



Workforce Data

Year End Headcount by Region, Gender, as well as Employment and Contract Type¹

	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2022	12/31/2021
Employees						
Total (incl. apprentices)	5,884	14,890	583	951	22,308	22,434
thereof apprentices	113	8	0	0	121	130
Gender						
Male	4,292	10,893	507	702	16,394	16,486
Female	1,592	3,997	76	249	5,914	5,948
Contract type						
Permanent	5,443	14,589	582	939	21,553	21,635
thereof male	4,002	10,684	507	700	15,893	15,913
thereof female	1,441	3,905	75	239	5,660	5,722
Temporary ²	441	301	1	12	755	799
thereof male	290	209	0	2	501	573
thereof female	151	92	1	10	254	226
Workers who are not employees ³	72	104	0	3	179	n.r.
thereof male	56	78	0	1	135	n.r.
thereof female	16	26	0	2	44	n.r.
Employment type						
Non-guaranteed hours employees	0	0	0	0	0	n.r.
thereof male	0	0	0	0	0	n.r.
thereof female	0	0	0	0	0	n.r.
Full-time ⁴	5,361	14,330	583	936	21,210	21,197
thereof male	4,169	10,520	507	699	15,895	15,929
thereof female	1,192	3,810	76	237	5,315	5,268



	Austria	Rest of Europe	Middle East and Africa	Rest of the world	12/31/2022	12/31/2021
Part-time	523	560	0	15	1,098	1,237
thereof male	123	373	0	3	499	557
thereof female	400	187	0	12	599	680

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

² 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.

³ 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) is not directly controlled by OMV, such as contractors.

⁴ At OMV Petrom, employees have the option to reduce the daily working hours to raise a child up to the age of two or three years. These employees are reported as full-time.

n.r. = not reported

Local Employment¹

	Total headcount (12/31/2022)	Thereof local nationality	%	Total hires (FY 2022)	Thereof local nationality	%
Austria						
Austria	5,884	4,653	79.08	416	235	56.49
Rest of Europe						
Belgium	1,375	1,280	93.09	47	38	80.85
Bulgaria	73	72	98.63	11	10	90.91
Croatia	2	2	100.00	0	0	n.a.
Czech Republic	48	48	100.00	8	8	100.00
Denmark	1	1	100.00	0	0	n.a.
Finland	938	904	96.38	35	28	80.00
France	897	865	96.43	33	31	93.94
Germany	953	852	89.40	50	45	90.00
Hungary	188	176	93.62	37	32	86.49
Italy	108	98	90.74	5	5	100.00
Moldova	47	46	97.87	4	3	75.00
Netherlands	196	167	85.20	4	3	75.00
Norway	65	54	83.08	2	0	0.00
Poland	7	7	100.00	0	0	n.a.
Romania	8,486	8,436	99.41	320	306	95.63
Russia	26	26	100.00	0	0	n.a.
Serbia	63	63	100.00	13	13	100.00
Slovakia	175	172	98.29	18	17	94.44



	Total headcount (12/31/2022)	Thereof local nationality	%	Total hires (FY 2022)	Thereof local nationality	%
Slovenia	68	68	100.00	6	6	100.00
Spain	8	7	87.50	1	1	100.00
Sweden	979	953	97.34	42	40	95.24
Switzerland	81	2	2.47	5	0	0.00
Turkey	49	49	100.00	4	4	100.00
United Kingdom	57	41	71.93	5	5	100.00
Middle East and Africa						
Libya	29	29	100.00	0	0	n.a.
Morocco	2	2	100.00	0	0	n.a.
South Africa	1	1	100.00	0	0	n.a.
Tunisia	234	234	100.00	12	12	100.00
United Arab Emirates (Abu Dhabi)	21	0	-	2	0	0.00
Yemen	296	295	99.66	0	0	n.a.
Rest of the world						
Argentina	1	1	100.00	0	0	n.a.
Australia	3	2	66.67	0	0	n.a.
Brazil	118	117	99.15	17	17	100.00
Chile	4	3	75.00	0	0	n.a.
China	4	4	100.00	0	0	n.a.
Colombia	3	3	100.00	1	1	100.00
Malaysia	241	239	99.17	20	20	100.00
Mexico	2	2	100.00	0	0	n.a.
New Zealand	263	203	77.19	18	12	66.67
South Korea	92	67	72.83	0	0	n.a.
United States	220	219	99.55	65	65	100.00

