

Performance in Detail

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Economic Data

Revenues Generated

	2021	2020
Net sales	35,555	16,550
Dividends, income from at-equity accounted investments, and interest income	780	234
Other income	207	1,696
Gains on the disposal of businesses, subsidiaries, tangible and intangible assets	282	21
Total	36,824	18,501

Distribution to Stakeholders

Stakeholders	Category of Distributed Value	2021 (in EUR mn)	2021 (in %)	2020 (in EUR mn)	2020 (in %)
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment, and write-up; FX result)	29,262	79.46	15,607	84.36
Governments	Taxes (income & royalties)	2,723	7.40	(277)	-1.50
Employees	Employee wages and benefits	1,953	5.30	1,308	7.07
Capital providers	Interest expense and other financial result	374	1.02	371	2.00
Shareholders (and hybrid capital holders)	Dividend distribution	997	2.71	879	4.75
Society	Social spending	24	0.06	15	0.08
Total		35,334	95.95	17,903	96.77
Value retained		1,490	4.05	598	3.23

Financial Assistance

Company Name	EUR mn	Details 2021
OMV Petrom S.A.	7.6	EUR 7.6 mn – cashed in part of the grant for Brazi plant
Borealis Group	5.1	EUR 4.4 mn – research premium EUR 0.4 mn – state aid due to COVID-19 EUR 0.3 mn – other projects
OMV Downstream GmbH	3.7	EUR 1.4 mn – grant for Glycerin2Propanol pilot plant



Company Name	EUR mn	Details 2021
		EUR 0.6 mn – state aid due to COVID-19 EUR 0.5 mn – UpHy I + II – upscaling of green hydrogen for mobility and industry project EUR 0.1 mn – research premium EUR 1.1 mn – other projects
OMV Deutschland Operations GmbH & Co. KG	2.4	EUR 2.1 mn – rail track logistics enhancement EUR 0.3 mn – other projects
OMV Bulgaria OOD	0.4	EUR 0.4 mn – state aid due to COVID-19
OMV Petrom Marketing SRL	0.4	EUR 0.4 mn – state aid due to COVID-19
OMV Austria Exploration & Production GmbH	0.2	EUR 0.2 mn – other projects
OMV Exploration & Production GmbH	0.1	EUR 0.1 mn – other projects
OMV – OMV Aktiengesellschaft	0.1	EUR 0.1 mn – other projects
Total	20.1	

Significant Monetary Fines¹

	Unit	2021	2020 ²	2019
Number of fines for non-compliance concerning provision and use of products	number	0	0	0
thereof number of cases brought before court and resolved	number	0	0	0
Monetary value of fines for non-compliance concerning provision and use of products	EUR	0	0	0
Number of fines for non-compliance with environmental laws and regulations	number	0	0	0
thereof number of cases brought before court and resolved	number	0	0	0
Monetary value of fines for non-compliance with environmental laws and regulations	EUR	0	0	0
Number of fines for non-compliance with laws and regulations in the social and economic areas	number	0	3	0
thereof number of cases brought before court and resolved	number	0	1	0
Monetary value of other fines for non-compliance with laws and regulations in the social and economic areas	EUR	0	337,490	0
Total number of fines	number	0	3	0
Total number of cases brought before court and resolved	number	0	1	0
Total monetary value of other fines for non-compliance	EUR	0	337,490	0

¹ Only fines above EUR 10,000 and paid in 2021 reported.

