

Performance in Detail

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EU Taxonomy Data

Turnover

| Economic activities | Code(s) | Absolute turnover | Proportion of turnover | Substantial contribution criteria | | | | | | DNSH criteria (Do no significant harm) | | | | | | Minimum safeguards | Taxonomy-aligned proportion of turnover in 2022 | Taxonomy-aligned proportion of turnover in 2021 | Category (enabling activity) | Category (transitional activity) | |
|---|---------|-------------------|------------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|---|------------------------------|----------------------------------|---|
| | | | | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | | | | | | |
| | | EUR mn | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | | |
| Manufacture biogas and biofuels for transport | 4.13. | 2.7 | 0.0 | 100.0 | - | - | - | - | - | - | Y | Y | n.a. | Y | Y | Y | 0.0 | | | | |
| Production of heat/cool using waste heat | 4.25. | 34.4 | 0.1 | 100.0 | - | - | - | - | - | - | Y | n.a. | Y | Y | Y | Y | 0.1 | | | | |
| Infrastructure for low carbon road transport | 6.15. | 0.1 | 0.0 | 100.0 | - | - | - | - | - | - | Y | Y | Y | Y | Y | Y | 0.1 | | | E | |
| Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 37.2 | 0.1 | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | | |
| Manufacture of organic basic chemicals | 3.14. | 1,698.1 | 2.9 | | | | | | | | | | | | | | | | | | |
| Manufacture of plastics in primary form | 3.17. | 6,584.9 | 11.3 | | | | | | | | | | | | | | | | | | |
| Transmission and distribution of electricity | 4.9. | 0.2 | 0.0 | | | | | | | | | | | | | | | | | | |
| Electricity generation from fossil gaseous fuels | 4.29. | 2,110.4 | 3.6 | | | | | | | | | | | | | | | | | | |
| High-efficiency co-generation of heat/cool and power from fossil gaseous fuels | 4.30. | 1.1 | 0.0 | | | | | | | | | | | | | | | | | | |
| Material recovery from non-hazardous waste | 5.9. | 3.8 | 0.0 | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 10,398.4 | 17.8 | | | | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | 10,435.6 | 17.9 | | | | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-non-eligible activities (B) | | 48,024.8 | 82.1 | | | | | | | | | | | | | | | | | | |
| Total (A + B) | | 58,460.3 | 100.0 | | | | | | | | | | | | | | | | | | |

n.a. = not applicable



CAPEX

| Economic activities | Code(s) | Absolute CAPEX | Proportion of CAPEX | Substantial contribution criteria | | | | | | DNSH criteria (Do no significant harm) | | | | | | Minimum safeguards | Taxonomy-aligned proportion of CAPEX in 2022 | Taxonomy-aligned proportion of CAPEX in 2021 | Category (enabling activity) | Category (transitional activity) |
|---|---------|----------------|---------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|--|--|------------------------------|----------------------------------|
| | | | | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | | | | | |
| | | EUR mn | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Manufacture of hydrogen | 3.10. | 2.5 | 0.1 | 100.0 | - | - | - | - | - | - | Y | Y | n.a. | Y | Y | Y | 0.1 | | | |
| Manufacture of organic basic chemicals | 3.14. | 212.4 | 5.8 | 100.0 | - | - | - | - | - | - | Y | Y | n.a. | Y | Y | Y | 5.8 | | | T |
| Electricity generation using from solar photovoltaic technology | 4.1. | 6.8 | 0.2 | 100.0 | - | - | - | - | - | - | Y | n.a. | Y | n.a. | Y | Y | 0.2 | | | |
| Electricity generation from wind power | 4.3. | 22.0 | 0.6 | 100.0 | - | - | - | - | - | - | Y | Y | Y | n.a. | Y | Y | 0.6 | | | |
| Transmission and distribution of electricity | 4.9. | 10.0 | 0.3 | 100.0 | - | - | - | - | - | - | Y | n.a. | Y | Y | Y | Y | 0.3 | | | E |
| Manufacture biogas and biofuels for transport | 4.13. | 10.5 | 0.3 | 100.0 | - | - | - | - | - | - | Y | Y | n.a. | Y | Y | Y | 0.3 | | | |
| Production of heat/cool using waste heat | 4.25. | 6.0 | 0.2 | 100.0 | - | - | - | - | - | - | Y | n.a. | Y | Y | Y | Y | 0.2 | | | |
| Infrastructure for low carbon road transport | 6.15. | 2.7 | 0.1 | 100.0 | - | - | - | - | - | - | Y | Y | Y | Y | Y | Y | 0.1 | | | E |
| Installation, maintenance, and repair of renewable energy technologies | 7.6. | 6.3 | 0.2 | 100.0 | - | - | - | - | - | - | Y | n.a. | n.a. | n.a. | n.a. | n.a. | 0.2 | | | E |
| Close to market research, development, and innovation | 9.1. | 67.8 | 1.9 | 100.0 | - | - | - | - | - | - | Y | Y | Y | Y | Y | Y | 1.9 | | | E |
| CAPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 347.0 | 9.5 | | | | | | | | | | | | | | 9.5 | | | |



| Economic activities | Code(s) | Absolute CAPEX | Proportion of CAPEX | Substantial contribution criteria | | | | | | DNSH criteria (Do no significant harm) | | | | | | Minimum safeguards | Taxonomy-aligned proportion of CAPEX in 2022 | Taxonomy-aligned proportion of CAPEX in 2021 | Category (enabling activity) | Category (transitional activity) | |
|--|---------|----------------|---------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|--|--|------------------------------|----------------------------------|---|
| | | | | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | | | | | | |
| | | EUR mn | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | % | E | T |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | | |
| Manufacture of organic basic chemicals | 3.14. | 930.0 | 25.4 | | | | | | | | | | | | | | | | | | |
| Manufacture of plastics in primary form | 3.17. | 176.7 | 4.8 | | | | | | | | | | | | | | | | | | |
| Electricity generation using from solar photovoltaic technology | 4.1. | 0.4 | 0.0 | | | | | | | | | | | | | | | | | | |
| Transmission and distribution of electricity | 4.9. | 1.1 | 0.0 | | | | | | | | | | | | | | | | | | |
| Manufacture biogas and biofuels for transport | 4.13. | 5.2 | 0.1 | | | | | | | | | | | | | | | | | | |
| Production of heat/cool from geothermal energy | 4.22. | 5.4 | 0.1 | | | | | | | | | | | | | | | | | | |
| Electricity generation from fossil gaseous fuels | 4.29. | 38.6 | 1.1 | | | | | | | | | | | | | | | | | | |
| High-efficiency co-generation of heat/cool and power from fossil gaseous fuels | 4.30. | 1.3 | 0.0 | | | | | | | | | | | | | | | | | | |
| Freight rail transport | 6.2. | 15.8 | 0.4 | | | | | | | | | | | | | | | | | | |
| Transport by motorbikes, passenger cars, light commercial vehicles | 6.5. | 12.5 | 0.3 | | | | | | | | | | | | | | | | | | |
| Sea/coastal freight water transport,vessels for port operations and auxiliary activities | 6.10. | 17.1 | 0.5 | | | | | | | | | | | | | | | | | | |
| Infrastructure for rail transport | 6.14. | 15.6 | 0.4 | | | | | | | | | | | | | | | | | | |
| Infrastructure for low carbon road transport | 6.15. | 0.7 | 0.0 | | | | | | | | | | | | | | | | | | |
| Renovation of existing buildings | 7.2. | 7.6 | 0.2 | | | | | | | | | | | | | | | | | | |
| Installation, maintenance, and repair of energy efficiency equipment | 7.3 | 3.3 | 0.1 | | | | | | | | | | | | | | | | | | |
| Data processing, hosting, and related activities | 8.1 | 2.5 | 0.1 | | | | | | | | | | | | | | | | | | |
| Close to market research, development, and innovation | 9.1. | 18.1 | 0.5 | | | | | | | | | | | | | | | | | | |
| CAPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 1,251.9 | 34.2 | | | | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | 1,598.9 | 43.7 | | | | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | |
| CAPEX of Taxonomy-non-eligible activities (B) | | 2,059.6 | 56.3 | | | | | | | | | | | | | | | | | | |
| Total (A + B) | | 3,658.5 | 100.0 | | | | | | | | | | | | | | | | | | |

