



# GRI Content Index

Statement of use	OMV has reported in accordance with the GRI Standards for the period 1/1/2022–12/31/2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

## Universal Standards

### GRI 2: General Disclosures 2021

#### The Organization and its Reporting Practices

Disclosures	Link or Direct Answer
2-1 Organizational details	<a href="#">About This Report</a> <a href="#">Contacts and Imprint</a> <a href="#">Value Chain</a> <a href="#">Annual Report: Consolidated Corporate Governance Report</a> <a href="#">Annual Report: OMV on the Capital Markets</a> <a href="#">Annual Report: Fields of Activity</a>
2-2 Entities included in the organization's sustainability reporting	<a href="#">About This Report</a> <a href="#">Annual Report: Note 38</a>
2-3 Reporting period, frequency, and contact point	<a href="#">About This Report</a> <a href="#">Contacts and Imprint</a>
2-4 Restatements of information	<a href="#">About This Report</a> for general approach, footnotes in chapters with specific restatements
2-5 External assurance	<a href="#">About This Report</a>

#### Activities and Workers

Disclosures	Link or Direct Answer
2-6 Activities, value chain, and other business relationships	<a href="#">Value Chain</a>
2-7 Employees	<a href="#">Workforce Data: Year End Headcount by Region, Gender, Employment &amp; Contract Type</a>
2-8 Workers who are not employees	<a href="#">Workforce Data: Year End Headcount by Region, Gender, Employment &amp; Contract Type</a> In addition to the freelancers and leased personnel reported in Workforce Data, a substantial amount of work is performed by contractors. In 2022, approximately 42,500 contractors worked at our sites.

## Governance

Disclosures	Link or Direct Answer	Omission
2-9 Governance structure and composition	<a href="#">Annual Report: Consolidated Corporate Governance Report Sustainability Governance</a>	
2-10 Nomination and selection of the highest governance body	<a href="#">Annual Report: Consolidated Corporate Governance Report Sustainability Governance</a>	
2-11 Chair of the highest governance body	<a href="#">Annual Report: Consolidated Corporate Governance Report</a>	
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Annual Report: Consolidated Corporate Governance Report Sustainability Governance</a>	



Disclosures	Link or Direct Answer	Omission
2-13 Delegation of responsibility for managing impacts	<a href="#">Sustainability Governance</a> Additional details of the specific governance set up in each material topic can be found in each respective chapter.	
2-14 Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Governance</a> <a href="#">About This Report</a>	
2-15 Conflicts of interest	<a href="#">Annual Report: Consolidated Corporate Governance Report</a>	
2-16 Communication of critical concerns		<b>Requirement omitted:</b> 2-16-b <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> Some critical concerns were discussed by the Sustainability & Transformation Committee of the Supervisory Board in 2022, including the human trafficking violations at PDH Kallo, the shutdown at Schwechat refinery, and media allegations of potential use of Uyghur forced labor in a project that OMV purchased upstream emission reduction (UER) certificates from. However, in 2022, we did not track all concerns discussed and thus cannot report a number. At the end of 2022, the Sustainability & Transformation Committee agreed on a definition of "critical concern" and that such cases would form an agenda point of every meeting going forward. We thus will be able to track the number of cases starting in 2023.
2-17 Collective knowledge of the highest governance body	<a href="#">Sustainability Governance</a>	
2-18 Evaluation of the performance of the highest governance body	<a href="#">Annual Report: Consolidated Corporate Governance Report</a> <a href="#">Sustainability Governance</a>	
2-19 Remuneration policies	<a href="#">Annual Report: Consolidated Corporate Governance Report</a> <a href="#">Sustainability Governance</a> <a href="#">Annual Report: Note 35</a>	
2-20 Process to determine remuneration	<a href="#">Annual Report: Consolidated Corporate Governance Report</a> <a href="#">Sustainability Governance</a> The Remuneration Policy for the Executive Board was approved by 97% of the vote at the Annual General Meeting 2022.	
2-21 Annual total compensation ratio	<a href="#">Talent Attraction and Retention</a>	<b>Requirement omitted:</b> 2-21-b <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> OMV collected and reported this data for the first time in 2022. Thus, no comparison to previous years is possible.