² Details: fine of EUR 156,250 in Romania for finding OMV Petrom guilty of committing the crime of manslaughter by negligence; fine of EUR 120,000 in Slovakia for volumetric biotarget underfulfillment; fine of EUR 61,240 in Malaysia for exporting drilling fluid offshore without declaring K9 forms



Safety Data

Occupational Safety

	Unit	2021	2020	2019	2018	2017
Occupational safety – employees						
Fatalities	number	0	0	0	1	0
Fatality rate	per 100 mn hours worked	0.00	0.00	0.00	2.85	0.00
Number of hours worked	hours (thousand)	39,736	35,076	34,987	35,080	37,188
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.70	0.43	0.51	0.29	0.24
High-consequence work-related injuries ¹	number	0	0	2	1	0
High-consequence work-related injuries ¹	per 1 mn hours worked	0.00	0.00	0.06	0.03	0.00
Lost-time injury severity	per 1 mn hours worked	12.78	8.47	38.61	9.86	9.95
Total recordable injuries ²	number	47	29	44	31	27
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	1.18	0.83	1.26	0.88	0.73
Occupational safety – contractors						
Fatalities	number	3	0	0	2	2
Fatality rate	per 100 mn hours worked	3.81	0.00	0.00	2.47	2.52
Number of hours worked	hours (thousand)	78,637	70,195	78,773	81,059	79,458
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.51	0.27	0.27	0.31	0.39
High-consequence work-related injuries ¹	number	0	1	1	3	3
High-consequence work-related injuries ¹	per 1 mn hours worked	0.00	0.01	0.01	0.04	0.04
Lost-time injury severity	per 1 mn hours worked	18.52	14.67	8.80	20.73	19.37
Total recordable injuries ²	number	67	34	64	60	65
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.85	0.48	0.81	0.74	0.82



	Unit	2021	2020	2019	2018	2017
Occupational safety – employees and contractors						
Fatalities	number	3	0	0	3	2
Fatality rate	per 100 mn hours worked	2.53	0.00	0.00	2.58	1.71
Number of hours worked	hours (thousand)	118,373	105,271	113,759	116,139	116,645
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.57	0.32	0.34	0.30	0.34
High-consequence work-related injuries ¹	number	0	1	3	4	3
High-consequence work-related injuries ¹	per 1 mn hours worked	0.00	0.01	0.03	0.03	0.03
Lost-time injury severity	per 1 mn hours worked	16.59	12.61	17.97	17.44	16.37
Total recordable injuries ²	number	114	63	108	91	92
Total Recordable Injury Rate (TRIR) ²	per 1 mn hours worked	0.96	0.60	0.95	0.78	0.79

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

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

Process Safety

	Unit	2021	2020	2019	2018	2017
Tier 1	number	10	6	4	4	4
Tier 2	number	17	13	7	12	6
Process Safety Event Rate ¹	per 1 mn hours worked	0.23	0.18	0.10	0.14	0.09

¹ Process Safety Event Rate is related to Tier 1 and Tier 2 process safety events



Environmental Data

GHG Emissions – Absolute

	Unit	2021	2020	2019	2018	2017
Total GHG direct, Scope 1 ¹	mn t CO ₂ equivalent	13.9	10.7	10.6	11.1	11.1
of which from E&P	mn t CO ₂ equivalent	3.2	3.5	4.2	3.6	3.5
of which from R&M	mn t CO ₂ equivalent	6.8	6.6	6.4	7.6	7.7
of which from C&M	mn t CO ₂ equivalent	3.9	0,6 ⁴	n.r.	n.r.	n.r.
CO ₂	mn t	12.9	9.9	9.4	10.0	10.2
CH ₄	t	30,672	32,999	49,376	44,782	38,807
N ₂ O	t	818	217	74	57	52
Total GHG indirect, Scope 2 ²	mn t CO ₂ equivalent	1.1	0.3	0.4	0.4	0.3
Total GHG indirect, Scope 3 ^{3,5}	mn t CO ₂ equivalent	156.4	118.0	126.0	108.0	108.0
GHG emissions from processing and use of sold products (Scope 3, categories 10 and 11)	mn t CO ₂ equivalent	130.0	112.2	119.8	100.4	107.2
of which from oil to energy	mn t CO ₂ equivalent	58.4	54.8	68.2	58.2	73.8
of which from oil for non-energy use	mn t CO ₂ equivalent	5.4	7.1	7.7	6.2	6.6
of which from gas to energy	mn t CO ₂ equivalent	54.5	48.0	41.8	34.4	25.9
of which from gas for non-energy use	mn t CO ₂ equivalent	2.6	2.3	2.0	1.5	0.9
of which from chemicals	mn t CO ₂ equivalent	9.0	0.01	0.01	0.01	0.01
GHG emissions from purchased goods and services and capital goods (Scope 3, categories 1 and 2)	mn t CO ₂ equivalent	13.5	5.5	6.3	7.2	1.3
of which from purchased goods and services	mn t CO ₂ equivalent	13.0	5.3	6.1	5.7	1.1
of which from capital goods	mn t CO ₂ equivalent	0.5	0.2	0.2	0.2	0.1
GHG emissions from fuel- and energy-related activities not included in Scope 1 or 2 (Scope 3, category 3)	mn t CO ₂ equivalent	0.5	n.r.	n.r.	n.r.	n.r.
GHG emissions from waste generated in operations (Scope 3, category 5)	mn t CO ₂ equivalent	0.3	n.r.	n.r.	n.r.	n.r.