n.a. = not applicable



OPEX

| Economic activities | Code(s) | Absolute OPEX | Proportion of OPEX | Substantial contribution criteria | | | | | | DNSH criteria (Do no significant harm) | | | | | | Minimum safeguards | Taxonomy-aligned proportion of OPEX in 2022 | Taxonomy-aligned proportion of OPEX in 2021 | Category (enabling activity) | Category (transitional activity) |
|---|---------|---------------|--------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|---|------------------------------|----------------------------------|
| | | | | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | | | | | |
| | | EUR mn | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Electricity generation using from solar photovoltaic technology | 4.1. | 0.1 | 0.0 | 100.0 | - | - | - | - | - | | Y | n.a. | Y | n.a. | Y | Y | 0.0 | | | |
| Production of heat/cool using waste heat | 4.25. | 0.3 | 0.0 | 100.0 | - | - | - | - | - | | Y | n.a. | Y | Y | Y | Y | 0.0 | | | |
| OPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 0.4 | 0.0 | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| Manufacture of hydrogen | 3.10. | 1.1 | 0.1 | | | | | | | | | | | | | | | | | |
| Manufacture of organic basic chemicals | 3.14. | 97.8 | 12.6 | | | | | | | | | | | | | | | | | |
| Manufacture of plastics in primary form | 3.17. | 162.7 | 20.9 | | | | | | | | | | | | | | | | | |
| Transmission and distribution of electricity | 4.9. | 2.9 | 0.4 | | | | | | | | | | | | | | | | | |
| Manufacture biogas and biofuels for transport | 4.13. | 0.2 | 0.0 | | | | | | | | | | | | | | | | | |
| Electricity generation from fossil gaseous fuels | 4.29. | 17.6 | 2.3 | | | | | | | | | | | | | | | | | |
| High-efficiency co-generation of heat/cool and power from fossil gaseous fuels | 4.30. | 0.3 | 0.0 | | | | | | | | | | | | | | | | | |
| Freight rail transport | 6.2. | 0.1 | 0.0 | | | | | | | | | | | | | | | | | |
| Transport by motorbikes, passenger cars, light commercial vehicles | 6.5. | 0.3 | 0.0 | | | | | | | | | | | | | | | | | |
| Sea/coastal freight water transport, vessels for port operations and auxiliary activities | 6.10. | 9.7 | 1.2 | | | | | | | | | | | | | | | | | |
| Infrastructure for rail transport | 6.14. | 3.5 | 0.4 | | | | | | | | | | | | | | | | | |
| Renovation of existing buildings | 7.2. | 0.4 | 0.1 | | | | | | | | | | | | | | | | | |
| Close to market research, development and innovation | 9.1. | 24.1 | 3.1 | | | | | | | | | | | | | | | | | |
| OPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 320.6 | 41.1 | | | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | 321.0 | 41.2 | | | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| OPEX of Taxonomy-non-eligible activities (B) | | 458.3 | 58.8 | | | | | | | | | | | | | | | | | |
| Total (A + B) | | 779.3 | 100.0 | | | | | | | | | | | | | | | | | |

n.a. = not applicable



Economic Data

Revenues Generated

| | 2022 EUR mn | 2021 EUR mn |
|---|----------------|----------------|
| Net sales | 62,298 | 35,555 |
| Dividends, income from at-equity accounted investments, and interest income | 1,149 | 780 |
| Other income | 579 | 207 |
| Gains on the disposal of businesses, subsidiaries, tangible and intangible assets | 766 | 282 |
| Total | 64,793 | 36,824 |

Distribution to Stakeholders

| Stakeholders | Category of Distributed Value | 2022 EUR mn | 2022 % | 2021 EUR mn | 2021 % |
|---|---|----------------|--------------|----------------|--------------|
| Suppliers | Operating expenses (excl. royalties; incl. depreciation, impairment, and write-up; FX result) | 48,542 | 74.92 | 29,262 | 79.46 |
| Governments | Taxes (income and royalties) | 7,168 | 11.06 | 2,723 | 7.40 |
| Employees | Employee wages and benefits | 2,009 | 3.10 | 1,953 | 5.30 |
| Capital providers | Interest expense and other financial result | 1,761 | 2.72 | 374 | 1.02 |
| Shareholders (and hybrid capital holders) | Dividend distribution | 1,459 | 2.25 | 997 | 2.71 |
| Society | Social spending | 53 | 0.08 | 24 | 0.06 |
| Total | | 60,992 | 94.13 | 35,334 | 95.95 |
| Value retained | | 3,801 | 5.87 | 1,490 | 4.05 |



Financial Assistance

| Company Name | EUR mn | Details 2022 |
|---|-------------|--|
| OMV Petrom S.A. | 56.5 | EUR 5.9 mn – tax relief (e.g., reinvested profit) EUR 47.6 mn – tax credits (e.g., sponsorships) EUR 2.9 mn – other financial benefits EUR 0.1 mn – investment grants |
| Borealis Group | 11.0 | EUR 5.8 mn – research and development grants EUR 2.9 mn – investment grant EUR 0.5 mn – financial incentives (e.g., compensation related to capped prices) EUR 1.6 mn – other financial benefits (e.g., state aid for COVID-19) EUR 0.2 mn – tax credits |
| OMV Downstream GmbH | 4.2 | EUR 1.8 mn – research and development grants EUR 1.9 mn – investment grants EUR 0.5 mn – other financial benefits (e.g., state aid for COVID-19) |
| OMV Deutschland Operations GmbH & Co. KG | 2.4 | EUR 2.4 mn – investment grant |
| OMV Bulgaria OOD | 2.4 | EUR 2.4 mn – other financial benefits (e.g., state aid for COVID-19) |
| OMV Petrom Marketing SRL | 2.7 | EUR 0.8 mn – tax relief EUR 1.9 mn – tax credits |
| OMV Austria Exploration & Production GmbH | 1.5 | EUR 1.29 mn – research and development grants EUR 0.24 mn – other financial benefits (e.g., state aid for COVID-19) |
| OMV Exploration & Production GmbH | 0.6 | EUR 0.5 mn – research and development grants EUR 0.1 mn – other financial benefits (e.g., state aid for COVID-19) |
| OMV (Norge) AS | 3.4 | EUR 3.4 mn – investment grant |
| OMV Aktiengesellschaft | 0.1 | EUR 0.1 mn – other financial benefits (e.g., state aid for COVID-19) |
| Total | 84.8 | |



Significant Monetary Fines¹

| | Unit | 2022 | 2021 | 2020 |
|---|---------------|----------------------|-------------|-------------|
| Number of significant instances of non-compliance concerning provision and use of products | number | 2² | n.r. | n.r. |
| thereof number of cases brought before court and resolved | number | 0 | 0 | 0 |
| thereof instances for which non-monetary sanctions were incurred | number | 2 ² | n.r. | n.r. |
| thereof number of monetary fines for non-compliance concerning provision and use of products | number | 1 ² | 0 | 0 |
| Monetary value of fines for non-compliance concerning provision and use of products | EUR | 11,000 | 0 | 0 |
| Number of significant instances of non-compliance with environmental laws and regulations | number | 0 | n.r. | n.r. |
| thereof number of cases brought before court and resolved | number | 0 | 0 | 1 |
| thereof instances for which non-monetary sanctions were incurred | number | 0 | n.r. | n.r. |
| thereof number of monetary fines for non-compliance with environmental laws and regulations | number | 0 | 0 | 0 |
| Monetary value of fines for non-compliance with environmental laws and regulations | EUR | 0 | 0 | 0 |
| Number of significant instances of non-compliance with laws and regulations in the social and economic areas | number | 8³ | n.r. | n.r. |
| thereof number of cases brought before court and resolved | number | 1 | 0 | 1 |
| thereof instances for which non-monetary sanctions were incurred | number | 5 ⁴ | n.r. | n.r. |
| thereof number of monetary fines for non-compliance with laws and regulations in the social and economic areas | number | 2 ⁵ | 0 | 3 |
| Monetary value of other fines for non-compliance with laws and regulations in the social and economic areas | EUR | 53,802 | 0 | 337,490 |



| | Unit | 2022 | 2021 | 2020 |
|---|--------|--------|------|---------|
| Total number of instances of non-compliance | number | 10 | n.r. | n.r. |
| thereof total number of fines received | number | 3 | 0 | 3 |
| thereof total number of instances for which non-monetary sanctions were incurred | number | 7 | n.r. | n.r. |
| Total monetary value of fines received | EUR | 64,802 | 0 | 337,490 |

¹ Only fines above EUR 10,000 and paid in 2022 reported as significant. For instances of non-compliance that had a non-monetary penalty, no threshold for significance has been set, and all are reported.

² Two incidents at OMV Petrom Marketing SRL. In the first case, the National Authority for Consumer Protection, Mureş County, deemed that OMV Petrom Marketing SRL failed to comply with measures in respect of consumer protection regarding modifications of fuel prices. The authority considered that OMV Petrom Marketing SRL, had taken advantage of the demand for fuel on the market. OMV Petrom Marketing SRL was ordered to stop the unfair practices. For the second incident of non-compliance at OMV Petrom Marketing SRL both a significant fine and non-monetary sanctions were imposed. The fine of approx. EUR 11,000 was imposed by the National Authority for Consumer Protection, Mureş County, for OMV Petrom Marketing SRL failing to comply with measures in respect of consumer protection regarding the marketing of MaxxMotion Performance Fuels and how forest protection projects are supported and emissions compensated. In addition to the fine, the authority ordered OMV Petrom Marketing SRL to stop the unfair commercial practice as an additional measure.

