Welcome to OMV’s 2015 Sustainability Report

About this report

This report covers the sustainability operations of OMV Group, headquartered in Vienna, Austria, for the 2015 business year.

Who we are?

OMV is an integrated, international oil and gas company active in the Upstream (Exploration and Production) and Downstream (Refining and Marketing including petrochemicals; Gas and Power) businesses. For more information about OMV Group, please see the OMV Annual Report 2015.

Report scope and boundaries

We have been reporting regularly on sustainability since 2001 (financial year). This report describes how we manage and perform on our most material environmental, social and governance issues. OMV Group 2015 Sustainability Report has been prepared in accordance with the Global Reporting Initiative’s (GRI) G4 Core guidelines and has been guided by GRI’s G4 Oil and Gas sector disclosures document. With this sustainability reporting framework in mind, the 2015 report focuses our disclosure on the issues that have been deemed most material to our business through a stakeholder consultation and materiality process (please see page 6) and the ones highlighted in GRI’s G4 Oil and Gas sector disclosures document.

The data presented in the report are consolidated at Group level. The environmental data are collected for those activities where the Group has a stake of more than 50% (Madagascar included as of 2015) or for joint ventures, including minority shareholdings, where OMV exerts controlling influence as operator (Pakistan). The safety performance and HSSE relevant incidents (including spills) include also data for OMV employees and contractors from the Upstream joint ventures, where OMV is a minority partner and does not exert controlling influence (see more about our boundaries in the GRI content index).

Overview

Sustainability at OMV: CEO Rainer Seele explains Resourcefulness

GRI indicators

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<td>G4-31 (IBC)</td>
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The photo on the front cover shows second generation Technikqueens 2014–2015.

Awards

International CSR Excellence Awards
Medienzukunftspreis
Trigos Preis

Read more about our ratings and awards on page 48

The wider context in which we operate

The wider context in which we operate

Performance in detail

A look at our sustainability performance in detail

Performance highlights
Additional performance figures
Assurance statement
Abbreviations and glossary
Memberships, ratings and awards
Contact details
Q&A with Rainer Seele, OMV CEO

My priorities are to continually improve our health and safety performance whilst maintaining OMV’s position as a responsible business in these challenging economic times.

I am proud to share the latest OMV Sustainability Report. It highlights the progress we made in 2015 in embedding sustainability into the daily operations. This document is also our Communication on Progress for the UN Global Compact to which we are fully committed.

OMV has a long history in sustainability and, even in these challenging economic times, we need to protect our people and we are fully committed to operating responsibly towards the environment and society.

Why is sustainability important to OMV?

Resourcefulness, our sustainability strategy, is our way of achieving the business targets in a sustainable and responsible manner. It brings together our commitments on health, safety, security, environment, diversity, business ethics, human rights and stakeholder engagement.

We aim to meet the expectations of our stakeholders in a responsible manner. By focusing on what matters to these stakeholders, we will maintain our license to operate and create a positive and meaningful impact on local communities. It is our responsibility to make sure that we run our business in a sustainable way.

What are the sustainability highlights of 2015?

Health and safety are highly important to me, to my fellow directors and to all of our stakeholders – and we have made significant progress this year.

In 2015, we marked improvement in our Lost-Time Injury Rate (LTIR) for our contractors and employees across the business from 0.44 in 2014 to 0.27 per mn hours worked in 2015. This success is the result of the hard work conducted by our senior management teams and our colleagues in the operational sites.

Despite the positive strides we have made in health and safety, I was deeply saddened by the loss of one employee and one contractor in work related accidents. These losses are unacceptable, and our joint efforts should prevent any further incidents from occurring in the future.

From an environmental perspective, we strive to minimize the impact, particularly in areas of carbon management, water management and energy efficiency. We revised the Group Carbon Strategy and defined carbon intensity as the new performance target. We reduced further the direct Green House Gas emissions for Upstream and Downstream, also reflected in our Carbon Disclosure Project scoring (98A-). We continued implementing flaring and venting reduction projects and had a strong focus on energy efficiency.

Despite the financial pressure, generated by the drop in the oil price we continued investing in our people. In 2015, more than 340,000 training hours were provided to more than 11,000 employees.

Through our community relations projects we maintained the focus on supporting local economies and local employment by developing the skills the communities need to be successful in the job markets.

In 2015 alone, more than 40,000 people benefited from our community projects. We also continued our Women’s Empowerment program in Pakistan. This project provides education and economic opportunities to women in the communities neighboring our operational sites.

More than 2,000 women were supported through micro-credits schemes and training to leverage their entrepreneurial opportunities.

What are your priorities going forward?

2015 was not an easy year and, as with all our peers, we operate in a volatile market. The recent drop in oil prices has placed pressure on our business to perform better, adapt quicker and become even more effective. Yet, despite this challenge, we have continued to focus on our responsible business behavior.

My priority for OMV is to focus on what is of utmost importance to our stakeholders, and the issues that are highly material to our business.

Developments in the sustainability world over the last year, including Conference of the Parties (COP21) held in Paris and the launch of the UN Sustainable Development Goals (SDGs) highlight the growing presence of sustainability as a global agenda.

By continuing to maintain our efforts, I am confident in our ability to improve our performance as a responsible business and to create a stronger, safer and more resilient business for the future.
Introduction

As an integrated oil and gas business with an international presence, we have a dedicated series of Key Performance Indicators (KPIs) that guide our approach to sustainability. Our sustainability KPIs are aligned to our Resourcefulness strategy, as well as to the recently launched UN Sustainable Development Goals (SDGs). The SDGs are 17 universal goals which seek to tackle major issues affecting the world from poverty through to resource scarcity. The diagram below shows how each of our KPI links to the goals.

We also use a number of ratings and awards to assess our sustainability performance, and we’re pleased that we were recognized by a number of sustainability ratings and awards once again in 2015 (see page 48).

Linking our performance to the SDGs

Through our day-to-day business actions and sustainability KPIs we are supporting 13 of the 17 UN Sustainable Development Goals (SDGs). This diagram shows how our performance indicators link to each of the SDGs, some of which overlap given the broad reach of some of the goals. To read more about the SDGs click here.
OMV Group objectives and strategy

OMV is an international, integrated oil and gas company based in Vienna, active in the Upstream and Downstream business.

In Upstream, OMV focuses on three core regions, (1) CEE (Romania and Austria), (2) the North Sea and (3) Middle East and Africa, and selected development areas. OMV had proven reserves of approximately 1.03 bn boe at year end and a production of 303 kboe/d in 2015. Around 90% of its production in 2015 came from EU/OECD countries. The oil and gas split in production is roughly 50% each.

The Downstream Business Segment consists of the Downstream Oil and the Downstream Gas business. Downstream Oil operates three refineries: Schwechat (Austria) and Burghausen (Southern Germany), both of which feature integrated petrochemical production, as well as the Petrobrazi refinery (Romania) which processes predominantly Romanian crude. OMV has an annual processing capacity of 17.8 mn t.