	Unit	2021	2020	2019	2018	2017
GHG emissions from end-of-life treatment of sold products (Scope 3, category 12)	mn t CO ₂ equivalent	12.1	n.r.	n.r.	n.r.	n.r.
Biogenic CO ₂ emissions	mn t CO ₂ equivalent	1.55	1.44	1.53	1.30	1.24

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

² Scope 2 refers to indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling, or steam. We use emission factors from different sources, e.g., national authorities, supplier-specific emission factors, etc. The data in the table refers to the market-based approach. Location-based is 1.0 mn t.

³ 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.

⁴ Only EU ETS emissions from November and December included

⁵ Borealis Scope 3 category 15 emissions are accounted as 21.0 mn t CO₂ equivalent, but not yet included in OMV's Group consolidation.

n.r. = not reported

GHG Emissions – Intensities¹

	Unit	2021	2020	2019	2018	2017
GHG intensity of operations	OMV Group Carbon Intensity Index ²	82	81	78	86	n.r.
Reduction achieved vs. 2010	%	18	19	22	14	n.r.
GHG intensity of product portfolio	mn t GHG per mn t oil equivalent	2.5	2.5	2.5	2.5	2.6
GHG intensity of purchased goods and services and capital goods	mn t GHG per EUR bn	0.78	1.14	0.89	0.90	0.79
Carbon intensity of energy supply ³	g CO ₂ /MJ	66.4	66.9	68.3	70.0	n.r.
Methane intensity	%	0.6	0.7	1.1	n.r.	n.r.

¹ Excluding Borealis

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

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

n.r. = not reported



GHG Emission – Reductions¹

	Unit	2021	2020	2019	2018	2017
GHG reductions from projects per year	t CO ₂ equivalent	79,470	77,900	154,522	374,000	174,000
GHG reductions from projects to date (from 2009)	mn t CO ₂ equivalent	2.0	1.9	1.8	1.7	1.2

¹ Excluding Borealis

Other Air Emissions

	Unit	2021	2020	2019	2018	2017
SO ₂	t	2,544	2,720	2,627	3,090	2,995
NO _x	t	10,302	7,701	7,441	11,231	12,730
NM VOC	t	12,259	10,898	11,011	9,400	8,689
Particulate emissions	t	635	172	124	138	145
Ozone-depleting substances	t	0.2	0.5	0.4	0.4	0.5

Flaring and Venting

	Unit	2021	2020	2019	2018	2017
Hydrocarbons flared	t	361,965	388,644	426,251	233,770	185,832
Hydrocarbons vented	t	14,672	17,909	34,282	37,420	32,834