³ Included in this number is a critical case in Romania, despite the case being under appeal. In 2016, a child drowned in a pit filled with oil from an extraction well, which was not fenced. In December 2022, related to this, OMV Petrom S.A. was found guilty of manslaughter by the Găeşti District Court and was ordered to pay a criminal fine amounting to RON 28,000 (approx. EUR 5,700). On the civil side, the court assessed the degree of fault of OMV Petrom S.A. at 50% and the company was obliged to pay moral damages of EUR 135,000 to the victim's family and material damages and other expenses in the total amount of RON 22,000 (approx. EUR 4,500). The decision is not final and OMV Petrom S.A. is appealing the decision. Therefore, while the case is included in the total number of incidents of non-compliance in order to be transparent about the impact of the case, it is not included in the sum of the fines and the number of non-monetary sanctions, as neither is final yet.

⁴ Five incidents at OMV Bulgaria OOD: One incident pertained to the Consumer Protection Commission (KZP) imposing a halt on the sale of tobacco products (vapor electronic cigarettes); one incident pertained to the National Revenue Agency (NAP) ordering for a filling station to be sealed off and sales stopped for lack of/wrong data transmission to the NAP; and three incidents were warnings imposed by the NAP for a lack of printed fiscal reports.

⁵ One incident at OMV Tunisia: EUR 29,264 interest payment claimed by DGE (Tax Authority) on ROY and land tax; one incident at OMV International Services: EUR 24,538 penalty for non-compliance with VAT rules in Bulgaria

n.r. = not reported



Safety Data

Occupational Safety

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|-------------------------|---------|---------|---------|---------|---------|
| Occupational safety – employees | | | | | | |
| Fatalities | number | 0 | 0 | 0 | 0 | 1 |
| Fatality rate | per 100 mn hours worked | 0.00 | 0.00 | 0.00 | 0.00 | 2.85 |
| Number of hours worked | hours (thousand) | 37,888 | 39,736 | 35,076 | 34,987 | 35,080 |
| Lost-Time Injury Rate (LTIR) | per 1 mn hours worked | 1.11 | 0.70 | 0.43 | 0.51 | 0.29 |
| High-consequence work-related injuries ¹ | number | 3 | 0 | 0 | 2 | 1 |
| High-consequence work-related injuries ¹ | per 1 mn hours worked | 0.08 | 0.00 | 0.00 | 0.06 | 0.03 |
| Lost-time injury severity | per 1 mn hours worked | 31.50 | 12.78 | 8.47 | 38.61 | 9.86 |
| Total recordable injuries ² | number | 50 | 47 | 29 | 44 | 31 |
| Total Recordable Injury Rate (TRIR) ² | per 1 mn hours worked | 1.32 | 1.18 | 0.83 | 1.26 | 0.88 |
| Occupational safety – contractors | | | | | | |
| Fatalities | number | 1 | 3 | 0 | 0 | 2 |
| Fatality rate | per 100 mn hours worked | 1.19 | 3.81 | 0.00 | 0.00 | 2.47 |
| Number of hours worked | hours (thousand) | 83,255 | 78,637 | 70,195 | 78,773 | 81,059 |
| Lost-Time Injury Rate (LTIR) | per 1 mn hours worked | 0.62 | 0.51 | 0.27 | 0.27 | 0.31 |
| High-consequence work-related injuries ¹ | number | 3 | 0 | 1 | 1 | 3 |
| High-consequence work-related injuries ¹ | per 1 mn hours worked | 0.04 | 0.00 | 0.01 | 0.01 | 0.04 |
| Lost-time injury severity | per 1 mn hours worked | 43.30 | 18.52 | 14.67 | 8.80 | 20.73 |
| Total recordable injuries ² | number | 98 | 67 | 34 | 64 | 60 |
| Total Recordable Injury Rate (TRIR) ² | per 1 mn hours worked | 1.19 | 0.85 | 0.48 | 0.81 | 0.74 |
| Occupational safety – employees and contractors | | | | | | |
| Fatalities | number | 1 | 3 | 0 | 0 | 3 |
| Fatality rate | per 100 mn hours worked | 0.83 | 2.53 | 0.00 | 0.00 | 2.58 |
| Number of hours worked | hours (thousand) | 121,143 | 118,373 | 105,271 | 113,759 | 116,139 |
| Lost-Time Injury Rate (LTIR) | per 1 mn hours worked | 0.78 | 0.57 | 0.32 | 0.34 | 0.30 |
| High-consequence work-related injuries ¹ | number | 6 | 0 | 1 | 3 | 4 |
| High-consequence work-related injuries ¹ | per 1 mn hours worked | 0.05 | 0.00 | 0.01 | 0.03 | 0.03 |



| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|-----------------------|-------|-------|-------|-------|-------|
| Lost-time injury severity | per 1 mn hours worked | 33.10 | 16.59 | 12.61 | 17.97 | 17.44 |
| Total recordable injuries ² | number | 148 | 114 | 63 | 108 | 91 |
| Total Recordable Injury Rate (TRIR) ² | per 1 mn hours worked | 1.23 | 0.96 | 0.60 | 0.95 | 0.78 |

¹ Lost-time injuries that resulted in 180 (or more) lost workdays or permanent total disabilities

² Corresponds to GRI 403:2018-a-iii: recordable work-related injuries

Process Safety

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|-----------------------|------|------|------|------|------|
| Tier 1 | number | 9 | 10 | 6 | 4 | 4 |
| thereof E&P | number | 2 | n.r. | n.r. | n.r. | n.r. |
| thereof R&M | number | 3 | n.r. | n.r. | n.r. | n.r. |
| thereof C&M | number | 4 | n.r. | n.r. | n.r. | n.r. |
| Tier 2 | number | 16 | 17 | 13 | 7 | 12 |
| thereof E&P | number | 1 | n.r. | n.r. | n.r. | n.r. |
| thereof R&M | number | 3 | n.r. | n.r. | n.r. | n.r. |
| thereof C&M | number | 12 | n.r. | n.r. | n.r. | n.r. |
| Process Safety Event Rate ¹ | per 1 mn hours worked | 0.21 | 0.23 | 0.18 | 0.10 | 0.14 |

¹ Process Safety Event Rate: number of Tier 1 and Tier 2 process safety events per 1 mn hours worked. Work hours from the corporate functions General Management (OMV)/Executive Office (OMV, OMV Petrom, Borealis), and Corporate Finance (OMV)/Finance Office (OMV, OMV Petrom, Borealis) are excluded.

n.r. = not reported



Environmental Data

GHG Emissions – Absolute

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|---------------------------------|--------|--------|--------|--------|--------|
| Total GHG direct, Scope 1 ² | mn t CO ₂ equivalent | 11.7 | 13.5 | 10.9 | 10.8 | 11.2 |
| CO ₂ | mn t | 10.9 | 12.4 | 9.9 | 9.4 | 10.0 |
| CH ₄ | t | 20,019 | 32,193 | 41,906 | 57,405 | 47,110 |
| N ₂ O | t | 938 | 818 | 217 | 74 | 57 |
| Total GHG indirect, Scope 2 ³ | mn t CO ₂ equivalent | 0.9 | 1.1 | 0.3 | 0.4 | 0.4 |
| Total GHG indirect, Scope 3 ^{4,5} | mn t CO ₂ equivalent | 132.8 | 156.4 | 117.7 | 126.1 | 108.0 |
| GHG emissions from processing of sold products (Scope 3, category 10) | mn t CO ₂ equivalent | 9.6 | 10.4 | 9.4 | 9.8 | 7.7 |
| of which from oil for non-energy use | mn t CO ₂ equivalent | 5.5 | 5.4 | 7.1 | 7.8 | 6.2 |
| of which from gas for non-energy use | mn t CO ₂ equivalent | 1.6 | 2.6 | 2.3 | 2.0 | 1.5 |
| of which from chemicals | mn t CO ₂ equivalent | 2.4 | 2.4 | 0.01 | 0.01 | 0.01 |
| GHG emissions from use of sold products (Scope 3, category 11) | mn t CO ₂ equivalent | 99.4 | 119.5 | 102.8 | 110.0 | 92.6 |
| of which from oil to energy | mn t CO ₂ equivalent | 57.2 | 58.4 | 54.8 | 68.2 | 58.2 |
| of which from gas to energy | mn t CO ₂ equivalent | 36.5 | 54.5 | 48.0 | 41.8 | 34.4 |
| of which from chemicals | mn t CO ₂ equivalent | 5.7 | 6.6 | n.r. | n.r. | n.r. |
| GHG emissions from purchased goods and services (Scope 3, category 1) | mn t CO ₂ equivalent | 11.3 | 13.0 | 5.3 | 6.1 | 5.7 |
| GHG emissions from capital goods (Scope 3, category 2) | mn t CO ₂ equivalent | 0.7 | 0.5 | 0.2 | 0.2 | 0.2 |
| GHG emissions from fuel- and energy-related activities not included in Scope 1 or 2 (Scope 3, category 3) | mn t CO ₂ equivalent | 0.4 | 0.5 | n.r. | n.r. | n.r. |
| GHG emissions from waste generated in operations (Scope 3, category 5) | mn t CO ₂ equivalent | 0.3 | 0.3 | n.r. | n.r. | n.r. |



| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|---------------------------------|------|------|------|------|------|
| GHG emissions from end-of-life treatment of sold products (Scope 3, category 12) | mn t CO ₂ equivalent | 11.1 | 12.1 | n.r. | n.r. | n.r. |
| Biogenic CO ₂ emissions | mn t CO ₂ equivalent | 1.50 | 1.55 | 1.44 | 1.53 | 1.30 |

¹ Scope 1 refers to direct emissions from operations that are owned or controlled by the organization. We use emission factors from different sources, e.g., IPCC, API GHG Compendium, etc. Since 2016, OMV has been applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 years).