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

n.a. = not applicable



Parental Leave¹

	2022	2021
Total employees entitled to parental leave as at December 31		
Male	9,906	11,400
Female	3,169	4,480
Total	13,075	15,880
Took parental leave		
Male	363	280
Female	291	233
Total	654	513
Returned from parental leave		
Male	336	287 ³
Female	220	170 ³
Total	556	457³



	2022	2021
eine		
Male	289	0
Female	202	0
Total	491	0
Employees with agreement to return after parental leave		
Male	336	287
Female	223	170
Total	559	457
Retention rate²		
Male	92%	n.r.
Female	80%	n.r.
Total	86%	n.r.
Return-to-work rate		
Male	100%	n.r.
Female	99%	n.r.
Total	99%	n.r.

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

² Excluding Borealis Group

³ Borealis Group only partly included

n.r. = not reported



Diversity

	Gender								Age		Total	Total
	Male		Female		<30		30–50		>50		12/31/ 2022	12/31/ 2021
	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 ¹	4	100.00	0	0.00	0	0.00	0	0.00	4	100.00	4	5
Executives ² and advanced level	680	78.43	187	21.57	0	0.00	480	55.36	387	44.64	867	823
Diversity in general ³	16,394	73.49	5,914	26.51	1,943	8.71	11,935	53.50	8,430	37.79	22,308	22,434

¹ Data is as at December 31, 2022. OMV had five Board members, thereof one female, Elena Skvortsova, for the majority of 2022. Elena Skvortsova left the Board on November 30, 2022. As of the date of publication of this report in April 2023, OMV again has five board members, thereof one female.

² Executives include OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board Members

³ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Diversity by Age, Level, and Gender¹

	12/31/2022			12/31/2021		
	<30	30–50	>50	<30	30–50	>50
	%	%	%	%	%	%
Board (OMV Executive Board only)						
Male	0.00	0.00	100.00	0.00	0.00	100.00
Female	0.00	0.00	0.00	0.00	0.00	100.00
Total	0.00	0.00	100.00	0.00	0.00	100.00
Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members)						
Male	0.00	32.43	67.57	0.00	27.27	72.73
Female	0.00	55.56	44.44	0.00	66.67	33.33
Total	0.00	36.96	63.04	0.00	33.33	66.67
Advanced level						
Male	0.00	51.48	48.52	0.00	52.43	47.57
Female	0.00	74.16	25.84	0.00	75.30	24.70
Total	0.00	56.39	43.61	0.00	57.27	42.73



	12/31/2022			12/31/2021		
	<30	30-50	>50	<30	30-50	>50
	%	%	%	%	%	%
Core level						
Male	0.48	64.28	35.24	0.33	63.83	35.83
Female	0.86	78.42	20.72	1.28	78.69	20.04
Total	0.60	68.80	30.60	0.63	68.50	30.87
Primary level						
Male	3.97	60.22	35.81	2.61	62.56	34.83
Female	6.28	67.28	26.43	4.95	68.70	26.35
Total	4.87	62.96	32.18	3.52	64.95	31.53
Entry level						
Male	12.08	49.13	38.78	11.90	47.97	40.13
Female	12.91	45.33	41.76	11.63	48.40	39.98
Total	12.51	47.15	40.34	11.75	48.20	40.05
Technicians						
Male	8.36	40.86	50.78	6.59	48.31	45.10
Female	6.41	16.86	76.72	5.92	28.93	65.15
Total	8.20	38.87	52.93	6.53	46.70	46.77
Not classified						
Male	12.29	55.28	32.43	12.95	54.24	32.81
Female	12.54	63.14	24.33	13.82	61.77	24.41
Total	12.35	57.03	30.63	13.14	55.86	31.01

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

New Hires by Region, Gender, and Age¹

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2022		2021	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	265	63.70	404	62.35	11	78.57	89	73.55	769	64.14	706	67.17
Female	151	36.30	244	37.65	3	21.43	32	26.45	430	35.86	345	32.83
Total	416	100.00	648	100.00	14	100.00	121	100.00	1,199	100.00	1,051	100.00



	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2022		2021	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Age												
<30	115	27.64	166	25.62	2	14.29	18	14.88	301	25.10	342	32.54
30–50	271	65.14	416	64.20	12	85.71	89	73.55	788	65.72	617	58.71
>50	30	7.21	66	10.19	0	0.00	14	11.57	110	9.17	92	8.75
Total	416	100.00	648	100.00	14	100.00	121	100.00	1,199	100.00	1,051	100.00