Energy

	Unit	2021	2020	2019	2018	2017
Energy consumption ¹	PJ	176.5	131.1	117.4	127.4	130.8
Fuel consumption within the organization	PJ	176.6	141.4	128.6	152.5	157.5
Self-generated non-fuel renewable energy	MWh	14,309.0	87.4	n.r.	n.r.	n.r.
Purchased electricity consumption ²	PJ	16.6	8.6	2.9	3.5	2.9
Heating, cooling, and steam consumption	PJ	4.3	0.9	0.1	0.1	0.0
Electricity sold ³	PJ	16.5	14.2	11.3	23.9	24.5
Heating, cooling, and steam sold ⁴	PJ	4.0	3.1	2.9	2.7	3.3

¹ Refers to the total energy used for operations based on site calculations with specific data and methodology

² Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption.

³ Calculation methodology changed in 2020 to exclude electricity internally sold; prior years' data restated

⁴ Calculation methodology changed in 2020 to exclude heating, cooling, and steam sold internally

n.r. = not reported

Water and Wastewater

	Unit	2021	2020	2019	2018	2017
Water withdrawal						
Water withdrawn ¹	megaliters	827,211	224,971	103,637	100,381	98,523
thereof groundwater	megaliters	34,903	25,443	24,117	23,964	24,530
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	34,805	22,996	23,836	23,716	24,144
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	98	262	281	247	386
thereof surface water	megaliters	294,270	60,778	14,054	14,955	11,526
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	294,270	14,539	14,054	14,955	11,526
thereof once-through cooling water	megaliters	276,359	47,124	0	0	0
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	3,825	1,755	1,360	1,477	1,509
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	3,825	1,092	1,360	1,477	1,509
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof seawater	megaliters	436,337	75,718	920	586	577
thereof once-through cooling water	megaliters	435,493	71,784	0	280,963	411,854
thereof produced water	megaliters	57,875	61,256	63,186	59,400	60,382
Water withdrawn from all areas with water stress	megaliters	3,550	1,479	1,230	1,775	2,524
thereof groundwater	megaliters	2,179	491	399	645	1,144



	Unit	2021	2020	2019	2018	2017
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	325	229	118	398	758
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	98	262	281	247	386
thereof surface water ²	megaliters	0	0	0	0	0
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof other water ($> 1,000$ mg/L mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof water from public supply systems	megaliters	712	54	67	82	84
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	24	54	67	82	84
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	0	0	0
thereof seawater ²	megaliters	0	0	0	0	0
thereof produced water	megaliters	659	607	764	1,048	1,297
Water discharge						
Water discharged by destination	megaliters	758,033	25,464	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	846	0	n.r.	n.r.	n.r.
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water ($> 1,000$ mg/l total dissolved solids)	megaliters	846	0	n.r.	n.r.	n.r.
thereof to surface water	megaliters	303,325	16,474	n.r.	n.r.	n.r.
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids)	megaliters	298,467	10,913	n.r.	n.r.	n.r.
thereof once-through cooling water	megaliters	276,363	47,124	n.r.	n.r.	n.r.
thereof other water ($> 1,000$ mg/l total dissolved solids)	megaliters	4,857	5,561	n.r.	n.r.	n.r.
thereof to seawater	megaliters	438,920	4,581	n.r.	n.r.	n.r.
thereof once-through cooling water	megaliters	435,901	71,784	n.r.	n.r.	n.r.
thereof to third party	megaliters	14,937	4,409	n.r.	n.r.	n.r.
thereof to others	megaliters	5	n.r.	n.r.	n.r.	n.r.
Water discharged by destination to all areas with water stress	megaliters	2,467	61	n.r.	n.r.	n.r.
thereof to groundwater	megaliters	846	0	n.r.	n.r.	n.r.
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	n.r.	n.r.	n.r.
thereof to surface water	megaliters	938	0	n.r.	n.r.	n.r.
thereof freshwater ($\leq 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	n.r.	n.r.	n.r.
thereof other water ($> 1,000$ mg/l total dissolved solids) ²	megaliters	0	0	n.r.	n.r.	n.r.
thereof to seawater	megaliters	0	0	n.r.	n.r.	n.r.
thereof to third party	megaliters	678	61	n.r.	n.r.	n.r.
thereof to others ²	megaliters	5	n.r.	n.r.	n.r.	n.r.
Water discharge – quality						
Hydrocarbons (oil) discharged	t	6	13	n.r.	n.r.	n.r.