² Data for 2018, 2019, 2020, and 2021 restated. In one of our assets at OMV Petrom, there was an incorrect classification of flared and vented volumes. In addition, in 2021, we corrected a reporting error in our Nitro business. CO₂e accordingly decreased by 3.1% in 2021, and increased by 1.8% in 2020, by 1.7% in 2019, and by 0.5% in 2018. CO₂ accordingly decreased by 3.7% in 2021, and increased by 0.3% in 2020, by 0.3% in 2019, and by 0.1% in 2018. CH₄ accordingly increased by 5% in 2021, by 27% in 2020, by 16% in 2019, and by 5% in 2018.

³ Scope 2 refers to indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling, or steam. We use emission factors from different sources, e.g., national authorities, supplier-specific emission factors, etc. The data in the table refers to the market-based approach. Location-based is 0.9 mn t.

⁴ Scope 3 refers to other indirect emissions that occur outside the organization, including both Upstream and Downstream emissions. We use emission factors from different sources, e.g., IPCC, PlasticsEurope, DBEIS, etc. The data includes Scope 3 emissions from the use and processing of sold products. Pure “trading margin” sales as well as intracompany sales are excluded. Since 2015, Scope 3 emissions from purchased goods and services and capital goods are included. Since 2018, net import of refinery feedstock is included.

⁵ Borealis Scope 3 category 15 emissions are accounted for as 21.6 mn t CO₂ equivalent, but not yet included in the OMV's Group consolidation.

n.r. = not reported

GHG Emissions – Targets 2030¹

| | Unit | 2022 | 2021 | 2020 | 2019 (baseline) |
|--|-----------------------|-------|-------|-------|-----------------|
| Total GHG direct, Scope 1 | mn t CO ₂ | 11.7 | 13.5 | 13.8 | 14.9 |
| of which from energy business segments | mn t CO ₂ | 7.2 | 8.4 | 8.7 | 9.2 |
| of which from non-energy business segments | mn t CO ₂ | 4.5 | 5.1 | 5.1 | 5.6 |
| Total GHG indirect, Scope 2 | mn t CO ₂ | 0.9 | 1.1 | 1.3 | 1.5 |
| of which from energy business segments | mn t CO ₂ | 0.2 | 0.2 | 0.2 | 0.3 |
| of which from non-energy business segments | mn t CO ₂ | 0.8 | 0.9 | 1.1 | 1.2 |
| Total GHG indirect, Scope 3 ² | mn t CO ₂ | 113.5 | 125.9 | 115.8 | 123.6 |
| of which from energy business segments | mn t CO ₂ | 91.4 | 101.5 | 91.4 | 97.9 |
| of which from non-energy business segments | mn t CO ₂ | 22.0 | 24.4 | 24.4 | 25.7 |
| Carbon intensity of energy supply ³ | g CO ₂ /MJ | 67.5 | 67.5 | 68.2 | 69.8 |
| Methane intensity ⁴ | % | 0.4 | 0.6 | 0.8 | 1.3 |

¹ For the purpose of setting GHG emissions reduction targets, a meaningful and consistent comparison over time requires the setting of a performance date (base year) with which to compare current emissions. For its 2030 and 2040 GHG reduction targets, the OMV Group has set 2019 as the base year including full-year Scope 1 to 3 emissions data of Borealis. In accordance with best practice guidance (i.e., GHG Protocol), when a company undergoes significant structural changes due to acquisitions, divestments, and mergers, GHG data shall be recalculated for all years dating back to the base year. OMV has set a threshold that a significant change means that the cumulative effect of mergers/acquisitions/divestments represents a higher effect than 5% on the OMV Group's base year absolute GHG emissions. Accordingly, this table shows the recalculated emissions for the categories of emissions relevant for the 2030 targets. The previous table, GHG Emissions – Absolute, does not have recalculated data to give as transparent a picture as possible.

² The following Scope 3 categories are included: Category 11: Use of Sold Products for OMV's energy and Nitro segments, Category 1: Purchased Goods (feedstocks) from OMV's non-energy business segment, and Category 12: End-of-Life of Sold Products for OMV's non-energy segment.

³ The carbon intensity of energy supply is measured by assessing the intensity of their Scope 1 and 2 emissions plus Scope 3 emissions (in g CO₂) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ) (excluding purely traded volumes).

⁴ The methane intensity refers to the volume of methane emissions from OMV's operated E&P oil and gas assets as a percentage of the volume of the total gas that goes to market from those operations. The approach is aligned with the Oil and Gas Climate Initiative's (OGCI) methane intensity. Unlike the other figures in this table, the methane intensity is not subject to a baseline recalculation, as the target is a fixed value and the target achievement is not compared to the base year. In case of mergers and acquisitions, new operations will be expected to endorse the existing target.



GHG Emissions – Targets 2025¹

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 | 2010 (baseline) |
|---|---|---------|---------|--------|------|------|-----------------|
| GHG intensity of operations | OMV Group Carbon Intensity Index ² | 83 | 82 | 82 | 80 | 87 | 100 |
| Reduction achieved vs. 2010 | % | 17 | 18 | 18 | 20 | 13 | n.a. |
| GHG intensity of product portfolio | mn t GHG per mn t oil equivalent | 2.6 | 2.5 | 2.5 | 2.5 | 2.5 | 2.6 |
| Achieve at least 1 mn t of CO ₂ reductions in 2020–2025 from operated assets (cumulative reductions) (Scope 1) | t CO ₂ equivalent | 644,946 | 532,907 | 77,900 | n.a. | n.a. | n.a. |
| thereof from concrete reduction initiatives | t CO ₂ equivalent | 269,412 | 157,374 | 77,900 | n.a. | n.a. | n.a. |
| thereof from divestments | t CO ₂ equivalent | 375,533 | 375,533 | 0 | n.a. | n.a. | n.a. |

¹ Excluding Borealis

² Direct CO₂ equivalent emissions produced to generate a certain business output using the following business-specific metric – Upstream: t CO₂ equivalent/toe produced, refineries: t CO₂ equivalent/t throughput (crude and semi-finished products without blended volumes), power: t CO₂ equivalent/MWh produced – consolidated into an OMV Group Carbon Intensity Index, based on weighted average of the business segments' carbon intensity. The Carbon Intensity Index was developed in 2018.

n.a. = not applicable

Other Air Emissions

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|----------------------------|------|--------|--------|--------|--------|--------|
| SO ₂ | t | 2,878 | 2,544 | 2,720 | 2,627 | 3,090 |
| NO _x | t | 9,052 | 10,302 | 7,701 | 7,441 | 11,231 |
| NM VOC | t | 12,278 | 12,259 | 10,898 | 11,011 | 9,400 |
| Particulate emissions | t | 606 | 635 | 172 | 124 | 138 |
| Ozone-depleting substances | t | 0.1 | 0.2 | 0.5 | 0.4 | 0.4 |

Flaring and Venting

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|----------------------------------|------|---------|---------|---------|---------|---------|
| Hydrocarbons flared ¹ | t | 241,038 | 360,138 | 378,431 | 417,384 | 231,199 |
| Hydrocarbons vented ² | t | 10,550 | 16,499 | 28,122 | 43,149 | 39,991 |

¹ Data restated. In one of our assets at OMV Petrom, there was an incorrect classification of flared and vented volumes. Hydrocarbons flared accordingly decreased by 0.5% in 2021, by 2.6% in 2020, by 2.1% in 2019, and by 1.1% in 2018.

² Data restated. In one of our assets at OMV Petrom, there was an incorrect classification of flared and vented volumes. Hydrocarbons vented accordingly increased by 12% in 2021, by 57% in 2020, by 26% in 2019, and by 7% in 2018.