The retail network consists of approximately 3,800 filling stations in 11 countries, with a strong multi-brand portfolio. Together with a high quality non-oil retail business and an efficient commercial business, OMV has a leading position in its markets. OMV’s Downstream Gas supply portfolio consists of equity gas and is complemented by contracted volumes. Total natural gas sales volumes amounted to 110 TWh in 2015. OMV operates a gas pipeline network in Austria and owns gas storage facilities with a capacity of 2.7 bcm (30 TWh). The Central European Gas Hub (CEGH) is a well-established gas trading platform on the gas routes from East to West and also operates a gas exchange. The gas distribution node in Baumgarten (Austria) is Central Europe’s largest entry point for gas from Russia. OMV also operates two gas-fired power plants, one in Romania and one in Turkey. With Group sales of EUR 23 bn, a workforce of 24,124 employees and a market capitalization of EUR 9 bn at year end, OMV Aktiengesellschaft is one of Austria’s largest listed industrial companies.

Where we operate

GRI indicators

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Core regions contribute ≥ 50 kboe/d

- Core region 1: Central and Eastern Europe
- Core region 2: North Sea
- Core region 3: Middle East and Africa
- Development areas: Russia, United Arab Emirates, Iran
OMV is an integrated, international oil and gas company active in the Upstream and Downstream Businesses.

- **1.03 bn boe** proven reserves
- **17.8 mn t** refining capacity
- **~3,800** filling stations in 11 countries
- **24,124** employees
- **EUR 23 bn** group sales
- **303 kboe/d** oil and gas production
- **30 TWh** gas storage volume sold

**GRI indicators**: G4-12
Our sustainability strategy

Resourcefulness

At OMV, we have a long tradition of behaving responsibly towards the environment and society. In 2015, we worked hard to further embed sustainability in our operations.

The OMV sustainability strategy Resourcefulness brings together our commitments on health, safety, security, environment, diversity, business ethics, human rights and stakeholder engagement. It is expressed in three key focus areas:

- Eco-Efficiency
- Eco-Innovation
- Skills to Succeed

Eco-Efficiency

In order to secure the supply of energy, we produce and process oil and gas. The careful use of resources and minimizing our impact on the environment are two of our business drivers. Therefore, we focus on energy efficiency projects, carbon, waste and water management.

Eco-Innovation

In order to meet the challenge of the future, we invest in the research and development of new technologies and energy sources. The attention of our activities is directed towards improving the efficiency and use of future sources of energy, with a focus on building the required infrastructure for hydrogen mobility and the production of advanced biofuels.

Skills to Succeed

We develop projects that promote self-sufficiency, job growth and economic development in the communities impacted by our operations. To achieve this, we focus on educational initiatives in the areas of technology and industry, the development of economic capacities of local providers and strategic cooperation with key universities.

Supporting the business strategy

Resourcefulness is our way of achieving our business targets in a sustainable and responsible way, while also ensuring that we retain our license to operate.

Our Resourcefulness strategy aims to create long-term value for OMV through a stronger and more diverse employee base, by building eco-efficiency into the business and value chain, and by investing in new technologies that have the potential to create a sustainable future for OMV.

The starting point for our approach is to understand which issues are material to our business. This enables us to discover the key concerns of our stakeholders – from employees and investors to suppliers and consumers. It also ensures that we manage risks in our day-to-day operations. By focusing on these material areas, such as health and safety, oil spills or ethics and corruption, we ensure that we meet the expectations of our stakeholders and create a positive impact on the communities in which we operate.

Our Resourcefulness pillars

The structure of Resourcefulness encompasses all of our areas of focus.
Our material topics

Our approach to materiality

In this report, we disclose with greater prominence and in more detail the issues that have been identified as being most material to us. These issues have been discussed with a broad range of stakeholders and approved by internal management. This has resulted in a more strategic and streamlined Sustainability Report that aligns with the Global Reporting Initiative’s (GRI) G4 guidelines.

In 2015, we have continued to report on selected issues that were ranked as of moderate or lower importance, but not at the same level of detail and prominence as those prioritized as being of high importance. Disclosure surrounding our performance on our less material issues can be found on the sustainability section of our website (www.omv.com/sustainability).

To see more on the process we used to identify our material aspects, please click here (www.omv.com/sustainability).

Our process

Identifying our key stakeholders

We conducted a stakeholder consultation and materiality analysis in 2014 that looked to identify and prioritize what matters most to us and to our most important stakeholders.

The first stage of this process involved identifying the stakeholders that were most essential to our operations and our ability to grow our business. The graphic below shows our key stakeholders. Following the identification of our stakeholders, we then led a wide consultation process with them on sustainability related topics which enabled us to identify a list of 18 distinct material issues. Afterwards, we prioritized the issues according to our “Power Interest Matrix”. This prioritization is based on our wider business and specific project needs and requirements, as well as on specific socio-political context.

Our materiality matrix

<table>
<thead>
<tr>
<th>High importance</th>
<th>Moderate importance</th>
<th>Low importance</th>
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| • Health and Safety  
  • Oil spills  
  • Security  
  • Business ethics and corruption  
  • Energy efficiency  
  • Regulatory environment  
  • Employee attraction, retention and training  
  • Impacts of climate change  
  • Governance  
  • Community engagement  
  • Diversity  
  • Human rights  | • Water management  
  • Renewable energy  
  • Supply chain management  
  • Research and development  | • Unconventional energy sources  
  • Biodiversity  |

Stakeholders consulted

- Financial and SRI analysts
- NGOs
- Suppliers and contractors
- Regulators
- Business leaders
- Universities and research institutes
- Customers
- Local authorities
- OMV employees

GRI indicators

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How we manage sustainability

Our sustainability governance

Two governance bodies manage and oversee our Resourcefulness strategy:

**Resourcefulness Executive Team (RET)**
Chaired by the CEO and steered by the Corporate Sustainability department, the Resourcefulness Executive Team includes senior management representing all businesses, and representatives of each of the Resourcefulness strategic areas (Eco-Efficiency, Eco-Innovation, Skills to Succeed, Stakeholder Engagement, HSSE, Business Ethics, Human Rights, Diversity). The RET meets four to six times every year (four times in 2015) and is responsible for developing OMV’s sustainability strategy and for guiding its implementation into our operations.

The RET reviews and approves all sustainability-related projects and the progress of implementation. It is also the body that engages with the Resourcefulness Advisory Board and translates its input and suggestions into OMV’s sustainability strategy and activities.

**Resourcefulness Advisory Board (RAB)**
The Resourcefulness Advisory Board is also chaired by the CEO and comprises high-ranking international experts by academic and partly policy-making background and expertise in the areas of Governance, Business Ethics, Human Rights, Diversity, Eco-Efficiency, Eco-Innovation and Skills to Succeed. The RAB meets twice a year and provides expert advice on how to take OMV’s sustainability strategy and performance forward.

The members comment and suggest areas of improvement based on our sustainability performance. The outcomes from RAB meetings are always presented during the RET meetings. Potential implementation and adaption of existing initiatives based on these recommendations are discussed.

The RAB plays a key role in challenging our activities and brings a crucial external perspective to our plans and progress. In addition, the RAB keeps OMV informed about challenges on long-term trends, developments, best practice and new research.

**Resourcefulness success factors**
All management levels are involved in the implementation of sustainability projects and Resourcefulness is part of their annual performance assessment. Furthermore, our highest governance body is assessed with respect to sustainability topics (see more in the OMV Annual Report 2015).

Methods and tools to measure the effects of Resourcefulness enable us to take the best decisions for OMV, the environment and our stakeholders. We have developed a set of Key Performance Indicators (KPIs) for all Resourcefulness strategic areas (Eco-Efficiency, Eco-Innovation, Skills to Succeed, HSSE, Stakeholder Engagement, Business Ethics, Human Rights and Diversity). The KPIs presented on page 2 help us improve the way in which sustainability is embedded throughout the organization.

