

# Performance in Detail

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# EU Taxonomy Data

## Turnover

Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)						Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) turnover, year 2022	Category (enabling activity)	Category (transitional activity)		
		Turnover	Proportion of turnover	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				Minimum safeguards	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																				
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>		EUR mn	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	%	E	T
Manufacture of plastics in primary form	CCM 3.17.	24	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	–		T
Manufacture of biogas and biofuels for transport	CCM 4.13.	7	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	0.0		
Production of heat/cool using waste heat	CCM 4.25.	37	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	0.1		
Infrastructure for low-carbon road transport	CCM 6.15.	0	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	0.1	E	
<b>Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)</b>		<b>69</b>	<b>0.2</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>0.1</b>		
Of which Enabling		0	0.0	100.0	0.0	0.0	0.0	0.0	0.0									0.0	E	
Of which Transitional		24	0.1	100.0														–		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>		EUR mn	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									%		
Manufacture of organic basic chemicals	CCM 3.14.	1,352	3.4	EL	N/EL	N/EL	N/EL	N/EL	N/EL									2.9		
Manufacture of plastics in primary form	CCM 3.17.	5,265	13.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL									11.3		
Transmission and distribution of electricity	CCM 4.9.	0	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
Electricity generation from fossil gaseous fuels	CCM 4.29.	513	1.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL									3.6		
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM 4.30.	1	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
Material recovery from non-hazardous waste	CCM 5.9.	4	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
<b>Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)</b>		<b>7,135</b>	<b>18.1</b>															<b>17.8</b>		
<b>Total (A.1 + A.2)</b>		<b>7,204</b>	<b>18.3</b>															<b>17.9</b>		



Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)						Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) turnover, year 2022	Category (enabling activity)	Category (transitional activity)
		Turnover	Proportion of turnover	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			
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>		EUR mn	%															
Turnover of taxonomy-non-eligible activities (B)		32,259	81.7															
<b>Total (A + B)</b>		<b>39,463</b>	<b>100.0</b>															

Y Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective  
 N No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective  
 EL Eligible, Taxonomy-eligible activity for the relevant objective  
 N/EL Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

## CAPEX

Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)						Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) CAPEX, year 2022	Category (enabling activity)	Category (transitional activity)	
		CAPEX	Proportion of CAPEX	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				Minimum safeguards
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>		EUR mn	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																			
Manufacture of hydrogen	CCM 3.10.	4	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1		
Manufacture of organic basic chemicals	CCM 3.14.	278	7.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	5.8		T
Manufacture of plastics in primary form	CCM 3.17.	1	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	-		T
Electricity generation from solar photovoltaic technology	CCM 4.1.	2	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2		
Electricity generation from wind power	CCM 4.3.	8	0.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.6		
Transmission and distribution of electricity	CCM 4.9.	2	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3	E	
Manufacture of biogas and biofuels for transport	CCM 4.13.	18	0.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3		
Production of heat/cool using waste heat	CCM 4.25.	2	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2		
Infrastructure for low-carbon road transport	CCM 6.15.	27	0.7	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1	E	
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3.	2	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	-	E	
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6.	9	0.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2	E	
Close to market research, development, and innovation	CCM 9.1.	63	1.6	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.9	E	



Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)					Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) CAPEX, year 2022	Category (enabling activity)	Category (transitional activity)
		CAPEX	Proportion of CAPEX	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			
<b>CAPEX of environmentally sustainable activities (taxonomy-aligned) (A.1)</b>																	
		<b>415</b>	<b>10.5</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>9.5</b>	
Of which Enabling		103	2.6	100.0	0.0	0.0	0.0	0.0	0.0							2.4	E
Of which Transitional		279	7.1	100.0												5.8	T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>																	
		EUR mn	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL							%	
Manufacture of hydrogen	CCM/CCA 3.10.	3	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL								
Manufacture of organic basic chemicals	CCM/CCA 3.14.	391	9.9	EL	EL	N/EL	N/EL	N/EL	N/EL							25.4	
Manufacture of plastics in primary form	CCM/CCA 3.17.	416	10.5	EL	EL	N/EL	N/EL	N/EL	N/EL							4.8	
Electricity generation from solar photovoltaic technology	CCM/CCA 4.1.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL							0.0	
Transmission and distribution of electricity	CCM/CCA 4.9.	18	0.5	EL	EL	N/EL	N/EL	N/EL	N/EL							0.0	
Manufacture of biogas and biofuels for transport	CCM/CCA 4.13.	123	3.1	EL	EL	N/EL	N/EL	N/EL	N/EL							0.1	
Production of heat/cool from geothermal energy	CCM/CCA 4.22.	3	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL							0.1	
Electricity generation from fossil gaseous fuels	CCM/CCA 4.29.	33	0.8	EL	EL	N/EL	N/EL	N/EL	N/EL							1.1	
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM/CCM 4.30.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL							0.0	
Freight rail transport	CCM/CCA 6.2.	22	0.5	EL	EL	N/EL	N/EL	N/EL	N/EL							0.4	
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM/CCA 6.5.	13	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL							0.3	
Sea and coastal freight water transport, vessels for port operations, and auxiliary activities	CCM/CCA 6.10.	31	0.8	EL	EL	N/EL	N/EL	N/EL	N/EL							0.5	
Infrastructure for rail transport	CCM/CCA 6.14.	13	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL							0.4	
Infrastructure for low-carbon road transport	CCM/CCA 6.15.	-	-	EL	EL	N/EL	N/EL	N/EL	N/EL							0.0	
Renovation of existing buildings	CCM/CCA 7.2.	9	0.2	EL	EL	N/EL	N/EL	N/EL	N/EL							0.2	
Installation, maintenance, and repair of energy efficiency equipment	CCM/CCA 7.3.	2	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL							0.1	
Acquisition and ownership of buildings	CCM/CCA 7.7.	2	0.1													-	
Data processing, hosting, and related activities	CCM/CCA 8.1.	3	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL							0.1	
Close to market research, development, and innovation	CCM/CCA 9.1.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL							0.5	
Sorting and material recovery of non-hazardous waste	CE 2.7.	13	0.3	N/EL	N/EL	N/EL	EL	N/EL	N/EL							-	
<b>CAPEX of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)</b>		<b>1,096</b>	<b>27.7</b>													<b>34.2</b>	
<b>Total (A.1 + A.2)</b>		<b>1,511</b>	<b>38.2</b>													<b>43.7</b>	



Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)				Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) CAPEX, year 2022	Category (enabling activity)	Category (transitional activity)
		CAPEX	Proportion of CAPEX	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			
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																
		EUR mn	%													
		2,441	61.8													
		<b>3,952</b>	<b>100.0</b>													

- Y Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective
- N No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective
- EL Eligible, Taxonomy-eligible activity for the relevant objective
- N/EL Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

## Disaggregation of taxonomy-aligned and taxonomy-eligible CAPEX

	2023	
	Aligned CAPEX EUR mn	Eligible (not aligned) CAPEX EUR mn
CCM 3.10. Manufacture of hydrogen	3	3
CCM 3.14. Manufacture of organic basic chemicals	278	359
CCM 3.17. Manufacture of plastics in primary form	1	392
CCM 4.1. Electricity generation from solar photovoltaic technology	2	0
CCM 4.3. Electricity generation from wind power	8	–
CCM 4.9. Transmission and distribution of electricity	2	18
CCM 4.13. Manufacture of biogas and biofuels for transport	5	118
CCM 4.25. Production of heat/cool using waste heat	2	–
CCM 4.29. Electricity generation from fossil gaseous fuels	–	33
CCM 4.30. High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	–	0
CCM 6.2. Freight rail transport	–	22
CCM 6.5. Transport by motorbikes, passenger cars, and light commercial vehicles	–	13
CCM 6.10. Sea and coastal freight water transport, vessels for port operations, and auxiliary activities	–	31
CCM 6.14. Infrastructure for rail transport	–	12
CCM 6.15. Infrastructure for low-carbon road transport	26	–
CCM 7.2. Renovation of existing buildings	–	9
CCM 7.3. Installation, maintenance, and repair of energy efficiency equipment	2	2
CCM 7.6. Installation, maintenance, and repair of renewable energy technologies	9	–



	2023	
	Aligned CAPEX EUR mn	Eligible (not aligned) CAPEX EUR mn
CCM 7.7. Acquisition and ownership of buildings	–	3
CCM 8.1. Data processing, hosting, and related activities	–	3
CE 2.7. Sorting and material recovery of non-hazardous waste	–	13
<b>Additions to property, plant, and equipment</b>	<b>338</b>	<b>1,031</b>
CCM 3.14. Manufacture of organic basic chemicals	–	2
CCM 3.17. Manufacture of plastics in primary form	–	17
CCM 4.13. Manufacture of biogas and biofuels for transport	12	–
CCM 9.1. Close to market research, development, and innovation	63	0
<b>Additions to capitalized development costs</b>	<b>75</b>	<b>19</b>
CCM 3.10. Manufacture of hydrogen	0	–
CCM 3.14. Manufacture of organic basic chemicals	–	30
CCM 3.17. Manufacture of plastics in primary form	–	7
CCM 4.1. Electricity generation from solar photovoltaic technology	–	0
CCM 4.13. Manufacture of biogas and biofuels for transport	–	4
CCM 4.22. Production of heat/cool from geothermal energy	–	3
CCM 6.14. Infrastructure for rail transport	–	1
CCM 6.15. Infrastructure for low-carbon road transport	2	–
CCM 8.1. Data processing, hosting, and related activities	–	0
<b>Additions to other intangible assets</b>	<b>2</b>	<b>46</b>
<b>Total</b>	<b>415</b>	<b>1,096</b>



