







Workforce Data

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

			Middle East and			
	Austria	Rest of Europe	Africa	Rest of the world	12/31/2021	12/31/2020
Employees						
Total (incl. apprentices)	5,762	15,074	634	964	22,434	25,291
thereof apprentices	126	4	0	0	130	84
Gender						
Male	4,206	11,007	554	719	16,486	18,913
Female	1,556	4,067	80	245	5,948	6,378
Employment type ¹						
Full-time ²	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
Contract type						
Temporary ³	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

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

² 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.

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.









Austria 5,62 4,596 79.76 30 168 50.00 Rest Guope Serial Company		Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
Part of Europe Part	Austria						
Belgium 1,337 1,245 93.12 68 29 4.65 Bulgaria 69 55 79.71 5 5 0.00 Crectifa 2 0 0 0 0 0 Crectifa 49 48 37.96 8 8 100.00 Denmark 2 2 100.00 0 0 0 0 Finance 889 861 96.81 66.81 60 25 416.67 Gerrancy 988 873 90.19 60 25 416.67 Greec 1 1 100.00 0 0 0 0 Greece 1 1 100.00 0 0 0 0 0 0 Bildy 102 91 88.22 13 3 15 13 61.90 10 0 0 0 0 0 0 0 0 0 0 0	Austria	5,762	4,596	79.76	330	168	50.91
Bulgaria 69 55 79.71 5 5 100.00 Croatia 2 0 0.00 0 0 0.00 Croatia 2 0 0.00 8 8 0.00 Ceche Republic 49 48 96.00 0 0 0 0 Finland 910 881 96.81 96.81 66.81 66.81 60 2.00 10.00 France 889 867 90.19 60 2.0 14.67 Greece 1 1 100.00 <t< td=""><td>Rest of Europe</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Rest of Europe						
Creatis 2 0 0.00 0 0 0.00 Creating 49 48 97.96 8 8 100.00 Denmark 2 2 100.00 0 0 0.00 Finland 910 881 96.81 96.81 57 16 28.07 France 889 861 96.81 66.81 60 28 46.67 Germany 968 873 90.19 60 28 46.67 Gereach 1 1 100.00 0 0 0 0 0 Hungary 183 138 75.41 21 <td>Belgium</td> <td>1,337</td> <td>1,245</td> <td>93.12</td> <td>68</td> <td>29</td> <td>42.65</td>	Belgium	1,337	1,245	93.12	68	29	42.65
Czech Republic 49 48 97.96 8 8 100.00 Denmark 2 2 100.00 0 0 0.00 France 889 861 98.85 60 25 41.67 Germany 968 873 90.91 60 25 41.67 Greece 1 1 100.00 0 0 0 0.00 Hungary 183 138 75.41 21 13 61.90 Rollova 52 25 100.00 6 6 100.00 Notherlands 21 179 84.83 15 7 46.67 Norway 68 59 86.76 5 2 40.00 Poland 7 100.00 <td>Bulgaria</td> <td>69</td> <td>55</td> <td>79.71</td> <td>5</td> <td>5</td> <td>100.00</td>	Bulgaria	69	55	79.71	5	5	100.00
Denmark 2 2 100.00 0 0 0.00 Finland 910 881 96.81 56.81 57 16 28.07 Farace 889 861 96.85 60 25 41.67 Germany 968 873 90.19 60 25 46.67 Greace 1 1 100.00 0 0 0 0 0 Hugary 183 138 75.1 21 13 61.90 Italy 102 91 89.22 13 2 15.00 Moldova 52 152 100.00 6 6 100.00 Netherlands 211 179 88.83 15 7 46.67 Norway 68 59 86.66 55 2 40.00 Poland 7 7 100.00 0 0 0 0 Rowaria 8,74 8,91 99.1	Croatia	2	0	0.00	0	0	0.00
Finland 910 881 96.81 56 16 28.07 France 889 861 96.85 60 25 41.67 Germany 968 873 90.19 60 28 46.87 Greece 1 1 100.00 0 0 0 0 Hungary 183 138 75.41 21 13 61.90 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 7 100.00 0 0 0 0 0 Rowaria 8,734 8,891 95.11 20 19 96.77 100.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Czech Republic	49	48	97.96	8	8	100.00
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 60.00 Netherlands 211 179 84.83 15 7 46.00 Norway 68 59 86.76 5 2 40.00 Poland 7 7 100.00 0 0 0 0 0 Romania 874 8,891 99.51 204 95 65.7 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>Denmark</td> <td>2</td> <td>2</td> <td>100.00</td> <td>0</td> <td>0</td> <td>0.00</td>	Denmark	2	2	100.00	0	0	0.00
Germany 968 873 90.19 60 28 46.67 Greece 1 1 100.00 15 15.38 15 0 15.38 15.38 10 0<	Finland	910	881	96.81	57	16	28.07
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 0 Romania 8,734 8,691 95,51 204 197 96,57 Russia 29 29 100,00 7 7 100,00 Serbia 53 6 100,00 7 7 100,00 Slovakia 71 17 100,00 4 4 100,00 Spain 7 6 85,71 0 0 0 <t< td=""><td>France</td><td>889</td><td>861</td><td>96.85</td><td>60</td><td>25</td><td>41.67</td></t<>	France	889	861	96.85	60	25	41.67