	Unit	2021	2020	2019	2018	2017
Water consumption³						
Water consumed	megaliters	70,484	65,357	74,924	75,135	76,152
Water consumed in all areas with water stress	megaliters	1,140	647	1,158	1,691	2,428
Water reuse						
Water recycled and reused	megaliters	319,618	315,327	251,959	7,041	6,859
Produced water						
Produced water generated	megaliters	57,875	61,256	63,186	59,400	60,382
Produced water injected	megaliters	52,325	n.r.	n.r.	n.r.	n.r.
Produced water discharged	megaliters	3,060	n.r.	n.r.	n.r.	n.r.

¹ The increase compared to previous years is due to the inclusion of full-year water data provided by Borealis. At Borealis, most of the water that is withdrawn is used for once-through-cooling. Around 2/3 is brackish water. The cooling water that is discharged is of the same quality and only has a very slightly elevated temperature.

² Borealis figures are included in the total water withdrawal, water withdrawal from areas with water stress, water discharge, water discharged to areas with water stress, and water consumption, but Borealis figures are not available at a detailed level.

³ 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.

n.r. = not reported

Waste

	Unit	2021	2020	2019	2018	2017
Total waste ¹	t	799,048	634,885	633,722	583,831	460,247
thereof non-hazardous waste	t	431,420	241,221	323,268	315,219	224,008
thereof non-hazardous waste to landfill	t	106,494	108,792	n.r.	n.r.	n.r.
thereof non-hazardous waste for recycling	t	48,416	21,690	n.r.	n.r.	n.r.
thereof non-hazardous waste for incineration	t	26,300	6,021	n.r.	n.r.	n.r.
thereof non-hazardous waste for other disposal options	t	38,399	19,130	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options)	t	211,853	85,589	n.r.	n.r.	n.r.
thereof hazardous waste	t	367,627	393,664	310,453	268,611	236,239
thereof hazardous waste to landfill	t	6,294	7,995	n.r.	n.r.	n.r.
thereof hazardous waste for recycling	t	277,074	308,580	n.r.	n.r.	n.r.
thereof hazardous waste for incineration	t	21,914	20,066	n.r.	n.r.	n.r.
thereof hazardous waste for other disposal options	t	59,704	48,222	n.r.	n.r.	n.r.
thereof transboundary movement of hazardous waste (Basel convention)	t	1,421	8,129	n.r.	n.r.	n.r.
thereof other (preparation for reuse and other recovery options)	t	1,221	672	20	0	0
Waste directed to disposal	t	539,985	204,120	308,523	360,357	258,086



	Unit	2021	2020	2019	2018	2017
Waste diverted from disposal	t	259,063	430,765	n.r.	n.r.	n.r.
Waste recovery or recycling rate	%	68%	68%	51%	38%	44%

¹ Total waste amounts including those from one-time projects

n.r. = not reported

Spills

	Unit	2021	2020	2019	2018	2017
Spills	number	2,232	2,390	2,047	2,184	2,403
of which major (i.e., severity level 3 to 5)	number	3	0	1	2	1
Spills volume released	liters	80,976	41,355	56,641	36,874	173,909

Environmental Expenditures¹

	Unit	2021	2020	2019	2018	2017
Environmental protection expenditures, excluding depreciation	mn EUR	240	135	220	196	197
Environmental investments for assets put into operation	mn EUR	150	84	98	134	57