## OPEX

Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)						Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) OPEX, year 2022 activity)	Category (enabling activity)	Category (transitional activity)	
		OPEX	Proportion of OPEX	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				Minimum safeguards
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>		EUR mn	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Manufacture of plastics in primary form	CCM 3.17.	2	0.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	-		T
Electricity generation from solar photovoltaic technology	CCM 4.1.	0	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0		
Production of heat/cool using waste heat	CCM 4.25.	1	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0		
<b>OPEX of environmentally sustainable activities (taxonomy-aligned) (A.1)</b>		<b>3</b>	<b>0.3</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>0.0</b>		
Of which Enabling		-	-	-	0.0	0.0	0.0	0.0	0.0								-	E	
Of which Transitional		2	0.2	100.0													-		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>		EUR mn	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL								%		
Manufacture of hydrogen	CCM/CCA 3.10.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1		
Manufacture of organic basic chemicals	CCM/CCA 3.14.	110	13.3	EL	EL	N/EL	N/EL	N/EL	N/EL								12.6		
Manufacture of plastics in primary form	CCM/CCA 3.17.	168	20.5	EL	EL	N/EL	N/EL	N/EL	N/EL								20.9		
Transmission and distribution of electricity	CCM/CCA 4.9.	3	0.4	EL	EL	N/EL	N/EL	N/EL	N/EL								0.4		
Electricity generation from fossil gaseous fuels	CCM/CCA 4.29.	17	2.1	EL	EL	N/EL	N/EL	N/EL	N/EL								2.3		
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM/CCM 4.30.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
Underground permanent geological storage of CO2	CCM/CCA 5.12.	5	0.5	EL	EL	N/EL	N/EL	N/EL	N/EL								-		
Freight rail transport	CCM/CCA 6.2.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM/CCA 6.5.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
Sea and coastal freight water transport, vessels for port operations, and auxiliary activities	CCM/CCA 6.10.	2	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL								1.2		
Infrastructure for rail transport	CCM/CCA 6.14.	4	0.6	EL	EL	N/EL	N/EL	N/EL	N/EL								0.4		
Renovation of existing buildings	CCM/CCA 7.2.	0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1		
Close to market research, development, and innovation	CCM/CCA 9.1.	36	4.4	EL	EL	N/EL	N/EL	N/EL	N/EL								3.1		
<b>OPEX of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)</b>		<b>347</b>	<b>42.1</b>														<b>41.1</b>		
<b>Total (A.1 + A.2)</b>		<b>350</b>	<b>42.5</b>														<b>41.2</b>		



Economic activities	Code(s)	2023		Substantial contribution criteria						DNSH criteria (Do no significant harm)				Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) OPEX, year 2022	Category (enabling activity)	Category (transition activity)
		OPEX	Proportion of OPEX	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			
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>				EUR mn	%											
OPEX of taxonomy-non-eligible activities (B)				474	57.5											
<b>Total (A + B)</b>				<b>824</b>	<b>100.0</b>											

- Y Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective
- N No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective
- EL Eligible, Taxonomy-eligible activity for the relevant objective
- N/EL Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

## Overview of EU Taxonomy KPIs for 2022 and 2023

	2023					
	Proportion of turnover/Total turnover		Proportion of CAPEX/Total CAPEX		Proportion of OPEX/Total OPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM <sup>1</sup>	0.2%	18.3%	10.5%	37.9%	0.3%	42.5%
CCA <sup>2</sup>	–	–	–	37.9%	–	42.5%
WTR <sup>3</sup>	–	–	–	–	–	–
CE <sup>4</sup>	–	–	–	0.3%	–	–
PPC <sup>5</sup>	–	–	–	–	–	–
BIO <sup>6</sup>	–	–	–	–	–	–

  

	2022					
	Proportion of turnover/Total turnover		Proportion of CAPEX/Total CAPEX		Proportion of OPEX/Total OPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM <sup>1</sup>	0.1%	17.9%	9.5%	43.7%	0.0%	41.2%
CCA <sup>2</sup>	–	–	–	43.7%	–	41.2%

- <sup>1</sup> Climate change mitigation
- <sup>2</sup> Climate change adaptation
- <sup>3</sup> The sustainable use and protection of water and marine resources
- <sup>4</sup> The transition to a circular economy
- <sup>5</sup> Pollution prevention and control
- <sup>6</sup> The protection and restoration of biodiversity and ecosystems



## Nuclear and fossil gas-related activities

Row	Nuclear energy-related activities	
1.	The undertaking carries out, funds, or has exposure to research, development, demonstration, and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds, or has exposure to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds, or has exposure to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Row	Fossil gas-related activities	
4.	The undertaking carries out, funds, or has exposure to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES
5.	The undertaking carries out, funds, or has exposure to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6.	The undertaking carries out, funds, or has exposure to construction, refurbishment, and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

## Taxonomy-aligned economic activities (denominator): Turnover

Row	Economic activities	Proportion of Turnover					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the Turnover KPI</b>	<b>69</b>	<b>0.2</b>	<b>69</b>	<b>0.2</b>	<b>-</b>	<b>-</b>
8.	<b>Total Turnover</b>	<b>39,463</b>	<b>100.0</b>	<b>39,463</b>	<b>100.0</b>	<b>39,463</b>	<b>100.0</b>



## Taxonomy-aligned economic activities (denominator): CAPEX

Row	Economic activities	Proportion of CAPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CAPEX KPI</b>	<b>415</b>	<b>10.5</b>	<b>415</b>	<b>10.5</b>	-	-
8.	<b>Total CAPEX</b>	<b>3,952</b>	<b>100.0</b>	<b>3,952</b>	<b>100.0</b>	<b>3,952</b>	<b>100.0</b>

## Taxonomy-aligned economic activities (denominator): OPEX

Row	Economic activities	Proportion of OPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-



Row	Economic activities	Proportion of OPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the OPEX KPI</b>	3	0.3	3	0.3	–	–
8.	<b>Total OPEX</b>	824	100.0	824	100.0	824	100.0

## Taxonomy-aligned economic activities (numerator): Turnover

Row	Economic activities	Proportion of Turnover					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the Turnover KPI	–	–	–	–	–	–
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the Turnover KPI</b>	69	100.0	69	100.0	–	–
8.	<b>Total amount and proportion of taxonomy-aligned economic activities in the numerator of the Turnover KPI</b>	69	100.0	69	100.0	–	–

## Taxonomy-aligned economic activities (numerator): CAPEX

Row	Economic activities	Proportion of CAPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	–	–	–	–	–	–



Row	Economic activities	Proportion of CAPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	-	-	-	-	-	-
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	-	-	-	-	-	-
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CAPEX KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the CAPEX KPI</b>	<b>415</b>	<b>100.0</b>	<b>415</b>	<b>100.0</b>	-	-
8.	<b>Total amount and proportion of taxonomy-aligned economic activities in the numerator of the CAPEX KPI</b>	<b>415</b>	<b>100.0</b>	<b>415</b>	<b>100.0</b>	-	-

## Taxonomy-aligned economic activities (numerator): OPEX

Row	Economic activities	Proportion of OPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OPEX KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the OPEX KPI</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	-	-
8.	<b>Total amount and proportion of taxonomy-aligned economic activities in the numerator of the OPEX KPI</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	-	-



## Taxonomy-eligible but not taxonomy-aligned economic activities: Turnover

Row	Economic activities	Proportion of Turnover					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	513	1.3	513	1.3	-	-
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	1	0.0	1	0.0	-	-
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the Turnover KPI</b>	<b>6,621</b>	<b>16.8</b>	<b>6,621</b>	<b>16.8</b>	-	-
8.	<b>Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the Turnover KPI</b>	<b>7,135</b>	<b>18.1</b>	<b>7,135</b>	<b>18.1</b>	-	-

## Taxonomy-eligible but not taxonomy-aligned economic activities: CAPEX

Row	Economic activities	Proportion of CAPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-



Row	Economic activities	Proportion of CAPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	33	0.8	33	0.8	33	0.8
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	0	0.0	0	0.0	0	0.0
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CAPEX KPI</b>	<b>1,062</b>	<b>26.9</b>	<b>1,062</b>	<b>26.9</b>	<b>1,062</b>	<b>26.9</b>
8.	<b>Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the CAPEX KPI</b>	<b>1,096</b>	<b>27.7</b>	<b>1,096</b>	<b>27.7</b>	<b>1,096</b>	<b>27.7</b>