GRI indicators

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The wider context in which we operate

Our operating environment

The oil and gas industry is facing a number of challenges and opportunities including sluggish demand, increased scrutiny and increasingly stringent environmental and social requirements.

The wider context for the oil and gas sector

As part of our reporting and materiality process, we reviewed several independent sources of research and guidance (see more about our methodology on www.omv.com/sustainability).

Most of the issues listed as key issues for our industry by GRI’s G4 Sector Disclosures and other independent research, such as the World Economic Forum’s 2014 risk review, are in line with the outcomes of our materiality analysis.

We acknowledge that OMV, in common with the other players within the oil and gas industry, face challenges and opportunities in:

- Managing the consequences of the recent drop in oil prices and dealing with mid- and long-term implications.
- Adapting to increasing supply and sluggish demand.
- Facing increased competition and operational challenges in accessing and securing remaining conventional reserves.
- Proactively managing and protecting the environment and adapting to climate change.
- Proactively managing and improving health and safety, and our relationships with our key stakeholders, including governments, suppliers and local communities.
- Addressing regulatory constraints and business opportunities in developing lower-carbon energy sources, and transforming the energy market.
- Proactively monitoring and managing political uncertainties, and protecting asset integrity and process safety in specific countries of operation.

We continuously carry out risk reviews in order to assess our current and future financial and non-financial risks, assess how these trends will impact OMV and then develop the appropriate responses. We report key risks internally at least twice a year through a very clearly defined process.

The Executive Board drives the company’s commitment to the risk management program and sets the tone for a strong risk culture across the organization. The Executive Board also ensures a proper balance between risks and potential returns across the Group (find more information about our risk management program in the OMV Annual Report 2015).

The key financial and non-financial risks identified in respect of our mid-term plan are commodity price risks (oil, gas, oil-products, power, CO₂, etc.), political risks, regulatory and compliance risks, personnel risks (relating to the safety of our people), business process risks, foreign exchange risks (particularly relating to the USD, RON and TRY) as well as hazard risks.

We have been impacted by falling oil prices in 2014 and 2015, but the effect has been alleviated by the integrated nature of our business model as well as adjustments in capital expenditures, cost reductions and continuous rightsizing and by the financial hedging of a part of the production. At the same time, we benefited from strong USD appreciation and continued to monitor our remaining exposure to transaction and translation risk.

To read more about the oil price, please visit our blog (www.omv.com).
Material focus areas

10  **Health, Safety and Security**  
Ensuring that our working environment is healthy, safe and secure is a priority for everyone who works at OMV

16  **Environmental Management**  
We continue to meet the growing global demand for energy by extracting and refining oil and gas responsibly

22  **Employee Development and Diversity**  
The expertise and diversity of our employees are key differentiators for OMV’s business

26  **Our business principles and approach**  
Our business is sustainable in the long term only if we conduct business fairly, honestly and with respect for all of our stakeholders

31  **Community Relations**  
By using proactive, two-way dialog to engage with the communities close to our operations, we maintain our social license to operate

34  **Research and Development**  
OMV aims to contribute to innovation that can help ensure global temperatures stay below the 1.5°C set out at COP21
Health, Safety and Security

Health, Safety and Security are three of our most material topics and critical to the responsible delivery of energy. We develop and operate our facilities with the aim of preventing any incidents that may harm our stakeholders. This is why we employ stringent corporate regulations, hazard identification and foster a culture of care to ensure that OMV is a healthy, safe and secure place to work.

“There is nothing more important than the health, safety and security of our people – their well-being is at the heart of everything we do.”

Manfred Leitner
Executive Vice President Downstream

Overview
Material focus areas
Performance in detail

As a result of our continued focus on the safety of our employees, we have made significant progress on our Lost-time injury rate (LTIR). Please visit page 12 to see how we achieved this.

2015 has seen another rise in the reporting of Tier 3 Process Safety Events. These reports help us identify and act on any areas of risk to our employees, to help maintain a healthy and safe working environment.
Our HSSE Policy outlines OMV’s commitment to our employees’ physical and mental well-being. Group-wide, we are looking to roll out and harmonize high standards of health care, implement health promotion campaigns and systematically assess and reduce health risks. The well-being and health of employees are the foundations for a successful company performance. Effective employee health management is an increasingly important issue for all organizations because health issues can affect performance levels and therefore create high financial burdens. To address these aspects, we provide a broad range of health care activities, from curative care to preventative initiatives.

**Managing health at OMV**

Our dedicated Health Management Department promotes and raises awareness of the importance of occupational health. The team has developed cardiovascular health promotion projects and carried out health audits to ensure adherence to Health Standards and work procedures such as preventative medicine and emergency care worldwide. Based on these materials, local medical staff are running their own health promotion campaigns, which are being audited to ensure a similar level of healthcare across OMV worldwide.

**Key health-related risks**

On-site health risk assessments show that some of our employees are exposed to chemical and physical factors, such as heat, cold and vibrations as part of their work environment. Our health teams aim to assess these risks and mitigate them, while raising awareness among employees on how to protect themselves.

**Preventative programs, training and vaccinations**

We continued to focus on preventative projects in order to raise health awareness among our workforce in 2015. OMV medical staff carried out 26,800 voluntary health checks, such as cardiovascular or hepatic screening programs. We also continued to offer vaccinations for flu, hepatitis and tick-borne encephalitis, meeting specific local needs. In addition, we educated our people on specific problems such snake-bite prevention, tuberculosis, the prevention of fatigue related disorders, and we also provided sessions on work-life balance.

**Medical emergency resilience and curative care**

Since the first link in the chain of survival is first aid, we place strong emphasis on medical emergency resilience. Our focus is on first aid training in our facilities worldwide, working in collaboration with competent partners, such as medical schools and national emergency organizations. All our employees have access to curative medical care – either in their workplaces or in nearby clinics.

**Health circle**

In Gänserndorf, OMV Austria is running a health circle, where interested employees gather twice a year to address work-related health issues and co-create customized solutions in collaboration with the local health team. In 2015, this team worked on preventing musculo-skeletal problems and created a promotion around psychological health in the workplace.

**What we will do in 2016 (and beyond)**

- Update the Corporate Health Standard in line with the new ISO 45001
- Develop new audit tools and undertake pilot projects
- Continue to carry out health audits of the 2013–2016 strategy
- Develop employee information on “metabolic syndrome” and “back health”

**GRI indicators**

G4-LA5  G4-LA7
Health, Safety and Security

Our approach to accident prevention is guided by stringent corporate regulations. We have hazard identification and risk management practices in place to prevent incidents.

We train, empower and encourage people to work safely and invest in technology, programs and processes to ensure that our facilities and operations are safe for employees, external stakeholders and the environment.

Management systems

In 2015, we prepared our Major Accident Prevention policy, which sets out our overall aims and arrangements for controlling the risk of a major accident within Group activities. The Action Item Response Rate (AIRR) for 2015, which is incorporated in senior management targets, was 94%.

Training

We have developed and commenced the roll-out of specific training materials that raise awareness of road safety, electrical safety, fork lift truck operation, and hazard awareness and perception. In total, we have now delivered more than 326,000 training hours on HSSE topics across the Group. By the end of 2015, more than 90% of our Upstream frontline staff had completed all seven modules of our computer-based process safety training program; in Downstream these modules have been rolled out to specific target groups.