¹ Excluding Borealis



Workforce Data

Year End Headcount by Region, Gender, Employment, and Contract Type

	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2021	12/31/2020
Employees						
Total (incl. apprentices)	5,762	15,074	634	964	22,434	25,291
thereof apprentices	126	4	0	0	130	84
Gender						
Male	4,206	11,007	554	719	16,486	18,913
Female	1,556	4,067	80	245	5,948	6,378
Employment type¹						
Full-time ²	5,224	14,459	595	919	21,197	23,615
thereof male	4,078	10,641	518	692	15,929	17,852
thereof female	1,146	3,818	77	227	5,268	5,763
Part-time	538	615	39	45	1,237	1,676
thereof male	128	366	36	27	557	1,061
thereof female	410	249	3	18	680	615
Contract type						
Temporary ³	401	328	32	38	799	792
thereof male	284	235	28	26	573	546
thereof female	117	93	4	12	226	246
Permanent	5,361	14,746	602	926	21,635	23,844
thereof male	3,922	10,772	526	693	15,913	17,878
thereof female	1,439	3,974	76	233	5,722	5,966

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

² At OMV Petrom employees have the option to reduce the daily working-time to raise a child up to the age of two or three years. These employees are reported as full-time.

³ 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

	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
Austria						
Austria	5,762	4,596	79.76	330	168	50.91
Rest of Europe						
Belgium	1,337	1,245	93.12	68	29	42.65
Bulgaria	69	55	79.71	5	5	100.00
Croatia	2	0	0.00	0	0	0.00
Czech Republic	49	48	97.96	8	8	100.00
Denmark	2	2	100.00	0	0	0.00
Finland	910	881	96.81	57	16	28.07
France	889	861	96.85	60	25	41.67
Germany	968	873	90.19	60	28	46.67
Greece	1	1	100.00	0	0	0.00
Hungary	183	138	75.41	21	13	61.90
Italy	102	91	89.22	13	2	15.38
Moldova	52	52	100.00	6	6	100.00
Netherlands	211	179	84.83	15	7	46.67
Norway	68	59	86.76	5	2	40.00
Poland	7	7	100.00	0	0	0.00
Romania	8,734	8,691	99.51	204	197	96.57
Russia	29	29	100.00	0	0	0.00
Serbia	63	63	100.00	7	7	100.00
Slovakia	175	146	83.43	19	16	84.21
Slovenia	71	71	100.00	4	4	100.00
Spain	7	6	85.71	0	0	0.00
Sweden	948	920	97.05	37	6	16.22
Switzerland	90	2	2.22	6	0	0.00
Turkey	54	54	100.00	3	1	33.33
United Kingdom	53	36	67.92	8	0	0.00
Middle East and Africa						
Libya	29	29	100.00	0	0	0.00
Morocco	2	2	100.00	0	0	0.00
South Africa	1	1	100.00	0	0	0.00
Tunisia	237	237	100.00	1	1	100.00



	Total headcount	Thereof local nationality	%	Total hires in FY 2021	Thereof local nationality	%
United Arab Emirates (Abu Dhabi)	66	0	0.00	0	0	0.00
Yemen	299	298	99.67	0	0	0.00
Rest of the world						
Argentina	1	1	100.00	0	0	0.00
Australia	7	7	100.00	1	1	100.00
Brazil	121	119	98.35	25	10	40.00
Chile	4	3	75.00	2	0	0.00
China	5	3	60.00	0	0	0.00
Colombia	2	2	100.00	0	0	0.00
Hong Kong	0	0	0.00	0	0	0.00
Kazakhstan	0	0	0.00	7	7	100.00
Malaysia	243	242	99.59	6	6	100.00
Mexico	2	2	100.00	0	0	0.00
New Zealand	278	212	76.26	11	11	100.00
Singapore	8	0	0.00	0	0	0.00
South Korea	83	74	89.16	1	0	0.00
United States	210	185	88.10	61	33	54.10