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 58.67 5 2 40.00 Poland 7 7 100.00 0 0 0 0 Romania 8,734 8,691 99.51 204 197 96.57 Russia 29 190.00 <td>Germany</td> <td>968</td> <td>873</td> <td>90.19</td> <td>60</td> <td>28</td> <td>46.67</td>	Germany	968	873	90.19	60	28	46.67
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 2 400.00 Poland 7 7 100.00 0 0 0 0 Romania 8,734 8,691 99.51 204 197 96.57 Russia 29 29 100.00 7 0 0 0 0 0 Serbia 63 63 100.00 7 7 100.00 <td>Greece</td> <td>1</td> <td>1</td> <td>100.00</td> <td>0</td> <td>0</td> <td>0.00</td>	Greece	1	1	100.00	0	0	0.00
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 0 Romania 8,734 8,691 199.51 204 197 9.55 Russia 29 29 100.00 7 7 100.00 Serbia 63 63 100.00 7 7 100.00 Serbia 175 146 83.43 19 16 84.21 Slovenia 7 6 85.71 0 4 4 100.00 Spain 7 6 85.71 0 0 0 0 Sweden 948 920 870.5 37 6 6 2 0 0 0 0 0 0 <	Hungary	183	138	75.41	21	13	61.90
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 0.00 Romania 8,734 8,691 99.51 204 197 96.57 Russia 29 100.00 0 0 0 0.00 Serbia 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 0 Switzerland 94 920 97.05 37 6 16.22 Switzerland 93 36 100.00 3 1 33.33 United Kingdom 53 36 67.92 3 6 0	Italy	102	91	89.22	13	2	15.38
Norway 68 59 86.76 5 2 40.00 Poland 7 100.00 0 0 0 0 Romania 8,734 8,691 99.51 204 197 96.57 Russia 29 29 100.00 7 7 100.00 Serbia 63 100.00 7 7 100.00 Serbia 17 146 83.43 19 16 84.21 Slovenia 71 17 100.00 4 4 4 100.00 Spain 7 6 85.71 0	Moldova	52	52	100.00	6	6	100.00
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 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 0 Sweden 94 920 97.05 37 6 6 0 0 Switzerland 90 2 2.22 6 0 0 0 Turkey 54 54 100.00 3 1 33.33 United Kingdom 53 36 67.92 8 0 0 0 Middle East and Africa 2 <	Netherlands	211	179	84.83	15	7	46.67
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 0.00 Sweden 948 920 97.05 37 6 16.22 Switzerland 94 54 100.00 3 1 33.33 United Kingdom 53 36 67.92 8 0 0.00 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 29 29 100.00 0 0 0 0.00 South Africa	Norway	68	59	86.76	5	2	40.00
Rusia 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 Middle East and Africa Libya 29 29 100.00 0 0 0 0 Morocco 29 29 100.00 0 0 0 0 0 South Africa 1	Poland	7	7	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 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Romania	8,734	8,691	99.51	204	197	96.57
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 Middle East and Africa Libya 29 29 100.00 0 0 0 0 Morocco 29 29 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Russia	29	29	100.00	0	0	0.00
Slovenia 71 71 100.00 4 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 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Serbia	63	63	100.00	7	7	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 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Slovakia	175	146	83.43	19	16	84.21
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 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0.00 South Africa 1 1 100.00 0 0 0.00	Slovenia	71	71	100.00	4	4	100.00
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 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Spain	7	6	85.71	0	0	0.00
Turkey 54 54 100.00 3 1 33.33 United Kingdom 53 36 67.92 8 0 0.00 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Sweden	948	920	97.05	37	6	16.22
United Kingdom 53 36 67.92 8 0 0.00 Middle East and Africa Libya 29 29 100.00 0 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Switzerland	90	2	2.22	6	0	0.00
Middle East and Africa Libya 29 29 100.00 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	Turkey	54	54	100.00	3	1	33.33
Libya 29 29 100.00 0 0 0.00 Morocco 2 2 100.00 0 0 0 0.00 South Africa 1 1 100.00 0 0 0 0.00	United Kingdom	53	36	67.92	8	0	0.00
Morocco 2 2 100.00 0 0 0.00 0.00 South Africa 1 1 100.00 0 0 0 0.00	Middle East and Africa						
South Africa 1 1 100.00 0 0 0.00	Libya	29	29	100.00	0	0	0.00
	Morocco	2	2	100.00	0	0	0.00
Tunisia 237 237 100.00 1 1 1 100.00	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
Rest of the world						
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 Leave¹