Our approach to occupational safety

During 2015, the combined Lost-Time Injury Rate (LTIR) for our own employees and contractors improved to 0.27 per mn hours worked (2014: 0.44). The active involvement of senior management in investigating and analyzing serious and high potential incidents is essential to ensure that lessons are not only learnt, but also shared, and the appropriate actions are implemented across the Group.

We are saddened to have lost one employee and one contractor in work-related accidents during 2015. The employee was struck by heavy equipment while the contractor fell from height. These tragedies are clear reminders for everybody at OMV to integrate the safety first principle in all of our activities.

All employees and contractors are encouraged to report unsafe behaviors and conditions in order to identify and resolve potential issues that might otherwise lead to future accidents. In 2015, around 155,000 unsafe conditions and behavior reports were collected in our reporting system.

In Downstream, we implemented an improved Safety Walk concept. This focuses on the value of conversation with employees and contractors about safe behavior and hazard awareness – and it has resulted in clear improvement in the quality of the Safety Walks.


Progress on last year

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<th>What we planned for 2015</th>
<th>What we did in 2015</th>
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<tr>
<td>Provide and roll out additional training and awareness material supporting our Vision “ZERO Harm – NO Losses”</td>
<td>Provided and rolled out awareness training material across the whole Group on road safety, electrical safety, fork lift truck operation, and hazard awareness and perception</td>
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<tr>
<td>Develop composite safety performance indicators to further improve safety performance</td>
<td>Developed a set of generic KPIs to measure safety performance and identify where our performance requires improvement</td>
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<tr>
<td>Consolidate Major Accident Prevention by extending the Process Safety Management Plan to 2020</td>
<td>Drafted a Process Safety Management Plan</td>
</tr>
<tr>
<td>Other key achievements in 2015</td>
<td>Launched a Group-wide Safety Culture program</td>
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Key actions in process safety

In line with our Process Safety Management Roadmap 2012–2016, we have targeted and achieved a significant increase in the reporting of Process Safety Events. In 2015, the number of Tier 3 Process Safety Events reported rose from 5,304 in 2014 to 6,517, while the number of Tier 1 plus Tier 2 incidents decreased from 39 to 14. In Upstream, we completed eight Process Safety Operations Integrity Assessments, focusing on risk-based operations. In the Refining business, we launched a program of systematic internal performance assessments that aim to verify the compliance with and the effectiveness of regulations governing Process Safety. We have also drafted a Process Safety Management Plan 2020, which is in the alignment phase with our business representatives.

What we will do in 2016 (and beyond)

- Begin to implement the new Key Performance Indicators approach across the business
- Roll out the first phase of the Safety Culture program – in Upstream at OMV Austria, Tunisia, Pakistan and Kazakhstan and in Downstream a pilot at the Refinery Burghausen
- Finalize the Process Safety Management Plan 2020 and begin implementation

GRI indicators

OG13 G4-LA6
Health, Safety and Security

Safety (continued)

Road safety
This year, the European Transport Safety Council (ETSC) recognized the efforts of OMV Petrom with its Preventing Road Accidents and Injuries for the Safety of Employees (PRAISE) award for outstanding measures taken by OMV Petrom to improve road safety at work (see case study “Making our roads safer”).

Contractor safety
We assume responsibility for safety in any outsourced or contracted activity, and have established processes that require contractors to work according to our standards. Whenever possible, we use our partnership with contractors to encourage mutual learning and improve our safety performance as a team.

Safety culture program
After a successful pilot in OMV Petrom, we have launched a Group-wide Safety Culture program that aims to achieve an incident-free environment wherever we operate, reflecting our vision of “ZERO harm – NO losses”.

The program combines two elements to address the human factor:

- **Safety Culture Evaluation**
  The objective is to understand why we work the way we work. The evaluation will provide a mirror of our safety culture through discussions with management and employees of all hierarchical levels and will allow understanding the origins of our daily decisions and behavior.

- **Field Observations and Dialog**
  We intend to improve our abilities to spot hazards, improve hazard perception and encourage safe behavior through open dialog.

This initiative is designed to influence our decisions and actions in order to create a safer working environment. Striving to work safely requires commitment, team work and a strong belief in safety. It is a collaborative effort between our management, our employees, work council and our contractors and broadens our attention to our mindsets and values.

Making our roads safer
Studies show that traffic accidents are the main causes of death or work related accidents. This fact has significant implications for companies such as OMV Petrom – which has a complex fleet of more than 3,000 vehicles and over 7,000 drivers each month, leading to more than 100 mn kilometers being driven each year.

OMV Petrom’s response has been to adopt a road safety strategy. Over the last five years, the company has rolled-out a series of activities to prevent traffic accidents impacting the lives of its own employees and contractors. These include installing integrated monitoring systems on 10,000 vehicles, defensive driving training, road safety events and the introduction of strict requirements for contractors. No fatalities or severe injuries of Petrom employees have been recorded in the last three years.
Health, Safety and Security

Security and Resilience

<table>
<thead>
<tr>
<th>Progress on last year</th>
<th>2015 was a significant year and the events that unfolded confirmed that we operate in a rapidly evolving environment, incorporating geopolitical, criminal and business issues such as state collapse, international terrorism, insurgency, cyber, blue- and white-collar crime and single-issue extremism. Powerful geopolitical changes led to a steady increase in security risks in many North African &amp; Middle East ventures.</th>
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<tr>
<td><strong>Overview</strong></td>
<td><strong>Managing and delivering security</strong></td>
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<tr>
<td><strong>Material focus areas</strong></td>
<td>The complex elements of the wider context in which we operate had a profound effect on OMV. We worked tirelessly to maintain the security of employees, assets, reputation and information. In order to maintain the initiative in such fluid and dynamic situations, reliance on accurate and timely information remains a core function of the Security department. We pre-emptively mitigate risks to the business via an intelligence-led security strategy that generates defined and timely information on emerging or existing threats that could affect the business.</td>
</tr>
<tr>
<td><strong>Overview</strong></td>
<td>We are organized to deliver 24/7 monitoring, information, advice and response to OMV. In collaboration with other internal functions, the Security department provides strategic security governance and practical advice. We also have a proven ability to physically intervene and directly assist ventures during critical events, such as country evacuations or terrorist incidents, which were experienced by several OMV ventures in 2015 in Yemen, Kurdistan Region of Iraq, Libya and Tunisia. To ensure security, we have pioneered an integrated travel security platform, which provides advice, approval and support whilst traveling. The Resilience capability ensures OMV’s preparedness for a crisis or emergency by carrying out regular drills, establishing processes and ensuring that staff and external parties are well prepared and trained. Additionally, the wider department delivers standards and training programs that further enhance the security of OMV’s people, critical assets, reputation and information. This enables OMV to operate successfully in challenging environments.</td>
</tr>
<tr>
<td><strong>Material focus areas</strong></td>
<td><strong>Health, Safety and Security</strong></td>
</tr>
</tbody>
</table>
Health, Safety and Security

Security and Resilience (continued)

We employ a transparent, standardized process when managing private and public security contractors at OMV operating sites. In high-risk countries, effective community engagement ensures the continued consent of the local population and is a crucial factor in maintaining the stability of the local security environment. All OMV security personnel and sub-contractors are trained and conversant in OMV Human Rights policies and procedures. Sadly, the spectre of kidnapping remains a very real threat and the department provides Kidnap and Response training packages to help employees and families mitigate this danger.

