b>	<b>330</b>	<b>100.00</b>	<b>606</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>	<b>114</b>	<b>100.00</b>	<b>1,051</b>	<b>100.00</b>	<b>607</b>	<b>100.00</b>

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

## Ended Contracts by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 <sup>1</sup>	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	299	74.75	2,595	81.20	7	70.00	449	81.19	3,350	80.55	1,895	78.11
Female	101	25.25	601	18.80	3	30.00	104	18.81	809	19.45	531	21.89
<b>Total</b>	<b>400</b>	<b>100.00</b>	<b>3,196</b>	<b>100.00</b>	<b>10</b>	<b>100.00</b>	<b>553</b>	<b>100.00</b>	<b>4,159</b>	<b>100.00</b>	<b>2,426</b>	<b>100.00</b>
<b>Age</b>												
<30	69	17.25	95	2.97	0	0.00	49	8.86	213	5.12	94	3.87
30-50	193	48.25	1,100	34.42	10	100.00	388	70.16	1,691	40.66	903	37.22
>50	138	34.50	2,001	62.61	0	0.00	116	20.98	2,255	54.22	1,429	58.91
<b>Total</b>	<b>400</b>	<b>100.00</b>	<b>3,196</b>	<b>100.00</b>	<b>10</b>	<b>100.00</b>	<b>553</b>	<b>100.00</b>	<b>4,159</b>	<b>100.00</b>	<b>2,426</b>	<b>100.00</b>

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)



## Turnover Rate by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 <sup>1</sup>	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	299	7.18	2,595	21.93	7	1.25	449	52.82	3,350	19.25	1,895	13.36
Female	101	6.62	601	14.10	3	3.70	104	38.81	809	13.18	531	10.57
<b>Total</b>	<b>400</b>	<b>7.03</b>	<b>3,196</b>	<b>19.86</b>	<b>10</b>	<b>1.56</b>	<b>553</b>	<b>49.46</b>	<b>4,159</b>	<b>17.67</b>	<b>2,426</b>	<b>12.63</b>
<b>Age</b>												
<30	69	8.68	95	8.69	0	0.00	49	70.00	213	10.80	94	0.49
30-50	193	5.48	1,100	13.16	10	1.85	388	50.85	1,691	12.83	903	4.70
>50	138	10.97	2,001	30.12	0	0.00	116	40.70	2,255	27.26	1,429	7.44
<b>Total</b>	<b>400</b>	<b>7.03</b>	<b>3,196</b>	<b>19.86</b>	<b>10</b>	<b>1.56</b>	<b>553</b>	<b>49.46</b>	<b>4,159</b>	<b>17.67</b>	<b>2,426</b>	<b>12.63</b>

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

## Labor Practice Indicators

	12/31/2021	12/31/2020
Percentage of employees who have the right to exercise freedom of association and collective bargaining <sup>1</sup>	95.08%	96.41%
Percentage of employees represented by local trade unions or works council <sup>2</sup>	86.10%	87.49%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining <sup>2</sup>	94.57%	95.32%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring <sup>2</sup>	98.35%	99.72%

<sup>1</sup> Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

<sup>2</sup> Excluding Avanti GmbH, Borealis Group, Dunatar Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream (only as of 31.12.2020)



## Average Hours of Training and Education by Position and Gender<sup>1,2</sup>

	2021	2020	2019
<b>Board and executives</b>			
Average training hours for Board and executives <sup>3</sup>	14	11	19
<b>Advanced level</b>			
Average training hours for advanced level <sup>3</sup>	15	13	25
<b>Core level</b>			
Average training hours for core level <sup>3</sup>	18	15	25
<b>Primary level</b>			
Average training hours for primary level <sup>3</sup>	19	15	24
<b>Entry level</b>			
Average training hours for entry level <sup>3</sup>	17	11	21
<b>Technicians</b>			
Average training hours for technicians <sup>3</sup>	15	11	19
<b>Grand total</b>			
Average training hours for all employees	18	12	21
Average training hours for female employees	16	12	18
Average training hours for male employees	19	13	22
Average hours of health, safety, and emergency response training for full-time (direct) employees	6	n.r.	n.r.
<b>Total training hours for female employees</b>	<b>94,514</b>	<b>55,633</b>	<b>89,658</b>
<b>Total training hours for male employees</b>	<b>305,469</b>	<b>161,203</b>	<b>314,564</b>
<b>Total training hours for all employees</b>	<b>399,983</b>	<b>216,837</b>	<b>404,222</b>
Money spent on training	8,352,725	4,349,217	8,271,226
Number of participants in trainings	20,887	16,044	16,322

<sup>1</sup> Excluding DUNATÁR Köolajtermék Tároló és Kereskedelmi Kft., SapuraOMV Upstream; excl. DYM Solutions, MTM, Ecoplast, Rosier

<sup>2</sup> Excluding conferences and training for external employees

<sup>3</sup> Excluding Borealis Group, DUNATÁR Köolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream

n.r. = not reported