## Strategy, Policies, and Practices

Disclosures	Link or Direct Answer
2-22 Statement on sustainable development strategy	<a href="#">CEO Statement</a>
2-23 Policy commitments	<a href="#">Human Rights</a> <a href="#">Economic Impacts and Business Principles</a>
2-24 Embedding policy commitments	The process of embedding policy commitments is described in each material topic, e.g., <a href="#">Human Rights</a> <a href="#">Business Ethics and Anti-Corruption</a> <a href="#">Environment</a>
2-25 Processes to remediate negative impacts	<a href="#">Community Impacts and Grievances</a> <a href="#">Business Ethics and Anti-Corruption</a>



Disclosures	Link or Direct Answer
2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Community Impacts and Grievances</a> <a href="#">Business Ethics and Anti-Corruption</a> <a href="#">Human Rights</a>
2-27 Compliance with laws and regulations	<a href="#">Economic Data: Significant Fines and Instances of Non-Compliance</a>
2-28 Membership associations	<a href="#">Key Memberships</a>

## Stakeholder Engagement

Disclosures	Link or Direct Answer
2-29 Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a> <a href="#">Community Impacts and Grievances</a>
2-30 Collective bargaining agreements	<a href="#">Human Rights</a>

## Material Topics

### GRI 3: Material Topics 2021

Disclosures	Link or Direct Answer
3-1 Process to determine material topics	<a href="#">Materiality</a>
3-2 List of material topics	<a href="#">Materiality</a>

## Carbon Emissions Reduction

Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>		
3-3 Management of material topics	<a href="#">Carbon Emissions Reduction</a> <a href="#">Flaring, Venting, and Fugitive Methane Emissions</a>	11.1.1
<b>GRI 302: Energy 2016</b>		
302-1 Energy consumption within the organization	<a href="#">Environmental Data: Energy</a>	11.1.2
302-2 Energy consumption outside of the organization	<a href="#">Environmental Data: Energy</a>	11.1.3
302-3 Energy intensity	<a href="#">Environmental Data: Energy</a>	11.1.4
302-4 Reduction of energy consumption	<a href="#">Energy Efficiency and Sourcing Renewable Energy</a>	
<b>GRI 305: Emissions 2016</b>		
305-1 Direct (Scope 1) GHG emissions	<a href="#">Environmental Data: GHG Emissions – Absolute</a>	11.1.5
305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Environmental Data: GHG Emissions – Absolute</a>	11.1.6
305-4 GHG emissions intensity	<a href="#">Environmental Data: GHG Emissions – Targets 2030</a> <a href="#">Environmental Data: GHG Emissions – Targets 2025</a>	11.1.8
305-5 Reduction of GHG emissions	<a href="#">Environmental Data: GHG Emissions – Targets 2025</a>	
305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">Environmental Data: Other Air Emissions</a>	

## Energy Transition

Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>		
3-3 Management of material topics	<a href="#">Sustainability Framework</a> <a href="#">Sustainability Governance</a> <a href="#">Energy Transition</a> <a href="#">Public Policy</a>	11.1.1 11.2.1 11.2.4



Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 305: Emissions 2016</b>		
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Environmental Data: GHG Emissions – Absolute</a> 11.1.7
305-4	GHG emissions intensity	<a href="#">Environmental Data: GHG Emissions – Targets 2030</a> <a href="#">Environmental Data: GHG Emissions – Targets 2025</a> 11.1.8
305-5	Reduction of GHG emissions	<a href="#">Climate Change</a> <a href="#">Environmental Data: GHG Emissions – Targets 2030</a> <a href="#">Environmental Data: GHG Emissions – Targets 2025</a> <a href="#">Environmental Data: GHG Emissions – Absolute</a> 11.2.3
<b>GRI 201: Economic Performance 2016</b>		
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Specific Sustainability Risks and Opportunities</a> <a href="#">Scenario Analysis</a> <a href="#">Zero-Carbon Products</a> 11.2.2