OMV Security Risk Management Process

In 2015, following a review of OMV’s Security Risk Assessment (SRA) process, it was determined that a new automated and integrated system was needed in order to identify at an early stage any developing issues and to take appropriate actions to ensure the continued security of our people and business operations.

As an intermediate solution, an Excel based system was designed in-house by the Security Department, to implement a simple, but internationally recognized methodology, which relies upon the assessment of KPIs to determine security risk exposure. Additionally, the same process is used to assess security mitigation measures, allowing the calculation of a net risk exposure, explicitly referenced to OMV.

This system delivers a significant enhancement to the security department’s ability to monitor ongoing risk exposure and assess risks associated with new business. Additionally, it provides senior management with accurate oversight of how security events impact the company’s current operations and future plans, which strongly supports good governance.

The next and final stage of evolution, planned for 2016 will be a commercial software package to combine the SRA information with an intelligence feed. Threats that are leading to security risks, are automatically updated and allow forecasting the potential future trouble spots.

What we will do in 2016 (and beyond)

- Finalize the Security Risk Assessment & Management System and initiate a wider roll-out to encompass all OMV ventures, and deliver data directly to key managers via a new online dashboard
- Implement all Country/Site Security plans for the remaining medium/low risk countries
- Implement a protective intelligence module into all OMV branch offices and complete the inputting of data into the Security Risk Assessment & Management System
- Expand the Travel Security Management System to include all bookings made by OMV ventures for both internal and international flights

GRI indicators

G4-HR7
Because of the nature of our operations, we have an impact on the environment. We strive to minimize that impact at all times, particularly in the areas of spillage, waste, energy efficiency, GHG emissions and water management. As a result, we will continue to meet the world’s demand for energy by producing products that meet external certification standards. The Water Strategy and Roadmap to 2021 is another example of how we are continuing to become a more environmentally sensitive business.

“In key priorities for the last year were to improve energy efficiency and limit our impact on the environment. We remain committed to achieving even more in the years ahead.”

Johann Pleininger
Executive Vice President Upstream

<table>
<thead>
<tr>
<th>Performance</th>
<th>Hydrocarbon spills (Number of spills)</th>
<th>Energy consumption (PJ)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>1,500</td>
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<tr>
<td>2015</td>
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<tr>
<td>2013</td>
<td>140</td>
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<tr>
<td>2014</td>
<td>130</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>120</td>
<td></td>
</tr>
</tbody>
</table>

In 2015, the number of hydrocarbon spills increased. These spills were primarily caused by corrosion of aging infrastructure and security incidents.

By improving the way we use energy, we can cut cost as well as reduce over time the energy consumption.

98A-
Carbon Disclosure Project score in 2015 (99B in 2014)

EUR 106 mn
Environmental related investments (EUR 108 mn in 2014)

25%
Improvement in energy efficiency at the Petrobrazi refinery against 2009

~53%
Of OMV’s direct GHG emissions are covered by the EU ETS (~43% in 2014)

137.8 PJ
Total energy consumption (130.5 PJ in 2014)

956,000 t CO2 eq.
Reduction achieved through GHG projects since 2007
Environmental Management

Our approach

In terms of environmental management, we strive to minimize our impact, particularly in the areas of spillage, waste, energy efficiency, GHG emissions and water management.

Risks

As an oil and gas company, environmental risks and opportunities cover regulatory, operational, reputational and financial drivers.

In addition to this, we also face risks associated with climate change, the impact of energy and climate policies, tighter rules on emissions trading, market price risk assessment concerning unknown future costs of CO₂, and higher insurance premiums and related risks.

We have evaluated and planned or implemented countermeasures to reduce the potential impact of all identified climate change risks. These include: the use of economic instruments, such as emissions trading and carbon portfolio management; integrating the consideration of GHG emissions and climate change related issues in our strategy and other key business processes; and operational and engineering measures.

To evaluate the potential environmental impacts of upcoming Upstream activities and entry into new countries, we perform high-level environmental risk assessments, including evaluating local legislation and how our activities could interfere with sensitive and protected areas and endangered species.

What we will do in 2016 (and beyond)

• Implement the revised OMV Carbon Strategy
• Implement Water Strategy and roadmap to 2021
• Continue with flaring and venting reduction projects
• Continue the strong focus on energy efficiency
• Implement new OMV Group Environmental Standard

GRI indicators

<table>
<thead>
<tr>
<th>G4-EN11</th>
<th>G4-EN13</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-EN12</td>
<td>OG4</td>
</tr>
</tbody>
</table>

Helping to protect habitats

We undertake environmental impact assessments and evaluate biodiversity impacts before launching new projects or establishing new operations.

In Austria, we signed a habitat sponsorship agreement with “Lower Austrian League for Nature Conservation” for an area with important habitats for two endangered species: the Mountain Alcon Blue butterfly (Phengaris rebeli) and the European Ground squirrel (Spermophilus citellus).

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Environmental Management

Our approach (continued)

In 2015, we continued to roll out the framework and methodology for our coordinated Group-wide environmental risk assessment. The framework is based on best practice standards, meets ISO 14001 requirements and ensures the consistent qualitative assessment of operational risks and impacts related to the environment.

The resulting environmental risk register includes information on existing controls of environmental risks, as well as further actions required. The significant risks are integrated into the Enterprise Wide Risk Management (EWRM).

Oil spills and leakages

We aim to prevent and reduce oil spills and leakages. In 2015, we recorded six major hydrocarbon spills, Level 3–Level 5 according to our internal definition in OMV Petrom, Kazakhstan, New Zealand and Pakistan (three were caused by corrosion, one by a traffic accident and two occurred due to integrity issues) and 2,327 minor spills (2014: seven and 2,056 respectively).

Hydrocarbon spillage was around 158,000 liters (2014: around 150,000 liters). Spills and leakages were mainly due to process safety incidents, primarily caused by corrosion of aging infrastructure, or security incidents.

In 2015, we completed and rolled-out risk-based inspection and pipeline integrity software in OMV Petrom Upstream business, to help reduce risks and ensure pipeline integrity.

We performed emergency exercises – including pollution scenarios – in all OMV Petrom Upstream’s assets in order to strengthen our response to, and reduce the environmental impact of, oil spills. In partnership with Exxon Mobile, OMV Petrom conducted a desktop emergency response exercise to activate and re-test the readiness of the Emergency Response team and to continue encouraging teamwork and personnel interaction in Black Sea deep water drilling operations.

At our drilling operation in the North Sea, we follow best practices and go beyond the legal requirements. We have been present in Norwegian waters since 2013 and are committed to full compliance with the toughest safety regulations within the international oil and gas industry. The particular area of the North Sea where we operate is ice-free and was opened for drilling by the Norwegian authorities in 1980.

Waste management

Our activities generate solid and liquid wastes including oily sludge, waste chemicals and construction debris.

The mud from drilling is reused whenever practical, in line with our waste minimization and management plans. In our Upstream operations, drilling mud and cuttings account for a major part of the total waste generated. Cuttings are treated and disposed of in accordance with applicable national regulations and best available technology.

For drilling operations, we use water-based fluids wherever technically feasible. 66% of the drilling mud and cuttings generated by Upstream operations is water-based.

The other 34% represents non-aqueous drilling fluids (NADF). We no longer use any diesel-based drilling fluids anywhere in our operations.