Energy

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|-----------|-------|-------|--------|-------|-------|
| Energy consumption inside the organization | | | | | | |
| Total energy consumption ^{1,6} | PJ | 163.2 | 176.2 | 131.1 | 117.4 | 127.4 |
| thereof fuel consumption within the organization | PJ | 146.1 | 176.6 | 141.4 | 128.6 | 152.5 |
| thereof gaseous fuels ² | PJ | 101.1 | 130.1 | 117.9 | n.r. | n.r. |
| thereof liquid fuels ³ | PJ | 38.8 | 39.5 | 16.3 | n.r. | n.r. |
| thereof solid fuels ⁴ | PJ | 6.2 | 7.0 | 7.3 | n.r. | n.r. |
| thereof self-generated non-fuel renewable energy for own consumption | PJ | 0.084 | 0.052 | 0.0003 | n.r. | n.r. |
| thereof purchased electricity consumption ^{5,6} | PJ | 13.2 | 16.3 | 8.6 | 2.9 | 3.5 |
| thereof from renewable sources | PJ | 3.9 | 4.0 | 2.6 | 0.7 | 1.4 |
| thereof heating | PJ | 0.01 | 0.01 | 0.09 | n.r. | n.r. |
| thereof from renewable sources | PJ | 0.006 | 0.008 | 0.006 | n.r. | n.r. |
| thereof cooling | PJ | 0.0 | 0.0 | 0.0 | n.r. | n.r. |
| thereof from renewable sources | PJ | 0.0 | 0.0 | 0.0 | n.r. | n.r. |
| thereof steam | PJ | 3.9 | 4.3 | 0.8 | n.r. | n.r. |
| thereof from renewable sources | PJ | 0.0 | 0.0 | 0.0 | n.r. | n.r. |
| Energy consumption outside the organization⁷ | | | | | | |
| Total energy sold | PJ | 1,503 | 1,829 | 1,667 | 1,748 | 1,539 |
| thereof from non-renewable sources | PJ | 1,482 | 1,807 | 1,647 | 1,726 | 1,520 |
| thereof fuels sold | PJ | 1,433 | 1,770 | 1,604 | 1,678 | 1,475 |
| thereof electricity sold | PJ | 46.1 | 33.8 | 40.0 | 45.1 | 45.0 |
| thereof heating sold | PJ | 2.2 | 2.7 | 2.7 | 2.8 | 0.0 |
| thereof cooling sold | PJ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| thereof steam sold | PJ | 0.0 | 0.4 | 0.4 | 0.4 | 0.0 |
| thereof from renewable sources | PJ | 21.3 | 21.9 | 20.3 | 21.6 | 18.4 |
| Total energy consumption (inside the organization) per net sales revenues | PJ/EUR mn | 0.003 | 0.005 | 0.008 | 0.005 | 0.006 |

¹ Refers to the total energy used for operations based on site calculations with specific data, conversion factors, and methodologies.

² Refers to natural gas, residual gas, and other gaseous fuels

³ Refers to diesel, heating oil, and residue/waste oil, as well as other liquid fuels

⁴ Refers to FCC coke and other solid fuels. OMV does not consume any coal.

⁵ Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption or in self-generated non-fuel renewable energy for own consumption.

⁶ 2021 data restated. The centralization of 2021 electricity purchased invoices in OPM Filling Stations Romania was revised. The total energy consumption decreased by 0.17% and thereof purchased electricity consumption decreased by 1.8%.

⁷ Refers to energy sales volumes. We use conversion factors from different sources, e.g., IPCC, etc.

n.r. = not reported



Water and Wastewater

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|------------|---------|---------|---------|---------|---------|
| Water withdrawal | | | | | | |
| Water withdrawn ^{1,2} | megaliters | 731,894 | 827,558 | 224,971 | 103,637 | 100,381 |
| thereof groundwater | megaliters | 22,192 | 34,903 | 25,443 | 24,117 | 23,964 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) | megaliters | 16,244 | 34,805 | 22,996 | 23,836 | 23,716 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 5,948 | 98 | 262 | 281 | 247 |
| thereof surface water ² | megaliters | 261,557 | 294,617 | 60,778 | 14,054 | 14,955 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ^{2,3} | megaliters | 261,557 | 294,617 | 14,539 | 14,054 | 14,955 |
| thereof once-through cooling water | megaliters | 205,971 | 276,359 | 47,124 | 0 | 0 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof water from public supply systems | megaliters | 2,181 | 3,825 | 1,755 | 1,360 | 1,477 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 2,181 | 3,825 | 1,092 | 1,360 | 1,477 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof seawater | megaliters | 393,372 | 436,337 | 75,718 | 920 | 586 |
| thereof once-through cooling water | megaliters | 396,926 | 435,493 | 71,784 | 0 | 280,963 |
| thereof produced water | megaliters | 52,591 | 57,875 | 61,256 | 63,186 | 59,400 |
| Water withdrawn from all areas with water stress | megaliters | 2,125 | 3,550 | 1,479 | 1,230 | 1,775 |
| thereof groundwater | megaliters | 1,436 | 2,179 | 491 | 399 | 645 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 321 | 325 | 229 | 118 | 398 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 1,115 | 98 | 262 | 281 | 247 |
| thereof surface water ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof water from public supply systems | megaliters | 135 | 712 | 54 | 67 | 82 |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 135 | 24 | 54 | 67 | 82 |
| thereof other water ($> 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof seawater ³ | megaliters | 0 | 0 | 0 | 0 | 0 |
| thereof produced water | megaliters | 555 | 659 | 607 | 764 | 1,048 |
| Water discharge | | | | | | |
| Water discharged by destination | megaliters | 661,962 | 758,033 | 25,464 | n.r. | n.r. |
| thereof to groundwater | megaliters | 351 | 846 | 0 | n.r. | n.r. |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) | megaliters | 0 | 0 | 0 | n.r. | n.r. |
| thereof other water ($> 1,000$ mg/l total dissolved solids) | megaliters | 351 | 846 | 0 | n.r. | n.r. |
| thereof to surface water | megaliters | 226,157 | 303,325 | 16,474 | n.r. | n.r. |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) | megaliters | 221,915 | 298,467 | 10,913 | n.r. | n.r. |



| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|------------|---------|---------|---------|---------|--------|
| thereof once-through cooling water | megaliters | 205,971 | 276,363 | 47,124 | n.r. | n.r. |
| thereof other water (>1,000 mg/l total dissolved solids) | megaliters | 4,242 | 4,857 | 5,561 | n.r. | n.r. |
| thereof to seawater | megaliters | 397,573 | 438,920 | 4,581 | n.r. | n.r. |
| thereof once-through cooling water | megaliters | 396,926 | 435,901 | 71,784 | n.r. | n.r. |
| thereof to third party | megaliters | 37,870 | 14,937 | 4,409 | n.r. | n.r. |
| thereof to others | megaliters | 11 | 5 | n.r. | n.r. | n.r. |
| Water discharged by destination to all areas with water stress | megaliters | 1,376 | 2,467 | 61 | n.r. | n.r. |
| thereof to groundwater | megaliters | 351 | 846 | 0 | n.r. | n.r. |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | n.r. | n.r. |
| thereof other water (>1,000 mg/l total dissolved solids) ³ | megaliters | 351 | 0 | 0 | n.r. | n.r. |
| thereof to surface water | megaliters | 506 | 938 | 0 | n.r. | n.r. |
| thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ³ | megaliters | 506 | 0 | 0 | n.r. | n.r. |
| thereof other water (>1,000 mg/l total dissolved solids) ³ | megaliters | 0 | 0 | 0 | n.r. | n.r. |
| thereof to seawater | megaliters | 0 | 0 | 0 | n.r. | n.r. |
| thereof to third party | megaliters | 508 | 678 | 61 | n.r. | n.r. |
| thereof to others ³ | megaliters | 11 | 5 | n.r. | n.r. | n.r. |
| Water discharge – quality | | | | | | |
| Hydrocarbons (oil) discharged | t | 2 | 6 | 13 | n.r. | n.r. |
| Water consumption⁴ | | | | | | |
| Water consumed ⁵ | megaliters | 71,086 | 70,831 | 75,685 | 74,924 | 75,135 |
| Water consumed in all areas with water stress ⁵ | megaliters | 1,104 | 1,140 | 1,131 | 1,158 | 1,691 |
| Water reuse | | | | | | |
| Water recycled and reused | megaliters | 315,831 | 319,618 | 315,327 | 251,959 | 7,041 |
| Produced water | | | | | | |
| Produced water generated | megaliters | 52,875 | 57,875 | 61,256 | 63,186 | 59,400 |
| Produced water injected | megaliters | 49,567 | 52,325 | n.r. | n.r. | n.r. |
| Produced water discharged | megaliters | 678 | 3,060 | n.r. | n.r. | n.r. |

¹ The increase in the years 2022 and 2021 as compared to 2020 is due to the inclusion of Borealis. At Borealis, most of the water that is withdrawn is used for once-through cooling. Around two-thirds is brackish water. The cooling water that is discharged is of the same quality and only has a very slightly elevated temperature.