## Environment

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Environment</a> <a href="#">Water</a> <a href="#">Spills</a> <a href="#">Waste</a> <a href="#">Biodiversity</a> <a href="#">Non-GHG Air Emissions</a>	11.3.1 11.4.1 11.5.1 11.6.1 11.7.1 11.8.1
<b>GRI 303: Water and Effluents 2018</b>			
303-1	Interactions with water as a shared resource	<a href="#">Water</a>	11.6.2
303-2	Management of water discharge-related impacts	<a href="#">Water</a>	11.6.3
303-3	Water withdrawal	<a href="#">Environmental Data: Water and Wastewater</a>	11.6.4
303-4	Water discharge	<a href="#">Environmental Data: Water and Wastewater</a>	11.6.5
303-5	Water consumption	<a href="#">Environmental Data: Water and Wastewater</a>	11.6.6
<b>GRI 304: Biodiversity 2016</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Biodiversity</a>	<b>Requirement omitted:</b> 304-1-a-i,ii,iii,iv,v,vi,vii <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We began working on a biodiversity framework for OMV in 2022. In 2021, we began mapping all our sites in a formal and harmonized way to determine if any are located in or near protected areas. Initial screening in 2022 revealed that this is the case. However, data is not yet available for all sites and is not granular enough to meet all parts of this GRI disclosure standard. We will continue to refine the results of this screening and integrate the results into the development of our biodiversity framework. 11.4.2



Disclosures		Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">Biodiversity</a> Our operations (e.g., well drilling, construction of new sites) have impacts on biodiversity. We apply the mitigation hierarchy and action planning gives priority to avoidance and minimization over the restoration and offsetting of the impact. We take steps to prevent impacts on sensitive species and ecosystems. For instance, the timing for drilling the Oswig exploration well in the North Sea was rescheduled to avoid disturbance to the sand eel during the spawning season. Similarly, in the Borealis Schwechat PV project, the construction works were timed to avoid any negative impact on the breeding skylark population.	<b>Requirement omitted:</b> 304-2-a-i,ii,iii,iv,v,vi 304-2-b-i,ii,iii,iv <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We disclose examples of projects that show how we mitigate impacts on species, but do not yet track this for all sites using consistent metrics. In 2022, we began working on a biodiversity framework for OMV. As part of this, we are looking at how to systematically evaluate our impact on local biodiversity including appropriate metrics.	11.4.3
304-3	Habitats protected or restored	<a href="#">Biodiversity</a> Third-party partnerships for site restoration (e.g., wetland regeneration) are ongoing in New Zealand.	<b>Requirement omitted:</b> 304-3-a, 304-3-c, 304-3-d <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We began working on a biodiversity framework for OMV in 2022. As part of this, we are looking at how to systematically evaluate our impact on local biodiversity including appropriate metrics for habitats restored.	11.4.4
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Biodiversity</a>	<b>Requirement omitted:</b> 304-4-a-i,ii,iii,iv,v <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We began working on a biodiversity framework for OMV in 2022. In 2022, we began mapping all our sites in a formal and harmonized way to determine if any are affecting IUCN Red List species. Initial screening revealed that this is the case. However, data is not yet available for all sites and is not granular enough to meet all parts of this GRI disclosure standard. We will continue to refine the results of this screening and integrate the results into the development of our biodiversity framework.	11.4.5
<b>GRI 305: Emissions 2016</b>				
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">Environmental Data: Other Air Emissions</a>		11.3.2
<b>GRI 306: Waste 2020</b>				
306-1	Waste generation and significant waste-related impacts	<a href="#">Waste</a>		11.5.2
306-2	Management of significant waste-related impacts	<a href="#">Waste</a>		11.5.3
306-3	Waste generated	<a href="#">Environmental Data: Waste</a>		11.5.4
306-4	Waste diverted from disposal	<a href="#">Environmental Data: Waste</a>		11.5.5



Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
306-5	Waste directed to disposal	<a href="#">Environmental Data: Waste</a>	11.5.6
<b>GRI 306: Effluents and Waste 2016</b>			
306-3	Significant spills	<a href="#">Spills</a> <a href="#">Environmental Data: Spills</a>	11.8.2