## Taxonomy-eligible but not taxonomy-aligned economic activities: OPEX

Row	Economic activities	Proportion of OPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	17	2.1	17	2.1	17	2.1
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	0	0.0	0	0.0	0	0.0



Row	Economic activities	Proportion of OPEX					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		EUR mn	%	EUR mn	%	EUR mn	%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-	-	-	-	-
7.	<b>Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the OPEX KPI</b>	<b>330</b>	<b>40.0</b>	<b>330</b>	<b>40.0</b>	<b>330</b>	<b>40.0</b>
8.	<b>Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the OPEX KPI</b>	<b>347</b>	<b>42.1</b>	<b>347</b>	<b>42.1</b>	<b>347</b>	<b>42.1</b>

## Taxonomy-non-eligible economic activities: Turnover

Row	Economic activities	Turnover	
		EUR mn	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the Turnover KPI	-	-
7.	<b>Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the Turnover KPI</b>	<b>32,259</b>	<b>81.7</b>
8.	<b>Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the Turnover KPI'</b>	<b>32,259</b>	<b>81.7</b>

## Taxonomy-non-eligible economic activities: CAPEX

Row	Economic activities	CAPEX	
		EUR mn	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-



Row	Economic activities	CAPEX	
		EUR mn	%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CAPEX KPI	-	-
<b>7.</b>	<b>Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the CAPEX KPI</b>	<b>2,441</b>	<b>61.8</b>
<b>8.</b>	<b>Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the CAPEX KPI'</b>	<b>2,441</b>	<b>61.8</b>

## Taxonomy-non-eligible economic activities: OPEX

Row	Economic activities	OPEX	
		EUR mn	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OPEX KPI	-	-
<b>7.</b>	<b>Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the OPEX KPI</b>	<b>474</b>	<b>57.5</b>
<b>8.</b>	<b>Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the OPEX KPI'</b>	<b>474</b>	<b>57.5</b>



# Economic Data

## Revenues Generated

	2023 EUR mn	2022 EUR mn
Net sales	39,463	62,298
Dividends, income from at-equity accounted investments, and interest income	809	1,149
Other income	305	579
Gains on the disposal of businesses, subsidiaries, tangible and intangible assets	237	766
<b>Total</b>	<b>40,814</b>	<b>64,793</b>

## Distribution to Stakeholders

Stakeholders	Category of Distributed Value	2023 EUR mn	2023 %	2022 EUR mn	2022 %
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment, and write-up; FX result)	32,109	78.7	48,542	74.9
Governments	Taxes (income and royalties)	3,989	9.8	7,168	11.1
Employees	Employee wages and benefits	2,023	5.0	2,009	3.1
Capital providers	Interest expenses and other financial results	553	1.4	1,761	2.7
Shareholders (and hybrid capital holders)	Dividend distribution	2,333	5.7	1,459	2.3
Society	Social spending	47	0.1	53	0.1
<b>Total</b>		<b>41,054</b>	<b>100.6</b>	<b>60,992</b>	<b>94.1</b>
Value retained <sup>1</sup>		(240)	(0.6)	3,801	5.9

<sup>1</sup> The value retained considers dividends paid to shareholders from the previous year. Value retained before dividend payments would be EUR 2,093 mn (2022: EUR 5,260 mn).



## Financial Assistance

Company Name	Countries	Total: EUR mn	Details 2023
OMV Petrom S.A.	Romania	131.8	Other financial benefits
Borealis Group	Austria: 11.1 mn South Korea: 0.1 mn Finland: 1.9 mn USA: 0.1 mn	13.1	Investment Grants
	Belgium: 0.3 mn Sweden: 3.8 mn Austria: 0.5 mn	4.6	Other financial benefits
	Sweden	2.5	Tax credits
OMV Downstream GmbH	Austria	0.2	Investment Grants
	Austria	0.6	Other financial benefits
OMV Deutschland Operations GmbH & Co. KG	Germany	0.8	Investment Grants
	Germany	1.8	Other financial benefits
OMV Petrom Marketing SRL	Romania	6.1	Investment Grants
OMV Austria Exploration & Production GmbH	Austria	0.1	Other financial benefits
OMV Exploration & Production GmbH	Austria	0.9	Investment Grants
	Austria	0.1	Other financial benefits
OMV Aktiengesellschaft	Austria	0.2	Other financial benefits
<b>Total</b>		<b>162.8</b>	

## Significant Fines and Instances of Non-Compliance<sup>1</sup>

	Unit	2023	2022	2021
<b>Number of significant instances of non-compliance concerning provision and use of products</b>	<b>number</b>	<b>2<sup>2</sup></b>	<b>2<sup>2</sup></b>	<b>n.r.</b>
thereof number of cases brought before court and resolved	number	0	0	0
thereof instances for which non-monetary sanctions were incurred	number	1 <sup>2</sup>	2 <sup>2</sup>	n.r.
thereof number of monetary fines for non-compliance concerning provision and use of products	number	2 <sup>2</sup>	1 <sup>2</sup>	0
Monetary value of fines for non-compliance concerning provision and use of products	EUR	12,243	11,000	0



	Unit	2023	2022	2021
<b>Number of significant instances of non-compliance with environmental laws and regulations</b>	number	3 <sup>3,4</sup>	0	n.r.
thereof number of cases brought before court and resolved	number	1 <sup>4</sup>	0	0
thereof instances for which non-monetary sanctions were incurred	number	0	0	n.r.
thereof number of monetary fines for non-compliance with environmental laws and regulations	number	3 <sup>3,4</sup>	0	0
Monetary value of fines for non-compliance with environmental laws and regulations	EUR	41,422	0	0
<b>Number of significant instances of non-compliance with laws and regulations in the social and economic areas</b>	number	5 <sup>5,6</sup>	8 <sup>3</sup>	n.r.
thereof number of cases brought before court and resolved	number	1 <sup>6</sup>	1	0
thereof instances for which non-monetary sanctions were incurred	number	2 <sup>5</sup>	5 <sup>4</sup>	n.r.
thereof number of monetary fines for non-compliance with laws and regulations in social and economic areas	number	5 <sup>5,6</sup>	2 <sup>5</sup>	0
Monetary value of other fines for non-compliance with laws and regulations in social and economic areas	EUR	153,100	53,802	0
<b>Total number of instances of non-compliance</b>	<b>number</b>	<b>10</b>	<b>10</b>	<b>n.r.</b>
<b>thereof total number of fines received</b>	<b>number</b>	<b>10</b>	<b>3</b>	<b>0</b>
<b>thereof total number of instances for which non-monetary sanctions were incurred</b>	<b>number</b>	<b>4</b>	<b>7</b>	<b>n.r.</b>
<b>Total monetary value of fines received</b>	<b>EUR</b>	<b>206,765</b>	<b>64,802</b>	<b>0</b>

<sup>1</sup> Only fines above EUR 10,000 and paid in 2023 are 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.

<sup>2</sup> Two incidents at OMV Petrom Marketing SRL. In the first case, the National Authority for Consumer Protection, București County, deemed that OMV Petrom Marketing SRL failed to comply with measures in respect of consumer protection regarding the technical performance of the MaxxMotion 100 plus type fuel. For the second incidence of non-compliance at OMV Petrom Marketing SRL, the fines issued by the local police for different filling stations were not significant. However, they were recurring and non-monetary sanctions were also imposed. The fine paid by OMV Petrom Marketing SRL for operating with an expired permit totaled EUR 2,242.

<sup>3</sup> Two out of the three incidents at OMV Petrom S.A. In both cases, the National Environmental Guard issued the fines due to OMV Petrom S.A. breaching provisions regarding different environmental regulations. In the first case, a fine of EUR 10,000 was paid because of soil pollution occurring from the failure of a salt water transport pipeline functioning effectively in the Argeș District. In the second case, a fine of EUR 15,000 was paid because of gas and dust emissions affecting the air quality at the Petrobrazi refinery, in the Prahova District. In 2023, OMV Petrom began a general turnaround at the Petrobrazi refinery, which also included maintenance work and more than 20 modernization projects.

<sup>4</sup> The third case is related to Borealis Kallo NV for violating the controlling rights of a public officer supervising environmental policy law. The case was appealed but lost and a total fine of EUR 16,422.11 was issued. Borealis Kallo NV is still to receive a payment request that will give the required information in order to proceed with the payment of this fine.

<sup>5</sup> Four out of the five incidents were associated with various occurrences of non-compliance at OMV Petrom S.A. and OMV Petrom Marketing SRL. Significant fines were issued for two cases against OMV Petrom S.A. for breaching legal provisions on consumer protection and for failure to comply with the measures imposed by ANRE within the set deadline. The fines issued for the remaining two cases against OMV Petrom Marketing SRL were minor (total: EUR 2,600), however, the authority ordered the suspension of the activity at the gas station Târgu Bujor, for a month, and for 16 gas stations the authority ordered the loss of validity of the prevention against fires permit.

