



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
Employees						
Total (incl. apprentices)	5,242	13,732	630	988	20,592	22,308
thereof apprentices	69	2	0	5	76	121
Gender						
Male	3,686	9,939	549	716	14,890	16,394
Female	1,556	3,793	81	272	5,702	5,914
Contract type						
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 ¹	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 ²	54	59	0	78	191	179
thereof male	48	44	0	75	167	135
thereof female	6	15	0	3	24	44
Employment type						
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 ³	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

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

² 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.

³ 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 Employment¹

	Total head count (12/31/2023)	Thereof local nationality	%	Total hires (FY 2023)	Thereof local nationality	%
Austria						
Austria	5,242	3,911	74.6	498	266	53.4
Rest of Europe						
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
Middle East and Africa						
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.
Rest of the world						
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

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

n.a. = not applicable

Parental Leave

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



	2023	2022
Took parental leave		
Male	338	363
Female	226	291
Total	564	654
Returned from parental leave		
Male	295	336
Female	199	220
Total	494	556
Employees whose parental leave ended (2022) and who were still employed 12 months after their return to work		
Male	304	289
Female	195	202
Total	499	491
Employees with agreement to return after parental leave		
Male	295	336
Female	222	223
Total	517	559
Retention rate¹		
Male	96%	92%
Female	94%	80%
Total	95%	86%
Return-to-work rate		
Male	100%	100%
Female	90%	99%
Total	96%	99%

¹ 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 ¹ 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

¹ 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
	%	%	%	%	%	%	%	%	
Board (OMV Executive Board only)									
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	
Total		0.00	20.00	80.00		0.00	0.00	100.00	
Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members)									
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	
Total		0.00	34.69	65.31		0.00	36.96	63.04	
Advanced level									
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	
Total		0.00	58.98	41.02		0.00	56.39	43.61	
Core level									
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	
Total		0.63	66.61	32.76		0.60	68.80	30.60	
Primary level									
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	
Total		5.04	64.47	30.49		4.87	62.96	32.18	



	12/31/2023			12/31/2022		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
Entry level						
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
Total	14.69	46.78	38.53	12.51	47.15	40.34
Technicians						
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
Total	7.38	37.08	55.53	8.20	38.87	52.93
Not classified						
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
Total	17.66	47.87	34.47	12.35	57.03	30.63

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.	%
Gender												
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
Total	498	100.00	1,105	100.00	65	100.00	173	100.00	1,841	100.00	1,199	100.00
Age												
<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
Total	498	100.00	1,105	100.00	65	100.00	173	100.00	1,841	100.00	1,199	100.00



Ended Contracts by Region, Gender, and Age¹

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2023		2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
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
Total	318	100.00	928	100.00	22	100.00	134	100.00	1,402	100.00	1,611	100.00
Age												
<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
Total	318	100.00	928	100.00	22	100.00	134	100.00	1,402	100.00	1,611	100.00

¹ Excluding Borealis Divestment (Nitro & Rosier)

Turnover Rate by Region, Gender, and Age¹

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2023		2022	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
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
Total	318	5.71	928	6.57	22	3.57	134	13.70	1,402	6.58	1,611	7.21
Age												
<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
Total	318	5.71	928	6.57	22	3.57	134	13.70	1,402	6.58	1,611	7.21

¹ Excluding Borealis Divestment (Nitro & Rosier)

Annual Total Compensation Ratio¹

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



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

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

² 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 ¹	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 ²	58	0.89:1	586	0.93:1	589	0.95:1	238	0.49:1	119	0.77:1	497	0.97:1

¹ Executives (OMV Senior Vice Presidents, OMV Petrom and Borealis Group Board Members)

² Apprentices, doctors, medical assistants, and works council

n.r. = not reported

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

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

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

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

n.a. = not applicable



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

	2023	2022	2021
Board and executives			
Average training hours for Board and executives ³	43	18	14
Advanced level			
Average training hours for advanced level ³	35	25	15
Core level			
Average training hours for core level ³	32	23	18
Primary level			
Average training hours for primary level ³	29	22	19
Entry level			
Average training hours for entry level ³	25	22	17
Technicians			
Average training hours for technicians ³	35	28	15
Grand total			
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
Total training hours for female employees	143,582	105,010	94,514
Total training hours for male employees	453,836	385,265	305,469
Total training hours for all employees	597,418	490,275	399,983
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

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

² Excluding conferences and training for external employees

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