Parental Leave¹

	2021	2020
Total employees entitled to parental leave as per December 31		
Male	11,400	12,163
Female	4,480	4,539
Total	15,880	16,702
Took parental leave		
Male	280	108
Female	233	281
Total	513	389
Returned from parental leave		
Male	287	93
Female	170	143
Total	457	236



2021

2020

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020 and FY 2020)

Diversity

	Gender				Age						Total	Total
	Male		Female		<30		30-50		>50		2021	2020
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	Abs.
OMV Supervisory Board	5	50.00	5	50.00	0	0.00	3	30.00	7	70.00	10	10
OMV Executive Board	4	80.00	1	20.00	0	0.00	0	0.00	5	100.00	5	5
Executives and advanced level ¹	651	79.10	172	20.90	0	0.00	462	56.14	361	43.86	823	445
Diversity in general	16,486	73.49	5,948	26.51	1,885	8.40	12,360	55.09	8,189	36.50	22,434	25,291

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

Diversity by Age, Level, and Gender

	12/31/2021			12/31/2020 ¹		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
Board (OMV Executive Board only)						
Male	0.00	0.00	100.00	0.00	20.00	60.00
Female	0.00	0.00	100.00	0.00	20.00	0.00
Total	0.00	0.00	100.00	0.00	40.00	60.00
Executives (OMV Senior Vice Presidents, OMV Petrom, and Borealis Group Board Members)						
Male	0.00	27.27	72.73	0.00	28.95	52.63
Female	0.00	66.67	33.33	0.00	10.53	7.89
Total	0.00	33.33	66.67	0.00	39.48	60.52
Advanced level						
Male	0.00	52.43	47.57	0.00	49.14	29.98
Female	0.00	75.30	24.70	0.25	17.69	2.95
Total	0.00	57.27	42.73	0.25	66.83	32.93



	12/31/2021			12/31/2020 ¹		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
Core level						
Male	0.33	63.83	35.83	0.28	45.44	24.20
Female	1.28	78.69	20.04	0.34	23.80	5.92
Total	0.63	68.50	30.87	0.63	69.25	30.13
Primary level						
Male	2.61	62.56	34.83	1.88	38.02	22.21
Female	4.95	68.70	26.35	1.98	26.12	9.79
Total	3.52	64.95	31.53	3.86	64.14	31.99
Entry level						
Male	11.90	47.97	40.13	5.61	21.42	18.84
Female	11.63	48.40	39.98	6.67	26.19	21.26
Total	11.75	48.20	40.05	12.28	47.61	40.10
Technician						
Male	6.59	48.31	45.10	4.60	47.95	39.51
Female	5.92	28.93	65.15	0.37	2.82	4.75
Total	6.53	46.70	46.77	4.96	50.78	44.26
Not classified						
Male	12.95	54.24	32.81	n.r.	n.r.	n.r.
Female	13.82	61.77	24.41	n.r.	n.r.	n.r.
Total	13.14	55.86	31.01	n.r.	n.r.	n.r.

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

n.r. = not reported



New Hires by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	219	66.36	404	66.67	1	100.00	82	71.93	706	67.17	411	67.71
Female	111	33.64	202	33.33	0	0.00	32	28.07	345	32.83	196	32.29
Total	330	100.00	606	100.00	1	100.00	114	100.00	1,051	100.00	607	100.00
Age												
<30	107	32.42	216	35.64	0	0.00	19	16.67	342	32.54	168	27.68
30-50	202	61.21	330	54.46	1	100.00	84	73.68	617	58.71	384	63.26
>50	21	6.36	60	9.90	0	0.00	11	9.65	92	8.75	55	9.06
Total	330	100.00	606	100.00	1	100.00	114	100.00	1,051	100.00	607	100.00