<sup>6</sup> Included in this figure is a critical case in Romania, where 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 Găești 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). In 2023, OMV Petrom S.A. was found guilty and convicted for committing the crime of involuntary manslaughter. A total fine of EUR 100,000 was imposed by the Ploiești Court of Appeal, Prahova District, of which EUR 40,000 was paid to the civil parties and EUR 3,000 was paid as judicial expenses. Since the case occurred in 2016, OMV Petrom S.A. has ramped up its efforts to identify and secure the areas surrounding the wells and to apply relevant precautionary measures, e.g., fencing the areas around the well, installing grills above the well, and placing clear warning signs.

n.r. = not reported



# Safety Data

## Occupational Safety

	Unit	2023	2022	2021	2020	2019
<b>Occupational safety – employees</b>						
Fatalities	number	0	0	0	0	0
Fatality rate	per 100 mn hours worked	0.00	0.00	0.00	0.00	0.00
Number of hours worked	hours (thousand)	36,447	37,888	39,736	35,076	34,987
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	1.04	1.13 <sup>3</sup>	0.70	0.43	0.51
High-consequence <sup>1</sup>	number	0	3	0	0	2
High-consequence <sup>1</sup>	per 1 mn hours worked	0.00	0.08	0.00	0.00	0.06
Lost-time injury severity	average number of LWDs per LWDI	21.50	31.50	12.78	8.47	38.61
Total recordable injuries <sup>2</sup>	number	54	50	47	29	44
Total Recordable Injury Rate (TRIR) <sup>2</sup>	per 1 mn hours worked	1.48	1.32	1.18	0.83	1.26
<b>Occupational safety – contractors</b>						
Fatalities	number	1	1	3	0	0
Fatality rate	per 100 mn hours worked	1.18	1.19	3.81	0.00	0.00
Number of hours worked	hours (thousand)	84,857	83,255	78,637	70,195	78,773
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.80	0.62	0.51	0.27	0.27
High-consequence <sup>1</sup>	number	2	3	0	1	1
High-consequence <sup>1</sup>	per 1 mn hours worked	0.02	0.04	0.00	0.01	0.01
Lost-time injury severity	average number of LWDs per LWDI	34.80	43.30	18.52	14.67	8.80
Total recordable injuries <sup>2</sup>	number	112	99 <sup>3</sup>	67	34	64
Total Recordable Injury Rate (TRIR) <sup>2</sup>	per 1 mn hours worked	1.32	1.19	0.85	0.48	0.81



	Unit	2023	2022	2021	2020	2019
<b>Occupational safety – employees and contractors</b>						
Fatalities	number	1	1	3	0	0
Fatality rate	per 100 mn hours worked	0.82	0.83	2.53	0.00	0.00
Number of hours worked	hours (thousand)	121,304	121,143	118,373	105,271	113,759
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.87	0.78	0.57	0.32	0.34
High-consequence <sup>1</sup>	number	2	6	0	1	3
High-consequence <sup>1</sup>	per 1 mn hours worked	0.02	0.05	0.00	0.01	0.03
Lost-time injury severity	average number of LWDs per LWDI	30.00	33.10	16.59	12.61	17.97
Total recordable injuries <sup>2</sup>	number	166	149 <sup>3</sup>	114	63	108
Total Recordable Injury Rate (TRIR) <sup>2</sup>	per 1 mn hours worked	1.37	1.23	0.96	0.60	0.95

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

<sup>2</sup> Corresponds to GRI 403:2018-a-iii: recordable work-related injuries

<sup>3</sup> 2022 figure restated due to reclassification of a case after the audit in 2023.

## Process Safety

	Unit	2023	2022	2021	2020	2019
Tier 1	number	12	9	10	6	4
thereof Energy	number	2	2	n.r.	n.r.	n.r.
thereof F&F	number	7	3	n.r.	n.r.	n.r.
thereof C&M	number	3	4	n.r.	n.r.	n.r.
Tier 2	number	15	16	17	13	7
thereof Energy	number	3	1	n.r.	n.r.	n.r.
thereof F&F	number	5	3	n.r.	n.r.	n.r.
thereof C&M	number	7	12	n.r.	n.r.	n.r.
Process Safety Event Rate <sup>1</sup>	per 1 mn hours worked	0.23	0.21	0.23	0.18	0.10

<sup>1</sup> 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	2023	2022	2021	2020	2019
Total GHG direct, Scope 1 <sup>1</sup>	mn t CO <sub>2</sub> equivalent	10.0	11.7	13.5	10.9	10.8
CO <sub>2</sub>	mn t	9.6	10.9	12.4	9.9	9.4
CH <sub>4</sub> <sup>2</sup>	t	12,109	20,019	32,193	41,906	57,405
N <sub>2</sub> O <sup>3</sup>	t	283	938	818	217	74
Total GHG indirect, Scope 2 <sup>4</sup>	mn t CO <sub>2</sub> equivalent	1.1	0.9	1.1	0.3	0.4
Total GHG indirect, Scope 3 <sup>5,6,7</sup>	mn t CO <sub>2</sub> equivalent	124.0	133.6	156.4	117.7	126.1
GHG emissions from processing of sold products (Scope 3, category 10)	mn t CO <sub>2</sub> equivalent	8.5	9.6	10.4	9.4	9.8
of which from oil for non-energy use	mn t CO <sub>2</sub> equivalent	5.1	5.5	5.4	7.1	7.8
of which from gas for non-energy use	mn t CO <sub>2</sub> equivalent	1.3	1.6	2.6	2.3	2.0
of which from chemicals	mn t CO <sub>2</sub> equivalent	2.0	2.4	2.40	0.01	0.01
GHG emissions from use of sold products (Scope 3, category 11)	mn t CO <sub>2</sub> equivalent	91.0	99.4	119.5	102.8	110.0
of which from oil to energy	mn t CO <sub>2</sub> equivalent	57.5	57.2	58.4	54.8	68.2
of which from gas to energy	mn t CO <sub>2</sub> equivalent	30.6	36.5	54.5	48.0	41.8
of which from chemicals	mn t CO <sub>2</sub> equivalent	3.0	5.7	6.6	n.r.	n.r.
GHG emissions from purchased goods and services (Scope 3, category 1) <sup>7</sup>	mn t CO <sub>2</sub> equivalent	13.8	12.1	13.0	5.3	6.1
GHG emissions from capital goods (Scope 3, category 2)	mn t CO <sub>2</sub> equivalent	0.5	0.7	0.5	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 <sub>2</sub> equivalent	0.3	0.4	0.5	n.r.	n.r.
GHG emissions from waste generated in operations (Scope 3, category 5)	mn t CO <sub>2</sub> equivalent	0.3	0.3	0.3	n.r.	n.r.
GHG emissions from end-of-life treatment of sold products (Scope 3, category 12)	mn t CO <sub>2</sub> equivalent	9.8	11.1	12.1	n.r.	n.r.



	Unit	2023	2022	2021	2020	2019
Biogenic CO <sub>2</sub> emissions	mn t CO <sub>2</sub> equivalent	1.49	1.50	1.55	1.44	1.53

<sup>1</sup> 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).

<sup>2</sup> Decrease mainly driven by production shutdown in Yemen

<sup>3</sup> Decrease mainly driven by the divestment of Borealis Nitro

<sup>4</sup> 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., International Energy Agency, supplier-specific emission factors, etc. The data in the table refers to the market-based approach. Location-based is 0.8 mn t.

<sup>5</sup> 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.

<sup>6</sup> Borealis Scope 3 category 15 emissions are accounted for as 19.9 mn t CO<sub>2</sub> equivalent, but not yet included in OMV’s Group consolidation.

<sup>7</sup> 2022 data restated to reflect additional feedstock amounts that had previously not been included

n.r. = not reported

## GHG Emissions – Targets 2030<sup>1</sup>

	Unit	2023	2022	2021	2019 (baseline)
Total GHG direct, Scope 1	mn t CO <sub>2</sub> equivalent	9.3	10.0	11.6	12.4
of which from energy business segments	mn t CO <sub>2</sub> equivalent	6.5	7.2	8.4	9.2
of which from non-energy business segments	mn t CO <sub>2</sub> equivalent	2.8	2.7	3.2	3.1
Total GHG indirect, Scope 2	mn t CO <sub>2</sub> equivalent	1.0	0.8	0.9	1.3
of which from energy business segments	mn t CO <sub>2</sub> equivalent	0.2	0.2	0.2	0.3
of which from non-energy business segments	mn t CO <sub>2</sub> equivalent	0.8	0.6	0.7	0.9
Total GHG indirect, Scope 3 <sup>2</sup>	mn t CO <sub>2</sub> equivalent	103.2	106.4	118.1	114.5
of which from energy business segments	mn t CO <sub>2</sub> equivalent	87.4	90.0	100.2	96.5
of which from non-energy business segments	mn t CO <sub>2</sub> equivalent	15.9	16.3	17.8	18.1
Carbon intensity of energy supply <sup>3</sup>	g CO <sub>2</sub> /MJ	69.1	67.5	67.4	69.8
Methane intensity <sup>4</sup>	%	0.3	0.4	0.6	1.3

<sup>1</sup> 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.