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Ended Contracts by Region, Gender, and Age¹

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2022		2021	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	229	65.24	744	66.79	16	84.21	101	79.53	1,090	67.66	3,350	80.55
Female	122	34.76	370	33.21	3	15.79	26	20.47	521	32.34	809	19.45
Total	351	100.00	1,114	100.00	19	100.00	127	100.00	1,611	100.00	4,159	100.00
Age												
<30	65	18.52	110	9.87	1	5.26	23	18.11	199	12.35	213	5.12
30–50	169	48.15	448	40.22	15	78.95	74	58.27	706	43.85	1,691	40.66
>50	117	33.33	556	49.91	3	15.79	30	23.62	706	43.85	2,255	54.22
Total	351	100.00	1,114	100.00	19	100.00	127	100.00	1,611	100.00	4,159	100.00

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Turnover Rate by Region, Gender, and Age¹

	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2022		2021	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Gender												
Male	229	5.38	744	6.79	16	3.13	101	14.53	1,090	6.64	3,350	19.25
Female	122	7.84	370	9.17	3	3.89	26	10.70	521	8.81	809	13.18
Total	351	6.04	1,114	7.43	19	3.23	127	13.54	1,611	7.21	4,159	17.67



	Austria		Rest of Europe		Middle East and Africa		Rest of the world		2022		2021	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Age												
<30	65	8.49	110	11.83	1	14.81	23	38.98	199	11.30	213	10.80
30–50	169	7.68	448	6.15	15	4.77	74	12.61	706	6.80	1,691	12.83
>50	117	4.11	556	8.20	3	1.13	30	10.31	706	6.93	2,255	27.26
Total	351	6.04	1,114	7.43	19	3.23	127	13.55	1,611	7.21	4,159	17.67

¹ DUNATÁR Kft. and SapuraOMV Upstream included in 2022, excluded in 2021

Annual Total Compensation Ratio¹

	12/31/2022	12/31/2021
Annual total compensation of the highest paid individual vs. median annual compensation for all employees	84:1	n.r.

¹ Excluding Borealis Group, DUNATÁR Kft., OMV International Oil & Gas GmbH, and SapuraOMV Upstream
n.r. = not reported

Ratio of Annual Total Compensation 2022 of Women to Men

Significant locations of operation are countries with more than 500 employees	Austria ¹		Romania	
	Headcount 12/31/2022	Ratio	Headcount 12/31/2022	Ratio
Executives (OMV Senior Vice Presidents, OMV Petrom Board members, and Borealis Group Board members)	33	1.18:1	5	1.98:1
Advanced level	281	0.99:1	91	0.89:1
Core level	837	0.90:1	656	0.95:1
Primary level	1,208	0.84:1	1,885	0.91:1
Entry level	501	0.80:1	1,759	0.86:1
Technicians	694	0.74:1	4,026	0.96:1
Not classified ²	55	1.92:1	n.r.	n.r.

¹ Excluding Borealis Group

² Apprentices, doctors, medical assistance, 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	France	Germany	Romania	Sweden
Hired in 2022	6	1	0	0	2	11	0
thereof local nationality	0	1	0	0	2	8	0
% of senior management hired who are of local nationality	0%	100%	n.a.	n.a.	100%	73%	n.a.

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}

	2022	2021	2020
Board and executives			
Average training hours for Board and executives ³	18	14	11
Advanced level			
Average training hours for advanced level ³	25	15	13
Core level			
Average training hours for core level ³	23	18	15
Primary level			
Average training hours for primary level ³	22	19	15
Entry level			
Average training hours for entry level ³	22	17	11
Technicians			
Average training hours for technicians ³	28	15	11
Grand total			
Average training hours for all employees	23	18	12
Average training hours for female employees	18	16	12
Average training hours for male employees	24	19	13
Average hours of health, safety, and emergency response training for full-time (direct) employees	9	6	n.r.



	2022	2021	2020
Total training hours for female employees	105,010	94,514	55,633
Total training hours for male employees	385,265	305,469	161,203
Total training hours for all employees	490,275	399,983	216,837
Money spent on training (EUR)	10,090,097	8,352,725	4,349,217
Number of participants in training	21,622	20,887	16,044

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

² Excluding conferences and training for external employees

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

n.r. = not reported