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

Ended Contracts by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	299	74.75	2,595	81.20	7	70.00	449	81.19	3,350	80.55	1,895	78.11
Female	101	25.25	601	18.80	3	30.00	104	18.81	809	19.45	531	21.89
Total	400	100.00	3,196	100.00	10	100.00	553	100.00	4,159	100.00	2,426	100.00
Age												
<30	69	17.25	95	2.97	0	0.00	49	8.86	213	5.12	94	3.87
30-50	193	48.25	1,100	34.42	10	100.00	388	70.16	1,691	40.66	903	37.22
>50	138	34.50	2,001	62.61	0	0.00	116	20.98	2,255	54.22	1,429	58.91
Total	400	100.00	3,196	100.00	10	100.00	553	100.00	4,159	100.00	2,426	100.00

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)



Turnover Rate by Region, Gender, and Age

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2021		2020 ¹	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	299	7.18	2,595	21.93	7	1.25	449	52.82	3,350	19.25	1,895	13.36
Female	101	6.62	601	14.10	3	3.70	104	38.81	809	13.18	531	10.57
Total	400	7.03	3,196	19.86	10	1.56	553	49.46	4,159	17.67	2,426	12.63
Age												
<30	69	8.68	95	8.69	0	0.00	49	70.00	213	10.80	94	0.49
30-50	193	5.48	1,100	13.16	10	1.85	388	50.85	1,691	12.83	903	4.70
>50	138	10.97	2,001	30.12	0	0.00	116	40.70	2,255	27.26	1,429	7.44
Total	400	7.03	3,196	19.86	10	1.56	553	49.46	4,159	17.67	2,426	12.63

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only FY 2020)

Labor Practice Indicators

	12/31/2021	12/31/2020
Percentage of employees who have the right to exercise freedom of association and collective bargaining ¹	95.08%	96.41%
Percentage of employees represented by local trade unions or works council ²	86.10%	87.49%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining ²	94.57%	95.32%
Percentage of employees covered by mandatory period of notice under employment law or collective bargaining agreements in case of restructuring ²	98.35%	99.72%

¹ Excluding Avanti GmbH, Gas Connect Austria GmbH, Dunatar Kft., and SapuraOMV Upstream (only as of 31.12.2020)

² Excluding Avanti GmbH, Borealis Group, Dunatar Kft., Gas Connect Austria GmbH, and SapuraOMV Upstream (only as of 31.12.2020)



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

	2021	2020	2019
Board and executives			
Average training hours for Board and executives ³	14	11	19
Advanced level			
Average training hours for advanced level ³	15	13	25
Core level			
Average training hours for core level ³	18	15	25
Primary level			
Average training hours for primary level ³	19	15	24
Entry level			
Average training hours for entry level ³	17	11	21
Technicians			
Average training hours for technicians ³	15	11	19
Grand total			
Average training hours for all employees	18	12	21
Average training hours for female employees	16	12	18
Average training hours for male employees	19	13	22
Average hours of health, safety, and emergency response training for full-time (direct) employees	6	n.r.	n.r.
Total training hours for female employees	94,514	55,633	89,658
Total training hours for male employees	305,469	161,203	314,564
Total training hours for all employees	399,983	216,837	404,222
Money spent on training	8,352,725	4,349,217	8,271,226
Number of participants in trainings	20,887	16,044	16,322

¹ Excluding DUNATÁR Köolajtermék Tároló és Kereskedelmi Kft., SapuraOMV Upstream; excl. DYM Solutions, MTM, Ecoplast, Rosier

² Excluding conferences and training for external employees

³ Excluding Borealis Group, DUNATÁR Köolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV Upstream

n.r. = not reported



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.



Vienna, March 30, 2022
The Executive Board

Alfred Stern m.p.

Johann Pleininger m.p.

Reinhard Florey m.p.

Elena Skvortsova m.p.

Martijn Arjen van Koten m.p.