<sup>2</sup> The following Scope 3 categories are included: Category 11: Use of Sold Products for OMV’s energy segment, 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.

<sup>3</sup> 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 CO<sub>2</sub>) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ) (excluding purely traded volumes).

<sup>4</sup> 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 2025<sup>1</sup>

	Unit	2023	2022	2021	2020	2019	2010 (baseline)
GHG intensity of operations	OMV Group Carbon Intensity Index <sup>2</sup>	80	83	82	82	80	100
Reduction achieved vs. 2010	%	20	17	18	18	20	n.a.
GHG intensity of product portfolio	mn t GHG per mn t oil equivalent	2.6	2.6	2.5	2.5	2.5	2.6
Achieve at least 1 mn t of CO <sub>2</sub> reductions in 2020–2025 from operated assets (cumulative reductions) (Scope 1)	t CO <sub>2</sub> equivalent	703,146	644,946	532,907	77,900	n.a.	n.a.
thereof from concrete reduction initiatives	t CO <sub>2</sub> equivalent	327,612	269,412	157,374	77,900	n.a.	n.a.
thereof from divestments	t CO <sub>2</sub> equivalent	375,534	375,533	375,533	0.0	n.a.	n.a.

<sup>1</sup> Excluding Borealis

<sup>2</sup> Direct CO<sub>2</sub> equivalent emissions produced to generate a certain business output using the following business-specific metric – Upstream: t CO<sub>2</sub> equivalent/toe produced, refineries: t CO<sub>2</sub> equivalent/t throughput (crude and semi-finished products without blended volumes), power: t CO<sub>2</sub> 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	2023	2022	2021	2020	2019
SO <sub>2</sub>	t	2,581	2,878	2,544	2,720	2,627
NO <sub>x</sub>	t	8,539	9,052	10,302	7,701	7,441
NM VOC	t	8,090	12,278	12,259	10,898	11,011
Particulate emissions	t	100	606	635	172	124
Ozone-depleting substances	t	0.3	0.1	0.2	0.5	0.4

## Flaring and Venting

	Unit	2023	2022	2021	2020	2019
Hydrocarbons flared <sup>1</sup>	t	100,162	241,038	360,138	378,431	417,384
Hydrocarbons vented	t	8,967	10,550	16,499	28,122	43,149

<sup>1</sup> In Yemen, the security situation remains challenging, with drone attacks carried out and further threats made toward crude oil shipping operations. Production was disrupted during the whole of 2023. Subsequently, ongoing projects have been paused and activities in the field reduced to maintenance, inspection, and preservation operations. This is reflected in the significant decrease observed in the routine flaring value.



## Energy

	Unit	2023	2022	2021	2020	2019
<b>Energy consumption inside the organization</b>						
Total energy consumption <sup>1,6</sup>	PJ	142.9	163.2	176.2	131.1	117.4
thereof fuel consumption within the organization	PJ	122.1	146.1	176.6	141.4	128.6
thereof gaseous fuels <sup>2</sup>	PJ	101.1	101.1	130.1	117.9	n.r.
thereof liquid fuels <sup>3</sup>	PJ	15.2	38.8	39.5	16.3	n.r.
thereof solid fuels <sup>4</sup>	PJ	5.8	6.2	7.0	7.3	n.r.
thereof self-generated non-fuel renewable energy for own consumption	PJ	0.124	0.084	0.052	0.0003	n.r.
thereof purchased electricity consumption <sup>5,6</sup>	PJ	13.0	13.2	16.3	8.6	2.9
thereof from renewable sources	PJ	5.6	3.9	4.0	2.6	0.7
thereof heating	PJ	0.86	0.01	0.01	0.09	n.r.
thereof from renewable sources	PJ	0.006	0.006	0.008	0.006	n.r.
thereof cooling	PJ	0.0	0.0	0.0	0.0	n.r.
thereof from renewable sources	PJ	0.0	0.0	0.0	0.0	n.r.
thereof steam	PJ	4.3	3.9	4.3	0.8	n.r.
thereof from renewable sources	PJ	0.0	0.0	0.0	0.0	n.r.
<b>Energy consumption outside the organization<sup>6</sup></b>						
Total energy sold	PJ	1,380	1,503	1,829	1,667	1,748
thereof from non-renewable sources	PJ	1,359	1,482	1,807	1,647	1,726
thereof fuels sold	PJ	1,331	1,433	1,770	1,604	1,678
thereof electricity sold	PJ	24.8	46.1	33.8	40.0	45.1
thereof heating sold	PJ	2.9	2.2	2.7	2.7	2.8
thereof cooling sold	PJ	0.0	0.0	0.0	0.0	0.0
thereof steam sold	PJ	0.0	0.0	0.4	0.4	0.4
thereof from renewable sources	PJ	21.0	21.3	21.9	20.3	21.6
Total energy consumption (inside the organization) per net sales revenues	PJ/EUR mn	0.004	0.003	0.005	0.008	0.005

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

<sup>2</sup> Refers to natural gas, residual gas, and other gaseous fuels.

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

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

<sup>5</sup> 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.

<sup>6</sup> Refers to energy sales volumes. We use conversion factors from different sources, e.g., IPCC, etc.

n.r. = not reported



## Water and Wastewater

	Unit	2023	2022	2021	2020	2019
<b>Water withdrawal</b>						
Water withdrawn <sup>1</sup>	megaliters	612,206	731,894	827,558	224,971	103,637
thereof groundwater	megaliters	24,707	22,192	34,903	25,443	24,117
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	18,215	16,244	34,805	22,996	23,836
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	6,492	5,948	98	262	281
thereof surface water <sup>1</sup>	megaliters	131,850	261,557	294,617	60,778	14,054
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids) <sup>1</sup>	megaliters	131,850	261,557	294,617	14,539	14,054
thereof once-through cooling water <sup>1</sup>	megaliters	102,986	205,971	276,359	47,124	0
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	4,508	2,181	3,825	1,755	1,360
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	4,508	2,181	3,825	1,092	1,360
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof seawater	megaliters	400,380	393,372	436,337	75,718	920
thereof once-through cooling water	megaliters	399,751	396,926	435,493	71,784	0
thereof produced water	megaliters	50,760	52,591	57,875	61,256	63,186
<b>Water withdrawn from all areas with water stress</b>	megaliters	1,898	2,125	3,550	1,479	1,230
thereof groundwater	megaliters	1,122	1,436	2,179	491	399
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids) <sup>2</sup>	megaliters	1,121	321	325	229	118
thereof other water ( $> 1,000$ mg/l total dissolved solids) <sup>2</sup>	megaliters	0	1,115	98	262	281
thereof surface water <sup>2</sup>	megaliters	346	0	0	0	0
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids) <sup>2</sup>	megaliters	346	0	0	0	0
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	58	135	712	54	67
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids) <sup>1</sup>	megaliters	58	135	24	54	67
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	0
thereof seawater	megaliters	0	0	0	0	0
thereof produced water	megaliters	372	555	659	607	764
<b>Water discharge</b>						
Water discharged by destination <sup>1</sup>	megaliters	541,682	661,962	758,033	25,464	n.r.
thereof to groundwater <sup>1</sup>	megaliters	209	351	846	0	n.r.
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	n.r.
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	209	351	846	0	n.r.



	Unit	2023	2022	2021	2020	2019
thereof to surface water <sup>1</sup>	megaliters	132,913	226,157	303,325	16,474	n.r.
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	128,663	221,915	298,467	10,913	n.r.
thereof once-through cooling water	megaliters	102,986	205,971	276,363	47,124	n.r.
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	4,250	4,242	4,857	5,561	n.r.
thereof to seawater	megaliters	402,389	397,573	438,920	4,581	n.r.
thereof once-through cooling water	megaliters	399,751	396,926	435,901	71,784	n.r.
thereof to third party	megaliters	6,171	37,870	14,937	4,409	n.r.
thereof to others	megaliters	58	11	5	n.r.	n.r.
Water discharged by destination to all areas with water stress	megaliters	1,245	1,376	2,467	61	n.r.
thereof to groundwater	megaliters	0	351	846	0	n.r.
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	n.r.
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	351	0	0	n.r.
thereof to surface water	megaliters	527	506	938	0	n.r.
thereof freshwater ( $\leq 1,000$ mg/l total dissolved solids)	megaliters	527	506	0	0	n.r.
thereof other water ( $> 1,000$ mg/l total dissolved solids)	megaliters	0	0	0	0	n.r.
thereof to seawater	megaliters	0	0	0	0	n.r.
thereof to third party	megaliters	660	508	678	61	n.r.
thereof to others	megaliters	58	11	5	n.r.	n.r.
<b>Water discharge – quality</b>						
Hydrocarbons (oil) discharged	t	7	2	6	13	n.r.
<b>Water consumption</b>						
Water consumed <sup>3</sup>	megaliters	70,604	71,086	70,831	75,685	74,924
Water consumed in all areas with water stress <sup>4</sup>	megaliters	672	1,104	1,140	1,131	1,158
<b>Water reuse</b>						
Water recycled and reused <sup>5</sup>	megaliters	255,784	315,831	319,618	315,327	251,959
<b>Produced water</b>						
Produced water generated	megaliters	50,760	52,875	57,875	61,256	63,186
Produced water injected	megaliters	47,928	49,567	52,325	n.r.	n.r.
Produced water discharged	megaliters	750	678	3,060	n.r.	n.r.