## Circular Economy

Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	<a href="#">Circular Economy</a> 11.5.1
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	<a href="#">Circular Economy</a> 11.5.2
306-2	Management of significant waste-related impacts	<a href="#">Circular Economy</a> <a href="#">Mechanical Recycling</a> <a href="#">Chemical Recycling</a> 11.5.3
306-4	Waste diverted from disposal	<a href="#">Circular Economy</a> 11.5.5

## Health, Safety, and Well-being

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Occupational Safety</a> <a href="#">Health</a> <a href="#">Process Safety</a>	11.8.1 11.9.1
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	<a href="#">Occupational Safety</a>	11.9.2
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Occupational Safety</a>	11.9.3
403-3	Occupational health services	<a href="#">Health</a>	11.9.4
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health</a> <a href="#">Occupational Safety</a>	11.9.5
403-5	Worker training on occupational health and safety	<a href="#">Occupational Safety</a>	11.9.6
403-6	Promotion of worker health	<a href="#">Health</a>	11.9.7
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Occupational Safety</a> <a href="#">Product Safety</a>	11.9.8



Disclosures		Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
403-8	Workers covered by an occupational health and safety management system	<a href="#">Occupational Safety</a> Total number of employees covered by ISO 45001: 6,310.	<b>Requirement omitted:</b> 403-8-a-i,ii,iii <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> Only employees reported. We cannot give a percentage of contractors as numbers of contractors are not collected separately at all sites; at some they are reported collectively by a legal entity in charge of multiple locations.	11.9.9
403-9	Work-related injuries	<a href="#">Safety Data: Occupational Safety</a>		11.9.10
403-10	Work-related ill health		<b>Requirement omitted:</b> 403-10-a-i,ii,iii, 403-10-b-i,ii,iii, 403-10-c-i,ii,iii, 403-10-d, 403-10-e <b>Reason:</b> Legal prohibitions <b>Explanation:</b> In most of the countries where OMV operates, the legal definition of an "occupational health illness" varies widely (Health is excluded from the EU Maastricht Treaty). The investigation and decision of potential cases is not carried out by the company medical teams but by legally appointed authorities. In Austria, we do not even get feedback on their decision.	11.9.11
<b>GRI 416: Customer Health and Safety 2016</b>				
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Safety</a> 100% of products are assessed. The potential health and safety impact of products delivered by OMV Group is covered by means of regulated documents – safety data sheets issued for each sold product (according to Regulation EC No 1907/2006 – REACH). Safety data sheets are compiled and regularly updated, based on the registration documentation submitted for the concerned substances contained in the products to the European Chemicals Agency – ECHA. These include chemical safety assessments/reports, as well as exposure scenarios for supported uses by workers, professionals, and consumers as applicable.		11.3.3
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Economic Data: Significant Fines and Instances of Non-Compliance</a>		
<b>GRI 11: Oil and Gas Sector 2021</b>				
	Tier 1 and 2 Process Safety Incidents	<a href="#">Safety Data: Process Safety</a>		11.8.3



## Security, Emergency, and Crisis Resilience

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics <a href="#">Corporate Security Information and Cybersecurity</a>		11.18.1
<b>GRI 410: Security Practices 2016</b>			
410-1	Security personnel trained in human rights policies or procedures <a href="#">Corporate Security</a>	<b>Requirement omitted:</b> 410-1-a <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We provide human rights training to local security employees and third-party contractors. We do not yet track the percentage of personnel trained; we aim to do this in the future if we join the Voluntary Principles Initiative. Following our VPSHR gap analysis by a third-party consultancy, we are now in the process of adopting their recommendations with a view to joining the VPSHR in 2023.	11.18.2

## Human Rights

Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics <a href="#">Human Rights</a>	11.12.1 11.13.1 11.16.1 11.17.1 11.18.1
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk <a href="#">Human Rights</a>	11.13.2
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor <a href="#">Human Rights</a>	
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor <a href="#">Human Rights</a>	11.12.2
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples <a href="#">Human Rights</a>	11.17.2
<b>GRI 412: Human Rights Assessment 2016</b>		
412-1	Operations that have been subject to human rights reviews or impact assessments <a href="#">Human Rights</a>	
412-2	Employee training on human rights policies or procedures <a href="#">Human Rights</a>	
<b>GRI 11: Oil and Gas Sector 2021</b>		
	Involuntary resettlement <a href="#">Human Rights</a>	11.16.2
	Locations where indigenous people are present <a href="#">Human Rights</a>	11.17.3