Certifications

OMV Refining and Petrochemicals business is covered by a Central Integrated Management System (C-IMS) which also meets the requirements of ISO 14001, ISO 9001, ISO 50001 and OHSAS 18001. In 2015, Petrom’s Petrobrazi refinery was also included in the C-IMS; OMV Petrom Power Plant will be included in 2016. OMV Deutschland GmbH holds certification according to Eco Management and Audit Scheme (EMAS III).

Gas Connect Austria is certified according to ISO 14001, 9001 and 5001 and OHSAS 18001.

All OMV Petrol Ofisi terminals and the lubricants plant are certified according to ISO 9001, 14001 and OHSAS 18001. OMV Petrol Ofisi Aviation Management, including 19 aviation units, have been certified according to ISO 14001 and 14064 in 2015.

OMV Upstream Pakistan and OMV Upstream UK are externally certified according to ISO 14001.

OMV Petrom Group’s Energy Management System is certified according to ISO 50001, covering all Upstream and Downstream business activities.

GRI indicators

<table>
<thead>
<tr>
<th>G4-EN23</th>
<th>OG7</th>
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<tbody>
<tr>
<td>G4-EN24</td>
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</table>
## Environmental Management

### Progress and carbon management

**What we planned for 2015**
- Finalize the review of the OMV Carbon Strategy
- Further improve efficiency to reduce direct GHG emissions from Upstream and Downstream to contribute to the Scope 1 Carbon Strategy reduction target (1 mn t CO₂ equivalent or by at least 10% compared to a 2007 baseline)
- Continue with flaring and venting reduction projects
- Cease routine flaring in our concessions in South Tunisia

**What we did in 2015**
- Revised the OMV Carbon Strategy
- Implemented further the direct GHG emissions by 286,000 t CO₂ eq. through efficiency projects
- Following further upgrades of the Waha facilities as well as the construction of Anaguid Trunkline, we have advanced our plans to cease routine flaring in operated concessions in South Tunisia
- Continued the strong focus on energy efficiency

**Key:** Achieved ☑️ Ongoing ☐ Not achieved ☐

### Our industry is energy-intensive, with energy accounting for a significant share of our operational costs. By improving the way we use energy, we can cut costs as well as reduce GHG emissions.

In 2015, our total energy consumption was 137.8 PJ (2014: 130.5 PJ), with purchased energy such as electricity and heat accounting for only 4% of that consumption.

### Revised OMV Group Carbon Strategy

In 2015, we revised our Group Carbon Strategy. We have now defined carbon intensity as the new performance target and aim to reduce carbon intensity across the Group by 2021, from a 2013 baseline. The major opportunities for improvement lie in our Upstream business, where we will continue to implement flaring and venting reduction projects, as well as initiatives to improve energy efficiency.

We have also introduced an internal carbon shadow price, which is factored into the way we calculate the costs of projects. This will help us improve our risk management and enhance efficiency, thereby reducing emissions and saving costs.

We have also adopted GHG intensity (tons of CO₂ equivalent/toe) as a KPI for Upstream, and this is reported quarterly by each venture.

### Carbon Strategy 2007–2015 achievements

In 2007 we have decided to use energy efficiency improvements to drive a reduction of our direct GHG emissions (Scope 1) from Upstream and Downstream by 1 mn t CO₂eq until 2015. We have nearly achieved this target with savings of 0.956 mn t CO₂eq. Our Downstream business has been the most significant contributor to lower emissions, generating total savings of more than 0.587 mn t CO₂eq since 2007. In particular, the modernization of the Petrobrazi refinery delivered savings of around 0.424 mn t CO₂eq. Our Upstream business has also played its part, with savings of around 0.369 mn t CO₂eq, mainly via flaring and venting reductions.

We have achieved our target of deploying state-of-the-art technology to limit the power generation portfolio to no more than 0.37 t CO₂ per MWh. In 2015, our power generation portfolio ran at 0.37 t CO₂ per MWh.

### Direct GHG emissions (Scope 1)

In 2015, emission levels of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) directly related to our operations (Scope 1) were 11.9 mn t CO₂ equivalent (2014: 12.8 mn t CO₂ equivalent). The other GHGs are not relevant to our business and have therefore not been included in our figures.

### Improving energy efficiency

At the Petrobrazi refinery, we continued implementing projects to improve energy efficiency by revamping and optimizing the steam system. These initiatives will result in an annual saving of around 2.5% in total steam consumption. The projects entail optimizing the steam consumption for the floating roof tanks, upgrading the steam tracers’ batteries, and improving the thermal insulation of the steam pipelines and hot feed in the coker unit.

### Indirect GHG emissions (Scope 2)

In 2015, our Scope 2 emissions, which relate to purchased electricity and heat, accounted for only 0.3% of our total GHG emissions.

### GRI indicators

<table>
<thead>
<tr>
<th>G4-EN3</th>
<th>G4-EN16</th>
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<tbody>
<tr>
<td>G4-EN6</td>
<td>G4-EN18</td>
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<tr>
<td>G4-EN7</td>
<td>G4-EN19</td>
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<tr>
<td>G4-EN15</td>
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</tbody>
</table>
Environmental Management

Energy and carbon management (continued)

Other indirect GHG emissions (Scope 3)
Scope 3 emissions from the use and processing of our products are material to us and have therefore been reported. In 2015, we extended our reporting and for the first time included Scope 3 emissions from purchased goods and materials. Not all Scope 3 emissions (such as emissions related to employee business travel and logistics) are material. In 2015, our Scope 3 emissions were around 112 mn t CO₂ equivalent (2014: 112 mn t CO₂ equivalent) and are related to the total product sales volumes, and purchased goods and materials of all our fully consolidated companies.

CO₂ and the EU Emissions Trading Scheme
We are subject to the EU Emissions Trading Scheme (EU ETS). At the end of 2015, 17 of our operating installations were included in the scheme: six in Austria, one in Germany and ten in Romania. Around 53% of our direct GHG emissions (11.9 mn t) were CO₂ emissions from installations covered by the EU ETS.

Reducing GHG intensity in Upstream
OMV Petrom Upstream continued implementing initiatives to reduce GHG intensity, such as decreasing gas consumption (e.g. by upgrading the Degasolition Plants with a new Low Temperature Separation Unit), reducing vented gas (e.g. by optimizing gas compressor stations and the pipeline network) and improving the accuracy of the assessment methodology for flaring and venting. In 2015, OMV Petrom improved its processes for the calculation of greenhouse gas and air emissions in Upstream. This entailed an inventory made at stream level for each facility, to identify sources of GHG and other air pollutants, followed by a subsequent calculation of air emissions.

Water management

Increasingly recognized as a critical sustainable development issue, water is an important resource for our industry and is used for multiple processes in our Group’s Upstream and Downstream operations. We have committed to reducing our water consumption as well as the impacts of our operations, while also working hard to improve our water efficiency.

A strategic approach
We have established strategic targets based on our five strategic pillars: Transparency; Risks and Opportunities; Water Efficiency and Treatment; Training and Awareness; and Engaging with Stakeholders. These are in line with our 2021 roadmap.

In 2015, we started to implement the Group’s Water Strategy, with a focus on our primary water consumers. We have identified the water-related risks of priority sites and developed the appropriate relevant water management plans. We will extend this project to other relevant sites in 2016.