<sup>1</sup> Decrease due to divestment of Borealis Nitro in 2023

<sup>2</sup> Figures affected because assignment to categories was updated in some locations (Borealis Beringen, Geleen) from non-freshwater to freshwater.

<sup>3</sup> 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.

<sup>4</sup> Decrease mainly due to production halt in Yemen in 2023. Consumption also went down slightly in Tunisia and Geleen.

<sup>5</sup> Decrease due to the planned shutdown at the Petrobrazi power plant between March 1, 2023, and June 30, 2023.

n.r. = not reported



## Waste

	Unit	2023	2022	2021	2020	2019
<b>Total waste<sup>1</sup></b>	<b>t</b>	<b>853,937</b>	<b>865,532</b>	<b>799,048</b>	<b>634,885</b>	<b>633,722</b>
thereof non-hazardous waste	t	582,419	525,848	431,420	241,221	323,268
thereof hazardous waste	t	271,518	339,683	367,627	393,664	310,453
<b>Total waste diverted from disposal<sup>2</sup></b>	<b>t</b>	<b>634,485</b>	<b>545,869</b>	<b>539,985</b>	<b>430,765</b>	<b>n.r.</b>
thereof non-hazardous waste	t	455,521	n.r.	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options)	t	394,790	293,735	211,853	85,589	n.r.
of which onsite	t	5,444	n.r.	n.r.	n.r.	n.r.
of which offsite	t	389,346	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for recycling	t	60,731	45,513	48,416	21,690	n.r.
of which onsite	t	5,340	n.r.	n.r.	n.r.	n.r.
of which offsite	t	55,391	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste	t	177,608	n.r.	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options) <sup>2</sup>	t	1,688	1,451	1,421	8,129	n.r.
of which onsite	t	50	n.r.	n.r.	n.r.	n.r.
of which offsite	t	1,638	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for recycling	t	175,920	204,388	277,074	308,580	n.r.
of which onsite	t	133,335	n.r.	n.r.	n.r.	n.r.
of which offsite	t	42,586	n.r.	n.r.	n.r.	n.r.
<b>Total waste directed to disposal<sup>2</sup></b>	<b>t</b>	<b>219,452</b>	<b>319,662</b>	<b>259,063</b>	<b>204,120</b>	<b>308,523</b>
thereof non-hazardous waste	t	126,899	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for incineration (with energy recovery)	t	16,058	15,060	n.r.	n.r.	n.r.
of which onsite	t	0	n.r.	n.r.	n.r.	n.r.
of which offsite	t	16,058	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for incineration (without energy recovery)	t	1,767	217	n.r.	n.r.	n.r.
of which onsite	t	21	n.r.	n.r.	n.r.	n.r.
of which offsite	t	1,746	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste to landfill	t	102,486	133,932	106,494	108,792	n.r.
of which onsite	t	22,756	n.r.	n.r.	n.r.	n.r.
of which offsite	t	79,729	n.r.	n.r.	n.r.	n.r.
thereof non-hazardous waste for other disposal options	t	6,588	37,391	38,399	19,130	n.r.
of which onsite	t	97	n.r.	n.r.	n.r.	n.r.
of which offsite	t	6,491	n.r.	n.r.	n.r.	n.r.



	Unit	2023	2022	2021	2020	2019
thereof hazardous waste	t	92,554	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for incineration (with energy recovery)	t	17,166	21,426	n.r.	n.r.	n.r.
of which onsite	t	0	n.r.	n.r.	n.r.	n.r.
of which offsite	t	17,166	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for incineration (without energy recovery)	t	3,114	1,451	n.r.	n.r.	n.r.
of which onsite	t	0	n.r.	n.r.	n.r.	n.r.
of which offsite	t	3,114	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste to landfill	t	20,060	7,660	6,294	7,995	n.r.
of which onsite	t	0	n.r.	n.r.	n.r.	n.r.
of which offsite	t	20,060	n.r.	n.r.	n.r.	n.r.
thereof hazardous waste for other disposal options	t	52,014	102,525	59,704	48,222	n.r.
of which onsite	t	529	n.r.	n.r.	n.r.	n.r.
of which offsite	t	51,485	n.r.	n.r.	n.r.	n.r.
thereof transboundary movement of hazardous waste (Basel convention)	t	1,356	781	1,221	672	20
<b>Total waste recovery or recycling rate<sup>2</sup></b>	%	<b>74</b>	<b>63</b>	<b>68</b>	<b>68</b>	<b>51</b>

<sup>1</sup> Total waste amounts including those from one-time projects

<sup>2</sup> Decrease observed across our sites; less waste directed to disposal, more waste diverted from disposal. Increased recycling rate.

n.r. = not reported

## Spills

	Unit	2023	2022	2021	2020	2019
Spills	number	2,027	2,003	2,232	2,390	2,047
of which major (i.e., severity levels 3 to 5)	number	4	2	3	0	1
Spills volume released	liters	185,745	223,462	80,976	41,355	56,641

## Environmental Expenditures

	Unit	2023	2022	2021	2020	2019
Environmental protection expenditures, excluding depreciation <sup>1</sup>	EUR mn	624	443	240	135	220
Environmental investments for assets put into operation <sup>1</sup>	EUR mn	422	151	150	84	98

<sup>1</sup> In 2023 Borealis and SapuraOMV reported this value for the first time.



# Workforce Data

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

	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2023	12/31/2022
<b>Employees</b>						
Total (incl. apprentices)	5,242	13,732	630	988	20,592	22,308
thereof apprentices	69	2	0	5	76	121
<b>Gender</b>						
Male	3,686	9,939	549	716	14,890	16,394
Female	1,556	3,793	81	272	5,702	5,914
<b>Contract type</b>						
Permanent	4,834	13,394	630	969	19,827	21,553
thereof male	3,406	9,699	549	706	14,360	15,893
thereof female	1,428	3,695	81	263	5,467	5,660
Temporary <sup>1</sup>	408	338	0	19	765	755
thereof male	280	240	0	10	530	501
thereof female	128	98	0	9	235	254
Workers who are not employees <sup>2</sup>	54	59	0	78	191	179
thereof male	48	44	0	75	167	135
thereof female	6	15	0	3	24	44
<b>Employment type</b>						
Non-guaranteed hours employees	0	0	0	0	0	0
thereof male	0	0	0	0	0	0
thereof female	0	0	0	0	0	0
Full-time <sup>3</sup>	4,777	13,222	630	969	19,598	21,210
thereof male	3,584	9,582	549	712	14,427	15,895
thereof female	1,193	3,640	81	257	5,171	5,315



	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2023	12/31/2022
Part-time	465	510	0	19	994	1,098
thereof male	102	357	0	4	463	499
thereof female	363	153	0	15	531	599

<sup>1</sup> A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.

<sup>2</sup> 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) are not directly controlled by OMV, such as contractors.

<sup>3</sup> In OMV Petrom, employees have the option to reduce the daily working hours to raise a child up to the age of two or three. These employees are reported as full-time.

## Local Employment<sup>1</sup>

	Total head count (12/31/2023)	Thereof local nationality	%	Total hires (FY 2023)	Thereof local nationality	%
<b>Austria</b>						
Austria	5,242	3,911	74.6	498	266	53.4
<b>Rest of Europe</b>						
Belgium	1,331	1,242	93.3	150	139	92.7
Bulgaria	65	65	100.0	10	10	100.0
Croatia	1	1	100.0	0	0	n.a.
Czech Republic	43	40	93.0	6	5	83.3
Denmark	1	1	100.0	0	0	n.a.
Finland	953	923	96.9	54	51	94.4
France	20	17	85.0	1	1	100.0
Germany	883	778	88.1	94	87	92.6
Hungary	93	93	100.0	7	7	100.0
Italy	193	163	84.5	98	79	80.6
Moldova	47	44	93.6	10	8	80.0
Netherlands	113	105	92.9	5	4	80.0
Norway	83	67	80.7	23	14	60.9
Poland	7	7	100.0	1	1	100.0
Romania	8,448	8,394	99.4	475	458	96.4
Russia	15	15	100.0	1	1	100.0
Serbia	46	46	100.0	10	10	100.0
Slovakia	169	146	86.4	17	16	94.1
Slovenia	0	0	n.a.	2	2	100.0
Spain	9	7	77.8	0	0	n.a.