² 2021 data restated. Some surface water withdrawal was missing in the Petrobrazi refinery data. Water withdrawn accordingly increased by 0.04%, surface water withdrawn (all freshwater) increased by 0.12%, and water consumption increased by 0.49%.

³ Borealis figures are included in the total water withdrawal, water withdrawal from areas with water stress, water discharge, water discharged to areas with water stress, and water consumption, but Borealis figures are not available at a detailed level.

⁴ Water consumption is calculated as water withdrawal minus water discharge. The figures above might not balance as other types of water, such as rainwater, are usually not included in water withdrawal.

⁵ 2020 data restated. A change in the reported figure for OMV Petrom's water consumption is due to updating the calculation formula to include the produced water, as well as to correcting a visualization error for this specific data. Group-level water consumption accordingly increased by 15.8% and water consumption in areas with water stress increased by 74.8%.

n.r. = not reported



Waste

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|------|---------|---------|---------|---------|---------|
| Total waste ¹ | t | 865,532 | 799,048 | 634,885 | 633,722 | 583,831 |
| thereof non-hazardous waste | t | 525,848 | 431,420 | 241,221 | 323,268 | 315,219 |
| thereof non-hazardous waste to landfill | t | 133,932 | 106,494 | 108,792 | n.r. | n.r. |
| thereof non-hazardous waste for recycling | t | 45,513 | 48,416 | 21,690 | n.r. | n.r. |
| thereof non-hazardous waste for incineration (with energy recovery) | t | 15,060 | n.r. | n.r. | n.r. | n.r. |
| thereof non-hazardous waste for incineration (without energy recovery) | t | 217 | n.r. | n.r. | n.r. | n.r. |
| thereof non-hazardous waste for other disposal options | t | 37,391 | 38,399 | 19,130 | n.r. | n.r. |
| thereof other (preparation for reuse and other recovery options) | t | 293,735 | 211,853 | 85,589 | n.r. | n.r. |
| thereof hazardous waste | t | 339,683 | 367,627 | 393,664 | 310,453 | 268,611 |
| thereof hazardous waste to landfill | t | 7,660 | 6,294 | 7,995 | n.r. | n.r. |
| thereof hazardous waste for recycling | t | 204,388 | 277,074 | 308,580 | n.r. | n.r. |
| thereof hazardous waste for incineration (with energy recovery) | t | 21,426 | n.r. | n.r. | n.r. | n.r. |
| thereof hazardous waste for incineration (without energy recovery) | t | 1,451 | n.r. | n.r. | n.r. | n.r. |
| thereof hazardous waste for other disposal options | t | 102,525 | 59,704 | 48,222 | n.r. | n.r. |
| thereof transboundary movement of hazardous waste (Basel convention) ² | t | 781 | 1,221 | 672 | 20 | 0 |
| thereof other (preparation for reuse and other recovery options) ² | t | 1,451 | 1,421 | 8,129 | n.r. | n.r. |
| Waste directed to disposal ³ | t | 319,662 | 259,063 | 204,120 | 308,523 | 360,357 |
| Waste diverted from disposal ³ | t | 545,869 | 539,985 | 430,765 | n.r. | n.r. |
| Waste recovery or recycling rate | % | 63 | 68 | 68 | 51 | 38 |

¹ Total waste amounts including those from one-time projects

² 2021 and 2020 data restated. Due to a layout error, the values for transboundary movement of hazardous waste (Basel convention) and other (preparation for reuse and other recovery options) were exchanged in 2020 and 2021.

³ 2021 data restated. Due to a layout error, the values for waste directed to disposal and waste diverted from disposal were exchanged in 2021. The waste recovery or recycling rate of 68% in 2021 remained unaffected.

n.r. = not reported



Spills

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|--------|---------|--------|--------|--------|--------|
| Spills | number | 2,003 | 2,232 | 2,390 | 2,047 | 2,184 |
| of which major (i.e., severity levels 3 to 5) | number | 2 | 3 | 0 | 1 | 2 |
| Spills volume released | liters | 223,462 | 80,976 | 41,355 | 56,641 | 36,874 |

Environmental Expenditures¹

| | Unit | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|--------|------|------|------|------|------|
| Environmental protection expenditures, excluding depreciation | EUR mn | 443 | 240 | 135 | 220 | 196 |
| Environmental investments for assets put into operation | EUR mn | 151 | 150 | 84 | 98 | 134 |

¹ Excluding Borealis



Workforce Data

Year End Headcount by Region, Gender, as well as Employment and Contract Type¹

| | Austria | Rest of Europe | Middle East and Africa | Rest of the world | 12/31/2022 | 12/31/2021 |
|--|---------|----------------|------------------------|-------------------|------------|------------|
| Employees | | | | | | |
| Total (incl. apprentices) | 5,884 | 14,890 | 583 | 951 | 22,308 | 22,434 |
| thereof apprentices | 113 | 8 | 0 | 0 | 121 | 130 |
| Gender | | | | | | |
| Male | 4,292 | 10,893 | 507 | 702 | 16,394 | 16,486 |
| Female | 1,592 | 3,997 | 76 | 249 | 5,914 | 5,948 |
| Contract type | | | | | | |
| Permanent | 5,443 | 14,589 | 582 | 939 | 21,553 | 21,635 |
| thereof male | 4,002 | 10,684 | 507 | 700 | 15,893 | 15,913 |
| thereof female | 1,441 | 3,905 | 75 | 239 | 5,660 | 5,722 |
| Temporary ² | 441 | 301 | 1 | 12 | 755 | 799 |
| thereof male | 290 | 209 | 0 | 2 | 501 | 573 |
| thereof female | 151 | 92 | 1 | 10 | 254 | 226 |
| Workers who are not employees ³ | 72 | 104 | 0 | 3 | 179 | n.r. |
| thereof male | 56 | 78 | 0 | 1 | 135 | n.r. |
| thereof female | 16 | 26 | 0 | 2 | 44 | n.r. |
| Employment type | | | | | | |
| Non-guaranteed hours employees | 0 | 0 | 0 | 0 | 0 | n.r. |
| thereof male | 0 | 0 | 0 | 0 | 0 | n.r. |
| thereof female | 0 | 0 | 0 | 0 | 0 | n.r. |
| Full-time ⁴ | 5,361 | 14,330 | 583 | 936 | 21,210 | 21,197 |
| thereof male | 4,169 | 10,520 | 507 | 699 | 15,895 | 15,929 |
| thereof female | 1,192 | 3,810 | 76 | 237 | 5,315 | 5,268 |



| | Austria | Rest of Europe | Middle East and Africa | Rest of the world | 12/31/2022 | 12/31/2021 |
|----------------|---------|----------------|------------------------|-------------------|------------|------------|
| Part-time | 523 | 560 | 0 | 15 | 1,098 | 1,237 |
| thereof male | 123 | 373 | 0 | 3 | 499 | 557 |
| thereof female | 400 | 187 | 0 | 12 | 599 | 680 |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

² 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.

³ Refers to employees whose work is directly controlled by the OMV Group, such as freelancers and leased personnel. This does not include workers who work at our sites but whose work (e.g., working hours) is not directly controlled by OMV, such as contractors.