Water impact assessments
By using the IPIECA (International Petroleum Industry Environmental Conservation Association) Global Water Tool and the Water Risk Filter, we identified actual and/or potential water scarcity and water stress hotspots for our businesses in Pakistan, Tunisia, Yemen and parts of Turkey.

Preventing water loss
In OMV Petrom Upstream, we continued carrying out preventative maintenance and repairs to reduce water losses, as well as optimizing fresh water supply systems and improving freshwater treatment and heat generation. We also started construction of a new produced water treatment plant in OMV Petrom Asset I (Suplacu de Barcau oil field). This new plant will incorporate the latest available technology and replace our existing facility.

In OMV Petrom Downstream, the Petrobrazi refinery reduced water withdrawal by implementing a number of projects. These included recovering condensate from the Sour Water Stripper re-boiler in the DGRS (gas desulphurization and sulphur recovery) plant, upgrading steam tracers’ batteries, reducing purges of catalytic reformer and fluid catalytic cracking cooling towers, and optimizing the drinking water network.

GRI indicators

| G4-23 | G4-EN17
<table>
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<tr>
<th></th>
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<tbody>
<tr>
<td>G4-EN9</td>
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</tbody>
</table>
Environmental Management

Product responsibility

Our objective is to provide products that meet our customers’ quality and cost objectives. Environmental, health and safety issues are integral to the way in which we manage product quality throughout the manufacturing and sales process.

This commitment is evidenced by the fact that all of the gasoline and diesel we sell is sulphur-free (sulphur content <10 mg/kg). In addition, we maintain a sharp focus on potential CO₂ emissions during the assessment process of all Research and Development projects.

Product responsibility and safety

In addition to gasoline and diesel fuel, we produce a wide range of products such as jet fuel, bitumen, gases and heating oils, as well as petrochemicals. We manage product quality and safety in accordance with our internal policies as well as with international and national regulations and standards. We use standardized processes, quality testing across the supply chain and a highly developed traceability system to ensure the quality and safety of our products.

REACH and CLP

We have established adequate processes and workflows to secure our compliance with the EU Regulations on Registration, Evaluation and Authorization of Chemicals (REACH) and on Classification, Labelling and Packaging of substances and mixtures (CLP). We are committed to maintaining and updating our mandatory registrations and participate in the Substance Information Exchange Forums (SIEFs) and REACH consortium (CONCAWE, Lower Olefins and Aromatics, Fuel Ethers etc.), as well as in working groups through trade associations for the oil and chemical industries. Safety data sheets are available on our website. These documents are regulated under REACH and include comprehensive information on potential health, safety and environmental hazards, as well as informing customers and employees about how to handle and use our products safely.

Our products

Every product that we manufacture, market or distribute complies with relevant legislation. We also provide ongoing product training for our employees, suppliers, filling station partners and customers. In addition, our partners and customers are provided with detailed information about our products.

GRI indicators

<table>
<thead>
<tr>
<th>G4-EN27</th>
<th>G4-PR3</th>
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<tbody>
<tr>
<td>OG8</td>
<td></td>
</tr>
</tbody>
</table>
The high quality of our employees is a key differentiator for OMV’s operations. Our goal is to harness the creativity and experience of all of our colleagues to the benefit of our company. We believe that by continually focusing on strengthening our workforce through diversity and training, we will build a more resilient business. We work hard to create a harmonious working environment and to help our people fulfill their potential through a wide range of development and diversity initiatives.

“People are what makes OMV different – a different organization and a different place to work with. We strive to make OMV recognized as a business partner and employer of choice.”

David C. Davies
Chief Financial Officer

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>Of employees at Senior Vice President level are women</td>
</tr>
<tr>
<td>44.7%</td>
<td>Of employees at Senior Vice President level are internationals</td>
</tr>
<tr>
<td>97.5%</td>
<td>Employees have the right to exercise freedom of association and collective bargaining</td>
</tr>
<tr>
<td>24.3%</td>
<td>Of our employees are women</td>
</tr>
<tr>
<td>&gt;11,000</td>
<td>Employees benefited from training in 2015</td>
</tr>
<tr>
<td>18</td>
<td>Employees have been sponsored to study part time for an MBA since 2012</td>
</tr>
</tbody>
</table>

Saying “thank you”
We continued with our initiative to immediately recognize extraordinary commitment and outstanding results during 2015. Launched the previous year, the On the Spot Reward program rewards individual employees or entire teams with prepaid credit cards as a “thank you” from their supervisor.
Employee Development and Diversity

We have a solid framework of guidelines, principles and tools for skill pool management. This includes a wide range of proven processes, including those relating to recruitment, on-boarding, career mapping, development and succession planning.

Managing our skill pool

Our team of Global Skill Pool Managers are responsible for analyzing and resourcing our skill pools while also developing the technical skills of our employees.

Our Upstream technical skill pool comprises more than 4,000 people (24% of Upstream employees), an increase of almost 19% over the last four years.

Talent development

Management and leadership development is a key cornerstone of our People development strategy. In a bid to ensure continuous improvement, we designed a new leadership development framework in 2015. Scheduled for launch in 2016, this incorporates the findings of internal and external research and will comprise development programs for all management levels. These programs have been co-designed with international business schools and will provide the skills that will underpin future activities.

Performance assessments

We believe that all employees should benefit from an annual performance review with their supervisor. Although performance and development conversations are not compulsory for all employee categories, during 2015 they were held with 49.9% of all employees, including 34.1% of female employees. All outcomes were recorded in our global IT tool.

Sponsoring energy MBAs for our employees

Since 2012, we have sponsored 18 employees to study part time for an MBA, gaining managerial skills in the field of energy transition.

Securing our talent pipeline

Despite the overall reduction in our training budgets, we are committed to ensuring that the Group has access to the skills necessary to deliver our future performance. We have retained our Fresh Graduate, Talent and Leadership programs as well as the Petrom Technical Training Center.

In addition, we continued to operate a vocational training center in partnership with TÜV Austria, based at our site in Gänserndorf, OMV Austria. Training programs were delivered to more than 100 apprentices during the year, with 24 apprentices starting in September 2015.

Progress on last year

<table>
<thead>
<tr>
<th>What we planned for 2015</th>
<th>What we did in 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve our performance culture</td>
<td>Improved our performance culture through specific and targeted divisional initiatives such as coaching circles and management team workshops</td>
</tr>
<tr>
<td>Continue to strengthen university collaborations</td>
<td>Strengthened university collaborations with seven universities worldwide</td>
</tr>
<tr>
<td>Implement the new working time and home office project</td>
<td>Successfully implemented new working time and home office initiatives in Austria</td>
</tr>
<tr>
<td>Increase the number of female and international managers at all levels</td>
<td>Improved the percentage of women at senior management level</td>
</tr>
<tr>
<td>Skill Pool Management: • Carry out further implementation of technical skill pools in Upstream • Improve planning of resources within Skill Pools</td>
<td>Implemented functional career maps and a functional curriculum to improve career planning and development</td>
</tr>
</tbody>
</table>

Key: Achieved □ Ongoing □ Not achieved □
Employee Development and Diversity

Talent attraction

Talent attraction is one of the key ways that we will continue to create a thriving business for the future. Our approach focuses on building our employer brand to engage new employees and attract prospective employees to our business.

Building our employer brand

Building and maintaining a strong employer brand and engaging with potential new employees at an early stage remains an important focus for OMV. Despite the cost reduction efforts, during 2015 we continued to support the High Potential programs of different universities and to offer student scholarship programs. This underpins our ability to select interns and fresh graduates from a large pool of interested potential future employees.