	Total head count (12/31/2023)	Thereof local nationality	%	Total hires (FY 2023)	Thereof local nationality	%
Sweden	1,002	973	97.1	72	70	97.2
Switzerland	66	2	3.0	14	0	0.0
Turkey	55	55	100.0	12	12	100.0
United Kingdom	89	76	117.1	43	40	93.0
<b>Middle East and Africa</b>						
Libya	29	29	100.0	0	0	n.a.
Iran	3	3	100.0	0	0	n.a.
Morocco	1	1	100.0	0	0	n.a.
South Africa	1	1	100.0	0	0	n.a.
Tunisia	277	276	99.6	58	58	100.0
United Arab Emirates (Abu Dhabi)	26	0	0.0	7	0	n.a.
Yemen	293	292	99.7	0	0	n.a.
<b>Rest of the world</b>						
Argentina	1	1	100.0	0	0	n.a.
Australia	3	3	100.0	0	0	n.a.
Brazil	127	127	100.0	19	19	100.0
Chile	6	5	83.3	2	2	100.0
China	3	3	100.0	0	0	n.a.
Colombia	5	5	100.0	2	2	100.0
Malaysia	241	215	89.2	26	26	100.0
Mexico	3	3	100.0	1	1	100.0
New Zealand	249	192	77.1	26	15	57.7
South Korea	102	84	82.4	32	32	100.0
United States	248	245	98.8	65	65	100.0

<sup>1</sup> Employees who are nationals of the country in which they are employed

n.a. = not applicable

## Parental Leave

	2023	2022
<b>Total employees entitled to parental leave as at December 31</b>		
Male	14,427	9,906
Female	5,498	3,169
<b>Total</b>	<b>19,925</b>	<b>13,075</b>



	2023	2022
<b>Took parental leave</b>		
Male	338	363
Female	226	291
<b>Total</b>	<b>564</b>	<b>654</b>
<b>Returned from parental leave</b>		
Male	295	336
Female	199	220
<b>Total</b>	<b>494</b>	<b>556</b>
<b>Employees whose parental leave ended (2022) and who were still employed 12 months after their return to work</b>		
Male	304	289
Female	195	202
<b>Total</b>	<b>499</b>	<b>491</b>
<b>Employees with agreement to return after parental leave</b>		
Male	295	336
Female	222	223
<b>Total</b>	<b>517</b>	<b>559</b>
<b>Retention rate<sup>1</sup></b>		
Male	96%	92%
Female	94%	80%
<b>Total</b>	<b>95%</b>	<b>86%</b>
<b>Return-to-work rate</b>		
Male	100%	100%
Female	90%	99%
<b>Total</b>	<b>96%</b>	<b>99%</b>

<sup>1</sup> 2022 Excluding Borealis Group

## Diversity

	Gender								Age		Total	Total
	Male		Female		<30		30–50		>50		12/31/2023	12/31/2022
	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	4	80.00	1	20.00	0	0.00	1	20.00	4	80.00	5	4



	Gender								Age		Total	Total
	Male		Female		<30		30-50		>50	12/31/2023	12/31/2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	Abs.		
Executives <sup>1</sup> and advanced level	673	75.62	217	24.38	0	0.00	513	57.64	377	42.36	890	867
Diversity in general	14,890	72.31	5,702	27.69	1,668	8.10	10,791	52.40	8,133	39.50	20,592	22,308

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

## Diversity by Age, Level, and Gender

	12/31/2023						12/31/2022		
	<30		30-50		>50	<30		30-50	>50
	%	%	%	%	%	%	%	%	
<b>Board (OMV Executive Board only)</b>									
Male		0.00	25.00	75.00		0.00	0.00	100.00	
Female		0.00	0.00	100.00		0.00	0.00	0.00	
<b>Total</b>		<b>0.00</b>	<b>20.00</b>	<b>80.00</b>		<b>0.00</b>	<b>0.00</b>	<b>100.00</b>	
<b>Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members)</b>									
Male		0.00	30.00	70.00		0.00	32.43	67.57	
Female		0.00	55.56	44.44		0.00	55.56	44.44	
<b>Total</b>		<b>0.00</b>	<b>34.69</b>	<b>65.31</b>		<b>0.00</b>	<b>36.96</b>	<b>63.04</b>	
<b>Advanced level</b>									
Male		0.00	53.71	46.29		0.00	51.48	48.52	
Female		0.00	75.00	25.00		0.00	74.16	25.84	
<b>Total</b>		<b>0.00</b>	<b>58.98</b>	<b>41.02</b>		<b>0.00</b>	<b>56.39</b>	<b>43.61</b>	
<b>Core level</b>									
Male		0.46	62.04	37.51		0.48	64.28	35.24	
Female		1.03	76.92	22.05		0.86	78.42	20.72	
<b>Total</b>		<b>0.63</b>	<b>66.61</b>	<b>32.76</b>		<b>0.60</b>	<b>68.80</b>	<b>30.60</b>	
<b>Primary level</b>									
Male		4.90	62.08	33.02		3.97	60.22	35.81	
Female		5.26	68.20	26.54		6.28	67.28	26.43	
<b>Total</b>		<b>5.04</b>	<b>64.47</b>	<b>30.49</b>		<b>4.87</b>	<b>62.96</b>	<b>32.18</b>	



	12/31/2023			12/31/2022		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
<b>Entry level</b>						
Male	14.47	47.78	37.75	12.08	49.13	38.78
Female	14.96	45.54	39.50	12.91	45.33	41.76
<b>Total</b>	<b>14.69</b>	<b>46.78</b>	<b>38.53</b>	<b>12.51</b>	<b>47.15</b>	<b>40.34</b>
<b>Technicians</b>						
Male	7.56	38.79	53.65	8.36	40.86	50.78
Female	5.39	17.65	76.96	6.41	16.86	76.72
<b>Total</b>	<b>7.38</b>	<b>37.08</b>	<b>55.53</b>	<b>8.20</b>	<b>38.87</b>	<b>52.93</b>
<b>Not classified</b>						
Male	17.67	45.71	36.62	12.29	55.28	32.43
Female	17.59	58.80	23.61	12.54	63.14	24.33
<b>Total</b>	<b>17.66</b>	<b>47.87</b>	<b>34.47</b>	<b>12.35</b>	<b>57.03</b>	<b>30.63</b>

## New Hires by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2023		2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	321	64.46	767	69.41	58	89.23	119	68.79	1,265	68.71	769	64.14
Female	177	35.54	338	30.59	7	10.77	54	31.21	576	31.29	430	35.86
<b>Total</b>	<b>498</b>	<b>100.00</b>	<b>1,105</b>	<b>100.00</b>	<b>65</b>	<b>100.00</b>	<b>173</b>	<b>100.00</b>	<b>1,841</b>	<b>100.00</b>	<b>1,199</b>	<b>100.00</b>
<b>Age</b>												
<30	145	29.12	316	28.60	3	4.62	38	21.97	502	27.27	301	25.10
30-50	315	63.25	627	56.74	58	89.23	113	65.32	1,113	60.46	788	65.72
>50	38	7.63	162	14.66	4	6.15	22	12.72	226	12.28	110	9.17
<b>Total</b>	<b>498</b>	<b>100.00</b>	<b>1,105</b>	<b>100.00</b>	<b>65</b>	<b>100.00</b>	<b>173</b>	<b>100.00</b>	<b>1,841</b>	<b>100.00</b>	<b>1,199</b>	<b>100.00</b>



## Ended Contracts by Region, Gender, and Age<sup>1</sup>

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2023		2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	213	66.98	650	70.04	19	86.36	99	73.88	981	69.97	1,090	67.66
Female	105	33.02	278	29.96	3	13.64	35	26.12	421	30.03	521	32.34
<b>Total</b>	<b>318</b>	<b>100.00</b>	<b>928</b>	<b>100.00</b>	<b>22</b>	<b>100.00</b>	<b>134</b>	<b>100.00</b>	<b>1,402</b>	<b>100.00</b>	<b>1,611</b>	<b>100.00</b>
<b>Age</b>												
<30	40	12.58	82	8.84	0	0.00	14	10.45	136	9.70	199	12.35
30–50	146	45.91	348	37.50	17	77.27	90	67.16	601	42.87	706	43.85
>50	132	41.51	498	53.66	5	22.73	30	22.39	665	47.43	706	43.85
<b>Total</b>	<b>318</b>	<b>100.00</b>	<b>928</b>	<b>100.00</b>	<b>22</b>	<b>100.00</b>	<b>134</b>	<b>100.00</b>	<b>1,402</b>	<b>100.00</b>	<b>1,611</b>	<b>100.00</b>