## Diversity, Equity, and Inclusion

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Diversity, Equity, and Inclusion</a>	11.11.1
<b>GRI 202: Market Presence 2016</b>			
202-2	Proportion of senior management hired from the local community	<a href="#">Workforce Data: Proportion of Senior Management Hired from the Local Community in Significant Locations of Operation</a>	11.11.2
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	<a href="#">Workforce Data: Diversity</a>	11.11.4
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Workforce Data: Ratio of Annual Total Compensation 2022 of Women to Men</a>	11.11.5
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	<p><b>Requirement omitted:</b> 406-1-a-i,ii,iii,iv</p> <p><b>Reason:</b> Information unavailable/incomplete</p> <p><b>Explanation:</b> We currently do not have a grievance reporting system covering all our world-wide entities. All our entities use different channels to report grievance incidents tailored to their legal and organizational set-up, either via People &amp; Culture representatives, designated committees, PetrOmbudsman, workforce representatives, or other locally suitable forms. We are working to set up a Group-wide reporting system in the coming years and to report this in future.</p>	11.11.6

## Employees

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Employees</a> <a href="#">Talent Attraction and Retention</a> <a href="#">Skills Development and Training</a>	11.10.1
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	<a href="#">Workforce Data: New Hires by Region, Gender, and Age</a>	11.10.2
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Human Rights</a>	11.10.3
401-3	Parental leave	<a href="#">Workforce Data: Parental Leave</a>	11.10.4 11.11.3



Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 402: Labor/Management Relations 2016</b>			
402-1	Minimum notice periods regarding operational changes	<a href="#">Human Rights</a>	<b>Requirement omitted:</b> 402-1-a <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We are in compliance with the respective local legal regulations in the various countries where we operate. Notice periods vary in each jurisdiction as they are based on different legal sources and also depend on the terms of service and status of the individual employee.
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	<a href="#">Workforce Data: Average Hours of Training and Education by Position and Gender</a>	11.10.6 11.11.7
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Skills Development and Training</a>	11.7.3 11.10.7
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Talent Attraction and Retention</a> OMV reports that there were 20,285 performance and development reviews in the reporting year, with some employees having more than one review. 16,000 employees (89% of eligible female employees and 84% of eligible male employees) received performance and development reviews. These employees represent approx. 86% of all employees eligible to receive reviews in the dedicated IT platform. Excluded are blue-collar employees at OMV Petrom as they do not have access to the platform, and thus are not included in the calculation of this percentage.	<b>Requirement omitted:</b> 404-3-a <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> Employees are split up by gender but not by employee category. If employees received multiple reviews during the year, they might be in different employee categories during the different reviews due to promotions so it is not possible to definitively assign employees to categories in a way that would enable meaningful disclosure.

## Communities

Disclosures	Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	<a href="#">Communities</a> <a href="#">Community Impacts and Grievances</a> <a href="#">Community Investments</a>
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Impacts and Grievances</a> <a href="#">Community Investments</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Community Impacts and Grievances</a>
<b>GRI 11: Oil and Gas Sector 2021</b>		
	Grievances	<a href="#">Community Impacts and Grievances</a>