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









2021 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 ¹	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

¹ 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 ¹
	<30	30–50	>50	<30	30–50	>50
	%	%	%	%	%	%
Board (OMV Executive Board only)						
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
Total	0.00	0.00	100.00	0.00	40.00	60.00
Executives (OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members)						
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
Total	0.00	33.33	66.67	0.00	39.48	60.52
Advanced level						
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
Total	0.00	57.27	42.73	0.25	66.83	32.93

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







			12/31/2021			12/31/2020 ¹	
	<30	30–50	>50	<30	30–50	>50	
	%	%	%	%	%	%	
Core level							
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	
Total	0.63	68.50	30.87	0.63	69.25	30.13	
Primary level							
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	
Total	3.52	64.95	31.53	3.86	64.14	31.99	
Entry level							
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	
Total	11.75	48.20	40.05	12.28	47.61	40.10	
Technician							
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	
Total	6.53	46.70	46.77	4.96	50.78	44.26	
Not classified							
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.	
Total	13.14	55.86	31.01	n.r.	n.r.	n.r.	

¹ 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 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
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
Total	330	100.00	606	100.00	1	100.00	114	100.00	1,051	100.00	607	100.00
Age												
<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
Total	330	100.00	606	100.00	1	100.00	114	100.00	1,051	100.00	607	100.00

¹ 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			2021	2020 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
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
Total	400	100.00	3,196	100.00	10	100.00	553	100.00	4,159	100.00	2,426	100.00
Age												
<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
Total	400	100.00	3,196	100.00	10	100.00	553	100.00	4,159	100.00	2,426	100.00

¹ 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 a	and Africa	Rest of	the world		2021	2020 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
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
Total	400	7.03	3,196	19.86	10	1.56	553	49.46	4,159	17.67	2,426	12.63
Age												
<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
Total	400	7.03	3,196	19.86	10	1.56	553	49.46	4,159	17.67	2,426	12.63

¹ 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 ¹	95.08%	96.41%
Percentage of employees pepresented by local trade unions or works council ²	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 ²	94.57%	95.32%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring ²	98.35%	99.72%

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

² 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^{1,2}

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

¹ Excluding DUNATÀR Köolajtermék Tároló és Kereskedelmi Kft., SapuraOMV Upstream; excl. DYM Solutions, MTM, Ecoplast, Rosier

² Excluding conferences and training for external employees

³ Excluding Borealis Group, DUNATÀR Köolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream

n.r. = not reported