<sup>1</sup> Excluding Borealis Divestment (Nitro & Rosier)

## Turnover Rate by Region, Gender, and Age<sup>1</sup>

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2023		2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>												
Male	213	5.34	650	6.34	19	3.53	99	13.89	981	6.33	1,090	6.64
Female	105	6.64	278	7.16	3	3.83	35	13.20	421	7.25	521	8.81
<b>Total</b>	<b>318</b>	<b>5.71</b>	<b>928</b>	<b>6.57</b>	<b>22</b>	<b>3.57</b>	<b>134</b>	<b>13.70</b>	<b>1,402</b>	<b>6.58</b>	<b>1,611</b>	<b>7.21</b>
<b>Age</b>												
<30	40	5.93	82	8.46	0	0.00	14	17.33	136	7.87	199	11.30
30–50	146	4.16	348	5.31	17	3.22	90	14.18	601	5.35	706	6.80
>50	132	9.58	498	7.54	5	5.92	30	11.42	665	7.98	706	6.93
<b>Total</b>	<b>318</b>	<b>5.71</b>	<b>928</b>	<b>6.57</b>	<b>22</b>	<b>3.57</b>	<b>134</b>	<b>13.70</b>	<b>1,402</b>	<b>6.58</b>	<b>1,611</b>	<b>7.21</b>

<sup>1</sup> Excluding Borealis Divestment (Nitro & Rosier)

## Annual Total Compensation Ratio<sup>1</sup>

	12/31/2023	12/31/2022
Annual total compensation of the highest paid individual vs. median annual compensation for all employees <sup>1</sup>	97:1	84:1



	12/31/2023	12/31/2022
Change in the annual total compensation ratio <sup>1</sup>	15%	n.r.
Annual total compensation of the highest paid individual vs. median annual compensation for all employees <sup>2</sup>	78:1	n.r.
Change in the annual total compensation ratio <sup>2</sup>	n.r.	n.r.

<sup>1</sup> Excluding Borealis Group, DUNATÁR Kft., OMV International Oil & Gas GmbH, and SapuraOMV Upstream

<sup>2</sup> Excluding DUNATÁR Kft., OMV International Oil & Gas GmbH, and SapuraOMV Upstream

n.r. = not reported

## Ratio of Annual Total Compensation 2023 of Women to Men

Significant locations of operation are countries with more than 500 employees	Austria		Belgium		Finland		Germany		Romania		Sweden	
	Head count 12/31/2023	Ratio										
Executives <sup>1</sup>	41	0.96:1	0	n.r.	0	n.r.	2	n.r.	5	1.93:1	0	n.r.
Advanced level	485	0.88:1	73	0.84:1	34	1.05:1	26	0.79:1	102	0.95:1	38	0.80:1
Core level	1,300	0.93:1	252	0.96:1	163	0.97:1	145	0.89:1	769	0.96:1	132	0.95:1
Primary level	1,526	0.85:1	331	0.92:1	152	0.98:1	180	0.74:1	1,960	0.92:1	260	1:1
Entry level	1,000	1.07:1	89	0.99:1	15	1.21:1	268	1.42:1	1,625	0.89:1	75	1.01:1
Technicians	827	0.60:1	0	n.r.	0	n.r.	24	n.r.	3,868	0.96:1	0	n.r.
Not classified <sup>2</sup>	58	0.89:1	586	0.93:1	589	0.95:1	238	0.49:1	119	0.77:1	497	0.97:1

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

<sup>2</sup> Apprentices, doctors, medical assistants, and works council

n.r. = not reported

## Proportion of Senior Management<sup>1</sup> Hired from the Local Community in Significant Locations of Operation<sup>2</sup>

Senior management <sup>1</sup>	Austria	Belgium	Finland	Germany	Romania	Sweden
Hired in 2023	27	2	2	0	1	3
thereof local nationality	8	0	2	0	1	2
<b>% of senior management hired who are of local nationality</b>	<b>30%</b>	<b>0%</b>	<b>100%</b>	<b>n.a.</b>	<b>100%</b>	<b>67%</b>

<sup>1</sup> 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)

<sup>2</sup> 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<sup>1,2</sup>

	2023	2022	2021
<b>Board and executives</b>			
Average training hours for Board and executives <sup>3</sup>	43	18	14
<b>Advanced level</b>			
Average training hours for advanced level <sup>3</sup>	35	25	15
<b>Core level</b>			
Average training hours for core level <sup>3</sup>	32	23	18
<b>Primary level</b>			
Average training hours for primary level <sup>3</sup>	29	22	19
<b>Entry level</b>			
Average training hours for entry level <sup>3</sup>	25	22	17
<b>Technicians</b>			
Average training hours for technicians <sup>3</sup>	35	28	15
<b>Grand total</b>			
Average training hours for all employees	30	23	18
Average training hours for female employees	26	18	16
Average training hours for male employees	32	24	19
Average hours of health, safety, and emergency response training for full-time (direct) employees	12	9	6
<b>Total training hours for female employees</b>	<b>143,582</b>	<b>105,010</b>	<b>94,514</b>
<b>Total training hours for male employees</b>	<b>453,836</b>	<b>385,265</b>	<b>305,469</b>
<b>Total training hours for all employees</b>	<b>597,418</b>	<b>490,275</b>	<b>399,983</b>
Money spent on training (EUR)	12,292,639	10,090,097	8,352,725
Number of participants in training	20,549	21,622	20,887

<sup>1</sup> Excluding DUNATÁR Kft., SapuraOMV Upstream, and OMV Russia; excluding DYM Solutions, MTM, Rialti, Renasci

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

<sup>3</sup> Excluding Borealis Group, DUNATÁR Kft., SapuraOMV Upstream, and OMV Russia



# OMV AG Data

## Occupational Safety

OMV Aktiengesellschaft	Unit	2023	2022	2021
<b>Occupational safety – employees</b>				
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
<b>Occupational safety – contractors</b>				
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
<b>Occupational safety – employees and contractors</b>				
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 Data<sup>1</sup>

OMV Aktiengesellschaft	Unit	2023	2022	2021
Water consumed	m <sup>3</sup>	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 <sup>2</sup>	%	91	89	88
Scope 2 emissions	t CO <sub>2</sub> equivalent	55	62	76

<sup>1</sup> 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.

<sup>2</sup> 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
<b>Employees</b>			
Total (incl. apprentices)	937	874	870
<b>Employment type</b>			
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
<b>Gender</b>			
Male	427	404	401
Female	510	470	469
<b>Contract type</b>			
Temporary <sup>1</sup>	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
<b>Non-guaranteed hours employees</b>	0	0	n.r.
thereof male	0	0	n.r.
thereof female	0	0	n.r.

<sup>1</sup> A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.  
n.r. = not reported

## Local Employment (National Local Employees)<sup>1</sup>

OMV Aktiengesellschaft	12/31/2023	12/31/2022	12/31/2021
Austria	66.06%	68.54%	67.36%

<sup>1</sup> According to nationality

## Parental Leave

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



OMV Aktiengesellschaft	2023	2022	2021
<b>Return-to-work rate</b>			
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.	%
<b>Gender</b>						
Male	38	40.86	31	43.66	35	59.32
Female	55	59.14	40	56.34	24	40.68
<b>Total</b>	<b>93</b>	<b>100.00</b>	<b>71</b>	<b>100.00</b>	<b>59</b>	<b>100.00</b>
<b>Age</b>						
<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
<b>Total</b>	<b>93</b>	<b>100.00</b>	<b>71</b>	<b>100.00</b>	<b>59</b>	<b>100.00</b>

n.r. = not reported

## Ended Contracts by Gender and Age

OMV Aktiengesellschaft	2023		2022		2021	
	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>						
Male	35	44.30	33	48.53	30	58.82
Female	44	55.70	35	51.47	21	41.18
<b>Total</b>	<b>79</b>	<b>100.00</b>	<b>68</b>	<b>100.00</b>	<b>51</b>	<b>100.00</b>
<b>Age</b>						
<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
<b>Total</b>	<b>79</b>	<b>100.00</b>	<b>68</b>	<b>100.00</b>	<b>51</b>	<b>100.00</b>

n.r. = not reported



## Fluctuation Rate by Gender and Age

OMV Aktiengesellschaft	2023		2022		2021	
	Abs.	%	Abs.	%	Abs.	%
<b>Gender</b>						
Male	35	8.38	33	8.23	30	7.56
Female	44	8.81	35	7.45	21	4.52
<b>Total</b>	<b>79</b>	<b>8.62</b>	<b>68</b>	<b>7.81</b>	<b>51</b>	<b>5.92</b>
<b>Age</b>						
<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
<b>Total</b>	<b>79</b>	<b>8.62</b>	<b>68</b>	<b>7.81</b>	<b>51</b>	<b>5.92</b>

## 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 <sup>1</sup>	828	112	816
Number of employees trained in human rights	410	238	69

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