⁴ 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.

n.r. = not reported

Local Employment¹

| | Total headcount (12/31/2022) | Thereof local nationality | % | Total hires (FY 2022) | Thereof local nationality | % |
|-----------------------|---------------------------------|------------------------------|--------|-----------------------|------------------------------|--------|
| Austria | | | | | | |
| Austria | 5,884 | 4,653 | 79.08 | 416 | 235 | 56.49 |
| Rest of Europe | | | | | | |
| Belgium | 1,375 | 1,280 | 93.09 | 47 | 38 | 80.85 |
| Bulgaria | 73 | 72 | 98.63 | 11 | 10 | 90.91 |
| Croatia | 2 | 2 | 100.00 | 0 | 0 | n.a. |
| Czech Republic | 48 | 48 | 100.00 | 8 | 8 | 100.00 |
| Denmark | 1 | 1 | 100.00 | 0 | 0 | n.a. |
| Finland | 938 | 904 | 96.38 | 35 | 28 | 80.00 |
| France | 897 | 865 | 96.43 | 33 | 31 | 93.94 |
| Germany | 953 | 852 | 89.40 | 50 | 45 | 90.00 |
| Hungary | 188 | 176 | 93.62 | 37 | 32 | 86.49 |
| Italy | 108 | 98 | 90.74 | 5 | 5 | 100.00 |
| Moldova | 47 | 46 | 97.87 | 4 | 3 | 75.00 |
| Netherlands | 196 | 167 | 85.20 | 4 | 3 | 75.00 |
| Norway | 65 | 54 | 83.08 | 2 | 0 | 0.00 |
| Poland | 7 | 7 | 100.00 | 0 | 0 | n.a. |
| Romania | 8,486 | 8,436 | 99.41 | 320 | 306 | 95.63 |
| Russia | 26 | 26 | 100.00 | 0 | 0 | n.a. |
| Serbia | 63 | 63 | 100.00 | 13 | 13 | 100.00 |
| Slovakia | 175 | 172 | 98.29 | 18 | 17 | 94.44 |



| | Total headcount (12/31/2022) | Thereof local nationality | % | Total hires (FY 2022) | Thereof local nationality | % |
|----------------------------------|---------------------------------|------------------------------|--------|-----------------------|------------------------------|--------|
| Slovenia | 68 | 68 | 100.00 | 6 | 6 | 100.00 |
| Spain | 8 | 7 | 87.50 | 1 | 1 | 100.00 |
| Sweden | 979 | 953 | 97.34 | 42 | 40 | 95.24 |
| Switzerland | 81 | 2 | 2.47 | 5 | 0 | 0.00 |
| Turkey | 49 | 49 | 100.00 | 4 | 4 | 100.00 |
| United Kingdom | 57 | 41 | 71.93 | 5 | 5 | 100.00 |
| Middle East and Africa | | | | | | |
| Libya | 29 | 29 | 100.00 | 0 | 0 | n.a. |
| Morocco | 2 | 2 | 100.00 | 0 | 0 | n.a. |
| South Africa | 1 | 1 | 100.00 | 0 | 0 | n.a. |
| Tunisia | 234 | 234 | 100.00 | 12 | 12 | 100.00 |
| United Arab Emirates (Abu Dhabi) | 21 | 0 | - | 2 | 0 | 0.00 |
| Yemen | 296 | 295 | 99.66 | 0 | 0 | n.a. |
| Rest of the world | | | | | | |
| Argentina | 1 | 1 | 100.00 | 0 | 0 | n.a. |
| Australia | 3 | 2 | 66.67 | 0 | 0 | n.a. |
| Brazil | 118 | 117 | 99.15 | 17 | 17 | 100.00 |
| Chile | 4 | 3 | 75.00 | 0 | 0 | n.a. |
| China | 4 | 4 | 100.00 | 0 | 0 | n.a. |
| Colombia | 3 | 3 | 100.00 | 1 | 1 | 100.00 |
| Malaysia | 241 | 239 | 99.17 | 20 | 20 | 100.00 |
| Mexico | 2 | 2 | 100.00 | 0 | 0 | n.a. |
| New Zealand | 263 | 203 | 77.19 | 18 | 12 | 66.67 |
| South Korea | 92 | 67 | 72.83 | 0 | 0 | n.a. |
| United States | 220 | 219 | 99.55 | 65 | 65 | 100.00 |

¹ Employees who are nationals of the country in which they are employed

n.a. = not applicable



Parental Leave¹

| | 2022 | 2021 |
|---|---------------|------------------------|
| Total employees entitled to parental leave as at December 31 | | |
| Male | 9,906 | 11,400 |
| Female | 3,169 | 4,480 |
| Total | 13,075 | 15,880 |
| Took parental leave | | |
| Male | 363 | 280 |
| Female | 291 | 233 |
| Total | 654 | 513 |
| Returned from parental leave | | |
| Male | 336 | 287 ³ |
| Female | 220 | 170 ³ |
| Total | 556 | 457³ |



| | 2022 | 2021 |
|--|------------|-------------|
| eine | | |
| Male | 289 | 0 |
| Female | 202 | 0 |
| Total | 491 | 0 |
| Employees with agreement to return after parental leave | | |
| Male | 336 | 287 |
| Female | 223 | 170 |
| Total | 559 | 457 |
| Retention rate² | | |
| Male | 92% | n.r. |
| Female | 80% | n.r. |
| Total | 86% | n.r. |
| Return-to-work rate | | |
| Male | 100% | n.r. |
| Female | 99% | n.r. |
| Total | 99% | n.r. |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

² Excluding Borealis Group

³ Borealis Group only partly included

n.r. = not reported



Diversity

| | Gender | | | | | | | | Age | | Total | Total |
|--|--------|--------|--------|-------|-------|------|--------|-------|-------|--------|----------------|----------------|
| | Male | | Female | | <30 | | 30–50 | | >50 | | 12/31/ 2022 | 12/31/ 2021 |
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | Abs. |
| OMV Supervisory Board | 6 | 60.00 | 4 | 40.00 | 0 | 0.00 | 3 | 30.00 | 7 | 70.00 | 10 | 10 |
| OMV Executive Board ¹ | 4 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 4 | 100.00 | 4 | 5 |
| Executives ² and advanced level | 680 | 78.43 | 187 | 21.57 | 0 | 0.00 | 480 | 55.36 | 387 | 44.64 | 867 | 823 |
| Diversity in general ³ | 16,394 | 73.49 | 5,914 | 26.51 | 1,943 | 8.71 | 11,935 | 53.50 | 8,430 | 37.79 | 22,308 | 22,434 |

¹ Data is as at December 31, 2022. OMV had five Board members, thereof one female, Elena Skvortsova, for the majority of 2022. Elena Skvortsova left the Board on November 30, 2022. As of the date of publication of this report in April 2023, OMV again has five board members, thereof one female.

² Executives include OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board Members

³ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Diversity by Age, Level, and Gender¹

| | 12/31/2022 | | | 12/31/2021 | | |
|--|-------------|--------------|---------------|-------------|--------------|---------------|
| | <30 | 30–50 | >50 | <30 | 30–50 | >50 |
| | % | % | % | % | % | % |
| Board (OMV Executive Board only) | | | | | | |
| Male | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 100.00 |
| Female | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 |
| Total | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 100.00 |
| Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members) | | | | | | |
| Male | 0.00 | 32.43 | 67.57 | 0.00 | 27.27 | 72.73 |
| Female | 0.00 | 55.56 | 44.44 | 0.00 | 66.67 | 33.33 |
| Total | 0.00 | 36.96 | 63.04 | 0.00 | 33.33 | 66.67 |
| Advanced level | | | | | | |
| Male | 0.00 | 51.48 | 48.52 | 0.00 | 52.43 | 47.57 |
| Female | 0.00 | 74.16 | 25.84 | 0.00 | 75.30 | 24.70 |
| Total | 0.00 | 56.39 | 43.61 | 0.00 | 57.27 | 42.73 |



| | 12/31/2022 | | | 12/31/2021 | | |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | <30 | 30-50 | >50 | <30 | 30-50 | >50 |
| | % | % | % | % | % | % |
| Core level | | | | | | |
| Male | 0.48 | 64.28 | 35.24 | 0.33 | 63.83 | 35.83 |
| Female | 0.86 | 78.42 | 20.72 | 1.28 | 78.69 | 20.04 |
| Total | 0.60 | 68.80 | 30.60 | 0.63 | 68.50 | 30.87 |
| Primary level | | | | | | |
| Male | 3.97 | 60.22 | 35.81 | 2.61 | 62.56 | 34.83 |
| Female | 6.28 | 67.28 | 26.43 | 4.95 | 68.70 | 26.35 |
| Total | 4.87 | 62.96 | 32.18 | 3.52 | 64.95 | 31.53 |
| Entry level | | | | | | |
| Male | 12.08 | 49.13 | 38.78 | 11.90 | 47.97 | 40.13 |
| Female | 12.91 | 45.33 | 41.76 | 11.63 | 48.40 | 39.98 |
| Total | 12.51 | 47.15 | 40.34 | 11.75 | 48.20 | 40.05 |
| Technicians | | | | | | |
| Male | 8.36 | 40.86 | 50.78 | 6.59 | 48.31 | 45.10 |
| Female | 6.41 | 16.86 | 76.72 | 5.92 | 28.93 | 65.15 |
| Total | 8.20 | 38.87 | 52.93 | 6.53 | 46.70 | 46.77 |
| Not classified | | | | | | |
| Male | 12.29 | 55.28 | 32.43 | 12.95 | 54.24 | 32.81 |
| Female | 12.54 | 63.14 | 24.33 | 13.82 | 61.77 | 24.41 |
| Total | 12.35 | 57.03 | 30.63 | 13.14 | 55.86 | 31.01 |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

