



OMV AG Data

Occupational Safety

OMV Aktiengesellschaft	Unit	2022	2021	2020
Occupational safety – employees				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,418	1,389	1,469
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	0.00	0.00	0.00
Total recordable injuries	number	0	1	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.00	0.72	0.68
Occupational safety – contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	265	275	412
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	0.00	0.00	0.00
Total recordable injuries	number	0	0	0
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.00	0.00	0.00
Occupational safety – employees and contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,683	1,664	1,881
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	0.00	0.00	0.00
Total recordable injuries	number	0	1	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.00	0.60	0.53



Environmental Data¹

OMV Aktiengesellschaft	Unit	2022	2021	2020
Water consumed	m ³	12,008	9,199	29,394
Total waste	t	118.0	167.0	152.5
Energy consumption	TJ	36.9	39.6	42.4
thereof electricity	MWh	7,401	7,562	8,242
thereof heat	MWh	2,840	3,448	3,534
Percentage of energy consumption from renewable sources ²	%	89	88	84
Scope 2 emissions	t CO ₂ equivalent	62	76	71

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.

Workforce

Total Headcount by Employment Type

OMV Aktiengesellschaft	12/31/2022	12/31/2021	12/31/2020
Employees			
Total (incl. apprentices)	874	870	871
Employment type			
Full-time	740	757	763
thereof male	388	388	388
thereof female	352	369	375
Part-time	134	113	108
thereof male	16	13	15
thereof female	118	100	93
Gender			
Male	404	401	403
Female	470	469	468



OMV Aktiengesellschaft	12/31/2022	12/31/2021	12/31/2020
Contract type			
Temporary ¹	93	75	125
thereof male	41	36	63
thereof female	52	39	62
Permanent	781	795	746
thereof male	363	365	340
thereof female	418	430	406
Non-guaranteed hours employees	0	n.r.	n.r.
thereof male	0	n.r.	n.r.
thereof female	0	n.r.	n.r.

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.

n.r. = not reported

Local Employment (National Local Employees)¹

OMV Aktiengesellschaft	12/31/2022	12/31/2021	12/31/2020
Austria	68.54%	67.36%	67.16%

¹ According to nationality

Parental Leave

OMV Aktiengesellschaft	2022	2021	2020
Total employees entitled to parental leave as at December 31			
Male	404	401	403
Female	470	469	468
Took parental leave			
Male	14	9	11
Female	22	26	32
Returned from parental leave			
Male	14	11	11
Female	28	21	22
Employees whose parental leave ended (2021) and who were still employed 12 months after their return to work			



OMV Aktiengesellschaft	2022	2021	2020
Male	10	n.r.	n.r.
Female	19	n.r.	n.r.
Employees with agreement to return after parental leave			
Male	14	n.r.	n.r.
Female	29	n.r.	n.r.
Retention rate			
Male	91%	n.r.	n.r.
Female	90%	n.r.	n.r.
Return-to-work rate			
Male	100%	n.r.	n.r.
Female	97%	n.r.	n.r.

n.r. = not reported

New Hires by Gender and Age

OMV Aktiengesellschaft	2022		2021		2020	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	31	43.66	35	59.32	65	54.62
Female	40	56.34	24	40.68	54	45.38
Total	71	100.00	59	100.00	119	100.00
Age						
<30	12	16.90	12	20.34	n.r.	n.r.
30–50	54	76.06	42	71.19	n.r.	n.r.
>50	5	7.04	5	8.47	n.r.	n.r.
Total	71	100.00	59	100.00	n.r.	n.r.

n.r. = not reported



Ended Contracts by Gender and Age

OMV Aktiengesellschaft	2022		2021		2020	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	33	48.53	30	58.82	49	57.65
Female	35	51.47	21	41.18	36	42.35
Total	68	100.00	51	100.00	85	100.00
Age						
<30	10	14.71	5	9.80	n.r.	n.r.
30–50	40	58.82	36	70.59	n.r.	n.r.
>50	18	26.47	10	19.61	n.r.	n.r.
Total	68	100.00	51	100.00	n.r.	n.r.

n.r. = not reported

Fluctuation Rate by Gender and Age

OMV Aktiengesellschaft	2022		2021		2020	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	33	8.23	30	7.56	49	12.60
Female	35	7.45	21	4.52	36	8.04
Total	68	7.81	51	5.92	85	10.16
Age						
<30	10	15.00	5	6.41	10	1.19
30–50	40	25.03	36	5.65	49	5.85
>50	18	2.79	10	6.80	26	3.11
Total	68	7.81	51	5.92	85	10.16



Labor Practice Indicators

OMV Aktiengesellschaft	2022	2021	2020
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 – Key Figures

OMV Aktiengesellschaft	2022	2021	2020
Number of employees trained in business ethics	112	816	4
Number of employees trained in human rights	238	69	200