## Economic Impacts and Business Principles

Disclosures	Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Economic Impacts and Business Principles</a> <a href="#">Business Ethics and Anti-Corruption</a> <a href="#">Tax Transparency</a> <a href="#">Public Policy</a>	11.14.1 11.19.1 11.20.1 11.21.1 11.22.1
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	<a href="#">Economic Data: Revenues Generated</a> <a href="#">Economic Data: Distribution to Stakeholders</a>	11.14.2 11.21.2
201-4	Financial assistance received from government	<a href="#">Economic Data: Financial Assistance</a> <a href="#">Annual Report: OMV on the Capital Markets</a>	11.21.3
<b>GRI 202: Market Presence 2016</b>			
202-2	Proportion of senior management hired from the local community	<a href="#">Workforce Data: Proportion of Senior Management Hired from the Local Community in Significant Locations of Operation</a>	11.14.3
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported	<a href="#">Community Investments</a>	11.14.4
203-2	Significant indirect economic impacts	<a href="#">Community Investments</a> <a href="#">Economic Data: Distribution to Stakeholders</a> <a href="#">Workforce Data: Local Employment</a> Our local employment data table shows how many OMV jobs are held by locals. Locals are defined as nationals.	11.14.5
<b>GRI 205: Anti-Corruption 2016</b>			
205-1	Operations assessed for risks related to corruption	<a href="#">Business Ethics and Anti-Corruption</a>	11.20.2
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Business Ethics and Anti-Corruption</a> OMV's anti-corruption policies are communicated to all employees and business partners irrespective of region and type/category. A breakdown of employees by region can be found under <a href="#">Workforce Data: Year End Headcount by Region, Gender, Employment and Contract Type</a> . Supervisory Board members receive training with regard to issuer compliance and respective legal obligations. The Code of Business Ethics is brought to their attention.	<b>Requirements omitted:</b> 205-2-d, 205-2-e <b>Reason:</b> Information unavailable/incomplete <b>Explanation:</b> We report the total number of employees that have received training on anti-corruption, but are not able to provide the training numbers broken down by region or employee category as we assign target groups to training courses based on risks, taking into consideration affiliation to a certain business unit or the type of activities performed rather than specific regions or specific employee categories.
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Business Ethics and Anti-Corruption</a>	11.20.4
<b>GRI 206: Anti-Competitive Behavior 2016</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Business Ethics and Anti-Corruption</a>	



Disclosures		Link or Direct Answer	Omission	GRI Sector Standard Ref. No.
<b>GRI 207: Tax 2019</b>				
207-1	Approach to tax	<a href="#">Tax Transparency</a>		11.21.4
207-2	Tax governance, control, and risk management	<a href="#">Tax Transparency</a>		11.21.5
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Tax Transparency</a>		11.21.6
207-4	Country-by-country reporting		<b>Requirements omitted:</b> 207-4-a, 207-4-b, 207-4-c <b>Reason:</b> Confidentiality constraints <b>Explanation:</b> According to Austrian law, Country by Country Reporting (CbCR) data is only reported to fiscal authorities and is not meant to be public information.	11.21.7
<b>GRI 415: Public Policy 2016</b>				
415-1	Political contributions	<a href="#">Public Policy</a>		11.22.2

## Supply Chain

Disclosures		Link or Direct Answer	GRI Sector Standard Ref. No.
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	<a href="#">Supply Chain</a>	
<b>GRI 204: Procurement Practices 2016</b>			
204-1	Proportion of spending on local suppliers	<a href="#">Supply Chain</a> 204-1-b: Local suppliers are defined as national suppliers, active in the countries where OMV has operations. 204-1-c: Significant locations of operation are all the locations where OMV is the main operator. We disclose local spend for the most significant countries of operation for OMV, OMV Petrom, and Borealis, namely Austria, Romania, and Belgium.	11.14.6
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
308-1	New suppliers that were screened using environmental criteria	<a href="#">Supply Chain</a> 100% of new suppliers are screened.	
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Supply Chain</a> 0.3% of the 328 suppliers assessed via TfS were assessed as having negative environmental impacts. Negative potential or actual impacts related to, for example, not having environmental policies or lacking ISO 14001 certification. For all of these, we identified improvement measures. No supplier relationships were terminated due to negative environmental impacts in 2022.	
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	<a href="#">Supply Chain</a> 100% of new suppliers are screened.	11.10.8 11.12.3
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Supply Chain</a> 7% of the 328 suppliers assessed via TfS were assessed as having negative social impacts. Negative potential or actual social impacts related to, for example, not having human rights policies, including policies on child and forced labor. For all of these, we identified improvement measures. No supplier relationships were terminated due to negative social impacts in 2022.	11.10.9