New Hires by Region, Gender, and Age¹

| | Austria | | Rest of Europe | | Middle East and Africa | | Rest of the world | | 2022 | | 2021 | |
|---------------|------------|---------------|----------------|---------------|------------------------|---------------|-------------------|---------------|--------------|---------------|--------------|---------------|
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % |
| Gender | | | | | | | | | | | | |
| Male | 265 | 63.70 | 404 | 62.35 | 11 | 78.57 | 89 | 73.55 | 769 | 64.14 | 706 | 67.17 |
| Female | 151 | 36.30 | 244 | 37.65 | 3 | 21.43 | 32 | 26.45 | 430 | 35.86 | 345 | 32.83 |
| Total | 416 | 100.00 | 648 | 100.00 | 14 | 100.00 | 121 | 100.00 | 1,199 | 100.00 | 1,051 | 100.00 |



| | Austria | | Rest of Europe | | Middle East and Africa | | Rest of the world | | 2022 | | 2021 | |
|--------------|------------|---------------|----------------|---------------|------------------------|---------------|-------------------|---------------|--------------|---------------|--------------|---------------|
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % |
| Age | | | | | | | | | | | | |
| <30 | 115 | 27.64 | 166 | 25.62 | 2 | 14.29 | 18 | 14.88 | 301 | 25.10 | 342 | 32.54 |
| 30–50 | 271 | 65.14 | 416 | 64.20 | 12 | 85.71 | 89 | 73.55 | 788 | 65.72 | 617 | 58.71 |
| >50 | 30 | 7.21 | 66 | 10.19 | 0 | 0.00 | 14 | 11.57 | 110 | 9.17 | 92 | 8.75 |
| Total | 416 | 100.00 | 648 | 100.00 | 14 | 100.00 | 121 | 100.00 | 1,199 | 100.00 | 1,051 | 100.00 |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Ended Contracts by Region, Gender, and Age¹

| | Austria | | Rest of Europe | | Middle East and Africa | | Rest of the world | | 2022 | | 2021 | |
|---------------|------------|---------------|----------------|---------------|------------------------|---------------|-------------------|---------------|--------------|---------------|--------------|---------------|
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % |
| Gender | | | | | | | | | | | | |
| Male | 229 | 65.24 | 744 | 66.79 | 16 | 84.21 | 101 | 79.53 | 1,090 | 67.66 | 3,350 | 80.55 |
| Female | 122 | 34.76 | 370 | 33.21 | 3 | 15.79 | 26 | 20.47 | 521 | 32.34 | 809 | 19.45 |
| Total | 351 | 100.00 | 1,114 | 100.00 | 19 | 100.00 | 127 | 100.00 | 1,611 | 100.00 | 4,159 | 100.00 |
| Age | | | | | | | | | | | | |
| <30 | 65 | 18.52 | 110 | 9.87 | 1 | 5.26 | 23 | 18.11 | 199 | 12.35 | 213 | 5.12 |
| 30–50 | 169 | 48.15 | 448 | 40.22 | 15 | 78.95 | 74 | 58.27 | 706 | 43.85 | 1,691 | 40.66 |
| >50 | 117 | 33.33 | 556 | 49.91 | 3 | 15.79 | 30 | 23.62 | 706 | 43.85 | 2,255 | 54.22 |
| Total | 351 | 100.00 | 1,114 | 100.00 | 19 | 100.00 | 127 | 100.00 | 1,611 | 100.00 | 4,159 | 100.00 |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Turnover Rate by Region, Gender, and Age¹

| | Austria | | Rest of Europe | | Middle East and Africa | | Rest of the world | | 2022 | | 2021 | |
|---------------|------------|-------------|----------------|-------------|------------------------|-------------|-------------------|--------------|--------------|-------------|--------------|--------------|
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % |
| Gender | | | | | | | | | | | | |
| Male | 229 | 5.38 | 744 | 6.79 | 16 | 3.13 | 101 | 14.53 | 1,090 | 6.64 | 3,350 | 19.25 |
| Female | 122 | 7.84 | 370 | 9.17 | 3 | 3.89 | 26 | 10.70 | 521 | 8.81 | 809 | 13.18 |
| Total | 351 | 6.04 | 1,114 | 7.43 | 19 | 3.23 | 127 | 13.54 | 1,611 | 7.21 | 4,159 | 17.67 |



| | Austria | | Rest of Europe | | Middle East and Africa | | Rest of the world | | 2022 | | 2021 | |
|--------------|------------|-------------|----------------|-------------|------------------------|-------------|-------------------|--------------|--------------|-------------|--------------|--------------|
| | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % | Abs. | % |
| Age | | | | | | | | | | | | |
| <30 | 65 | 8.49 | 110 | 11.83 | 1 | 14.81 | 23 | 38.98 | 199 | 11.30 | 213 | 10.80 |
| 30–50 | 169 | 7.68 | 448 | 6.15 | 15 | 4.77 | 74 | 12.61 | 706 | 6.80 | 1,691 | 12.83 |
| >50 | 117 | 4.11 | 556 | 8.20 | 3 | 1.13 | 30 | 10.31 | 706 | 6.93 | 2,255 | 27.26 |
| Total | 351 | 6.04 | 1,114 | 7.43 | 19 | 3.23 | 127 | 13.55 | 1,611 | 7.21 | 4,159 | 17.67 |

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Annual Total Compensation Ratio¹

| | 12/31/2022 | 12/31/2021 |
|---|------------|------------|
| Annual total compensation of the highest paid individual vs. median annual compensation for all employees | 84:1 | n.r. |

¹ Excluding Borealis Group, DUNATÁR Kft., OMV International Oil & Gas GmbH, and SapuraOMV Upstream
n.r. = not reported

Ratio of Annual Total Compensation 2022 of Women to Men

| Significant locations of operation are countries with more than 500 employees | Austria ¹ | | Romania | |
|---|----------------------|--------|----------------------|--------|
| | Headcount 12/31/2022 | Ratio | Headcount 12/31/2022 | Ratio |
| Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members) | 33 | 1.18:1 | 5 | 1.98:1 |
| Advanced level | 281 | 0.99:1 | 91 | 0.89:1 |
| Core level | 837 | 0.90:1 | 656 | 0.95:1 |
| Primary level | 1,208 | 0.84:1 | 1,885 | 0.91:1 |
| Entry level | 501 | 0.80:1 | 1,759 | 0.86:1 |
| Technicians | 694 | 0.74:1 | 4,026 | 0.96:1 |
| Not classified ² | 55 | 1.92:1 | n.r. | n.r. |

¹ Excluding Borealis Group

² Apprentices, doctors, medical assistance, and works council
n.r. = not reported



Proportion of Senior Management¹ Hired from the Local Community in Significant Locations of Operation²

| Senior management ¹ | Austria | Belgium | Finland | France | Germany | Romania | Sweden |
|--|-----------|-------------|-------------|-------------|-------------|------------|-------------|
| Hired in 2022 | 6 | 1 | 0 | 0 | 2 | 11 | 0 |
| thereof local nationality | 0 | 1 | 0 | 0 | 2 | 8 | 0 |
| % of senior management hired who are of local nationality | 0% | 100% | n.a. | n.a. | 100% | 73% | n.a. |

¹ Senior management = executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members) and advanced level (Vice Presidents, general managers, and heads of department)

² Significant locations of operation are countries with more than 500 employees

n.a. = not applicable

Average Hours of Training and Education by Position and Gender^{1,2}

| | 2022 | 2021 | 2020 |
|---|------|------|------|
| Board and executives | | | |
| Average training hours for Board and executives ³ | 18 | 14 | 11 |
| Advanced level | | | |
| Average training hours for advanced level ³ | 25 | 15 | 13 |
| Core level | | | |
| Average training hours for core level ³ | 23 | 18 | 15 |
| Primary level | | | |
| Average training hours for primary level ³ | 22 | 19 | 15 |
| Entry level | | | |
| Average training hours for entry level ³ | 22 | 17 | 11 |
| Technicians | | | |
| Average training hours for technicians ³ | 28 | 15 | 11 |
| Grand total | | | |
| Average training hours for all employees | 23 | 18 | 12 |
| Average training hours for female employees | 18 | 16 | 12 |
| Average training hours for male employees | 24 | 19 | 13 |
| Average hours of health, safety, and emergency response training for full-time (direct) employees | 9 | 6 | n.r. |



| | 2022 | 2021 | 2020 |
|--|----------------|----------------|----------------|
| Total training hours for female employees | 105,010 | 94,514 | 55,633 |
| Total training hours for male employees | 385,265 | 305,469 | 161,203 |
| Total training hours for all employees | 490,275 | 399,983 | 216,837 |
| Money spent on training (EUR) | 10,090,097 | 8,352,725 | 4,349,217 |
| Number of participants in training | 21,622 | 20,887 | 16,044 |

¹ Excluding DUNATÁR Kft., SapuraOMV Upstream, and OMV Russia; excluding DYM Solutions, MTM, and Rosier

² Excluding conferences and training for external employees

³ Excluding Borealis Group, DUNATÁR Kft., SapuraOMV Upstream, and OMV Russia

n.r. = not reported



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 |