



OMV AG Data

Occupational Safety

OMV Aktiengesellschaft	Unit	2023	2022	2021
Occupational safety – employees				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,493	1,418	1,389
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.67	0.00	0.00
Lost-time injury severity	per 1 mn hours worked	8.00	0.00	0.00
Total recordable injuries	number	1	0	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.67	0.00	0.72
Occupational safety – contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	278	265	275
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)	1,771	1,683	1,664
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.56	0.00	0.00
Lost-time injury severity	per 1 mn hours worked	8.00	0.00	0.00
Total recordable injuries	number	1	0	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.56	0.00	0.60

Environmental Data¹

OMV Aktiengesellschaft	Unit	2023	2022	2021
Water consumed	m ³	13,773	12,008	9,199
Total waste	t	119.0	118.0	167.0



OMV Aktiengesellschaft	Unit	2023	2022	2021
Energy consumption	TJ	33.9	36.9	39.6
thereof electricity	MWh	6,929	7,401	7,562
thereof heat	MWh	2,495	2,840	3,448
Percentage of energy consumption from renewable sources ²	%	91	89	88
Scope 2 emissions	t CO ₂ equivalent	55	62	76

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 Head Count by Employment Type

OMV Aktiengesellschaft	12/31/2023	12/31/2022	12/31/2021
Employees			
Total (incl. apprentices)	937	874	870
Employment type			
Full-time	796	740	757
thereof male	415	388	388
thereof female	381	352	369
Part-time	141	134	113
thereof male	12	16	13
thereof female	129	118	100
Gender			
Male	427	404	401
Female	510	470	469
Contract type			
Temporary ¹	91	93	75
thereof male	40	41	36
thereof female	51	52	39
Permanent	846	781	795
thereof male	387	363	365
thereof female	459	418	430



OMV Aktiengesellschaft	12/31/2023	12/31/2022	12/31/2021
Non-guaranteed hours employees	0	0	n.r.
thereof male	0	0	n.r.
thereof female	0	0	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	12/31/2023	12/31/2022	12/31/2021
Austria	66.06%	68.54%	67.36%

¹ According to nationality

Parental Leave

OMV Aktiengesellschaft	2023	2022	2021
Total employees entitled to parental leave as at December 31			
Male	427	404	401
Female	510	470	469
Took parental leave			
Male	12	14	9
Female	22	22	26
Returned from parental leave			
Male	12	14	11
Female	24	28	21
Employees whose parental leave ended (2022) and who were still employed 12 months after their return to work			
Male	13	10	n.r.
Female	28	19	n.r.
Employees with agreement to return after parental leave			
Male	12	14	n.r.
Female	26	29	n.r.
Retention rate			
Male	93%	91%	n.r.
Female	100%	90%	n.r.



OMV Aktiengesellschaft	2023	2022	2021
Return-to-work rate			
Male	100%	100%	n.r.
Female	92%	97%	n.r.

n.r. = not reported

New Hires by Gender and Age

OMV Aktiengesellschaft	2023		2022		2021	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	38	40.86	31	43.66	35	59.32
Female	55	59.14	40	56.34	24	40.68
Total	93	100.00	71	100.00	59	100.00
Age						
<30	16	17.20	12	16.90	12	20.34
30–50	67	72.04	54	76.06	42	71.19
>50	10	10.75	5	7.04	5	8.47
Total	93	100.00	71	100.00	59	100.00

n.r. = not reported

Ended Contracts by Gender and Age

OMV Aktiengesellschaft	2023		2022		2021	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	35	44.30	33	48.53	30	58.82
Female	44	55.70	35	51.47	21	41.18
Total	79	100.00	68	100.00	51	100.00
Age						
<30	9	11.39	10	14.71	5	9.80
30–50	47	59.49	40	58.82	36	70.59
>50	23	29.11	18	26.47	10	19.61
Total	79	100.00	68	100.00	51	100.00

n.r. = not reported



Fluctuation Rate by Gender and Age

OMV Aktiengesellschaft	2023		2022		2021	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	35	8.38	33	8.23	30	7.56
Female	44	8.81	35	7.45	21	4.52
Total	79	8.62	68	7.81	51	5.92
Age						
<30	9	16.34	10	15.00	5	6.41
30–50	47	6.88	40	25.03	36	5.65
>50	23	12.89	18	2.79	10	6.80
Total	79	8.62	68	7.81	51	5.92

Labor Practice Indicators

OMV Aktiengesellschaft	2023	2022	2021
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	2023	2022	2021
Number of employees trained in business ethics ¹	828	112	816
Number of employees trained in human rights	410	238	69

¹ As the e-learning for business ethics follows a two-year training/implementation cycle, the numbers of people trained vary accordingly per year.