



OMV AG Data

Occupational Safety

OMV Aktiengesellschaft	Unit	2021	2020	2019
Occupational safety – employees				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,389	1,469	1,186
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	0	0
Total recordable injuries	number	1	1	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.72	0.68	0.84
Occupational safety – contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	275	412	410
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	2.44
Lost-time injury severity	per 1 mn hours worked	0.00	0.00	5.00
Total recordable injuries	number	0	0	1
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0	0.00	2.44
Occupational safety – employees and contractors				
Fatalities	number	0	0	0
Number of hours worked	hours (thousand)	1,664	1,881	1,596
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.00	0.00	0.63
Lost-time injury severity	per 1 mn hours worked	0	0	5
Total recordable injuries	number	1	1	2
Total Recordable Injury Rate (TRIR)	per 1 mn hours worked	0.60	0.53	1.25

Environmental Data¹

OMV Aktiengesellschaft	Unit	2021	2020	2019
Water consumed	m ³	9,199	29,394	36,967
Total waste	t	167.0	152.5	185.2
Energy consumption	TJ	39.6	42.4	44.4



OMV Aktiengesellschaft	Unit	2021	2020	2019
thereof electricity	MWh	7,562	8,242	8,750
thereof heat	MWh	3,448	3,534	3,592
Percentage of energy consumption from renewable sources ²	%	88%	84%	84%
Scope 2 emissions	t CO ₂ equivalent	76	71	287

¹ Environmental data is collected per site, not per legal entity. The OMV Head Office in Vienna was thus used as a proxy for the legal entity OMV Aktiengesellschaft. Environmental data displayed above refers to the Head Office and only data relevant for the Head Office has been selected. Environmental data reported elsewhere in the Sustainability Report, such as GHG Scope 1 emissions and other air emissions, is not relevant for the Head Office.

² Electricity consumption is 100% from renewable sources.

Workforce

Year End Headcount by Gender, Employment, and Contract Type

OMV Aktiengesellschaft	12/31/2021	12/31/2020	12/31/2019
Employees			
Total (incl. apprentices)	870	871	837
Employment type			
Full-time	757	763	726
thereof male	388	388	376
thereof female	369	375	350
Part-time	113	108	111
thereof male	13	15	13
thereof female	100	93	98
Gender			
Male	401	403	389
Female	469	468	448
Employment type			
Temporary ¹	75	125	200
thereof male	36	63	84
thereof female	39	62	116
Permanent	795	746	637
thereof male	365	340	305
thereof female	430	406	332

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.



Local Employment (National Local Employees)¹

OMV Aktiengesellschaft	12/31/2021	12/31/2020	12/31/2019
Austria			
Austria	67.36%	67.16%	70.01%

¹ According to nationality

Parental Leave

OMV Aktiengesellschaft	2021	2020	2019
Employees entitled to parental leave as per December 31			
Male	401	403	389
Female	469	468	448
Took parental leave			
Male	9	11	5
Female	26	32	19
Returned from parental leave			
Male	11	11	5
Female	21	22	17

New Hires by Gender

OMV Aktiengesellschaft	2021		2020		2019	
	Abs.	%	Abs.	%	Abs.	%
Austria						
Male	35	59.32	65	54.62	97	40.93
Female	24	40.68	54	45.38	140	59.07
Total	59	100.00	119	100.00	237	100.00



Ended Contracts by Gender

OMV Aktiengesellschaft	2021		2020		2019	
	Abs.	%	Abs.	%	Abs.	%
Austria						
Male	30	58.82	49	57.65	26	49.06
Female	21	41.18	36	42.35	27	50.94
Total	51	100.00	85	100.00	53	100.00

Turnover Rate by Gender, and Age

OMV Aktiengesellschaft	2021		2020		2019	
	Abs.	%	Abs.	%	Abs.	%
Gender						
Male	30	7.56	49	12.60	26	8.41
Female	21	4.52	36	8.04	27	8.36
Total	51	5.92	85	10.16	53	8.39
Age						
<30	5	6.41	10	1.19	7	1.11
30–50	36	5.65	49	5.85	35	5.54
>50	10	6.80	26	3.11	11	1.74

Labor Practice Indicators

OMV Aktiengesellschaft	2021	2020	2019
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	2021	2020	2019
Number of employees trained in business ethics ¹	816	4	594
Number of employees trained in human rights	69	200	180

¹ 2019 data restated, as calculation method changed to include both e-learnings and face-to-face trainings.