Supporting women

Launched in 2012, our Technical Scholarship for Women is an initiative that is successfully increasing the graduation rate of female students in technical studies that are relevant to our operations. Every year, we select 15 women who will each benefit from sponsorship funding of EUR 350/month for the duration of their Bachelor studies. The decision on which candidates to support is based on an assessment center and takes into consideration the social background of candidates. The students are also offered practical support and 31 have so far chosen to do an internship within OMV.

Matching Panel

At the end of February 2015, we launched a “Matching Panel”, tasked with creating flexible and short-notice opportunities for our employees to meet the pressure of the evolving oil and gas market. The aim of the panel is to connect internal vacancies with the available internal workforce.

Talent management

The year saw a continuation of our comprehensive talent identification and review process to ensure a reliable pipeline of the right talents for our business-critical jobs. For the first time, all OMV branch offices and subsidiaries were integrated in the process, making this a truly Group-wide process.

Taking our story on the road

We believe in taking our search for the brightest talent to wherever that talent is located. In 2015, we took part in several job fairs in Austria and other countries where we operate, fueling our talent pipeline by promoting OMV as an excellent employer that can provide demanding and rewarding careers. The aim of our job fair team is to attract potential new employees, give a comprehensive insight into working at OMV and highlight the career opportunities we provide.

GRI indicators

G4-LA10

Above:
OMV Scholarships

Through financial support, mentoring programs, guaranteed internships and a network of experienced professionals, we are supporting the next generation of engineers.

The 110,000 Volt Woman

Ramona Varga is an example of how diversity and employee development initiatives are creating a workforce that is fit for the future.
Employee Development and Diversity

Employee rewards, benefits and retention

We aim to reward and retain our hard-working employees through a range of benefits including flexible working and employee stock ownership plans, as well as pensions and healthcare insurance.

Rights and obligations

The rights and obligations of our employees are set out in labor contracts. The vast majority of our employees (97.5%) have the right to exercise their freedom of association and collective bargaining. For 99.1% of our employees, minimum wages or salaries are fixed by law or agreed upon in collective bargaining agreements.

81.9% of our employees are represented by local trade unions or works councils, and our health and safety obligations are covered by formal agreements with trade unions.

Workforce and local employment

97.2% of our employees are covered by mandatory periods of notice under national employment laws, or bargaining agreements in instances where restructuring the business is necessary.

Flexible and home working

We allow flexible and home working. For example, in collaboration with the Works Council we have created a work-at-home option during periods of parental part-time work. A Home Office Agreement enables employees to work half of their weekly working days at home and half at their OMV locations. Furthermore employees have the possibility to take maximum two working days at home per month, independently from their working time model. In 2015, 1,731 employees in Austria took advantage of the option for flexible days and 854 for home working.

Employee stock ownership plan

We want employees to share in our success. Our “3+1” stock ownership plan means that for every three shares an employee purchases, we provide an additional one free of charge. 926 people joined the scheme worldwide in 2015, purchasing 179,556 shares.

Pensions and health insurance

We provide Company pension plans for our employees. We also provide enhanced insurance protection for expatriates and their accompanying family members worldwide, as well as health insurance.

Benefits for commuters

We pay partial (50% gross) reimbursement of public transportation costs incurred by commuting employees located in Vienna.

Salary equality

There is no difference in entry salaries with regard to gender, nationality or other criteria, and we encourage salary equality at all career stages. Salaries for career starters are reviewed and revised each year in line with the local market situation.

Diversity

We are committed to the Group Diversity Strategy and its focus areas of gender diversity and internationality.

Diversity vision

We value, promote and support the full spectrum of human potential in order to create business value. Our vision is that all core processes, structures and behaviors should create a diverse and inclusive corporate context.

Our aim is to:
- achieve the best mixture of employees, talents, backgrounds and perspectives
- promote an inclusive environment, valuing and respecting a diverse workforce
- create business value by accessing the full benefits of diversity, Group-wide

The advancement of women

We are committed to supporting the advancement of women to managerial positions. Our strategic objective is to achieve the best diversity mix at senior management level, and we have set the target of having 30% female Senior Vice Presidents by 2020.

At the end of 2015, women accounted for 17% of our Senior Vice Presidents, an improvement of 2.4% over 2014. The proportion of women in the Group as a whole is 24.3%.

Sound mix of locals and non-local nationalities

In the area of internationality, we have three KPIs in place that focus on a sound mix of local and non-local nationalities within the management boards of major OMV entities and also at Senior Vice President level.

Diversity measures

We have successfully initiated a wide range of measures to foster diversity at OMV, including a Group-wide Diversity e-learning program.

We are passionate supporters of the recruitment and development of women in technical positions. Two of our gender diversity measures also include scholarships for female students in technical fields and the implementation of “Technikqueens” project, which is designed to spark girls’ interest in technical careers at an early age (find more on page 33).

We have already made good progress in building a strong case for action on diversity at OMV. Looking ahead, we will continue to build on our achievements in order to deliver clear benefits to our organization.

Engaging with Resourcefulness

We encourage employees to fully embrace and take ownership of our Resourcefulness strategy. During 2015, participants in our leadership development programs worked on a range of Resourcefulness projects in cross-functional, cross-business and country teams, with all projects led and owned by senior management.

GRI indicators

<table>
<thead>
<tr>
<th>G4-EC3</th>
<th>G4-LA4</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-EC5</td>
<td>G4-LA13</td>
</tr>
<tr>
<td>G4-LA2</td>
<td></td>
</tr>
</tbody>
</table>

We are committed to the Group Diversity Strategy and its focus areas of gender diversity and internationality.

Diversity vision

We value, promote and support the full spectrum of human potential in order to create business value. Our vision is that all core processes, structures and behaviors should create a diverse and inclusive corporate context.

Our aim is to:
- achieve the best mixture of employees, talents, backgrounds and perspectives
- promote an inclusive environment, valuing and respecting a diverse workforce
- create business value by accessing the full benefits of diversity, Group-wide

The advancement of women

We are committed to supporting the advancement of women to managerial positions. Our strategic objective is to achieve the best diversity mix at senior management level, and we have set the target of having 30% female Senior Vice Presidents by 2020.

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Sound mix of locals and non-local nationalities

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Our business principles and approach

Our Group is defined by the way our people behave. By respecting human rights and working with our suppliers, we are building a business that is sustainable in the long term because it conducts business fairly and honestly. We comply with all relevant legislation and aim to ensure that our supply chain adheres to all relevant standards laid out in our code of conduct and follows our key policies and principles.

“We have zero tolerance towards bribery and corruption. Therefore, we do all we can to ensure that our people meet our legal obligations while also upholding our principles and standards.”

Robert Eichler
Senior Vice President Internal Audit & Compliance

Encouraging our people to speak out
It is the responsibility of all employees who observe or become aware of an actual or potential violation of our Code of Business Ethics, or of any other form of corruption, whether committed by OMV employees or by a business partner, to speak up and report the circumstances to our Compliance Department. OMV employees can do so by contacting the web-based Ethics Helpline or by e-mailing the Compliance Department.
Our business principles and approach

Anti-bribery and corruption

Our governance procedures are centered around our Code of Business Ethics. This guides our approach to ethical conduct, as do our dedicated principles and standards, including our Code of Conduct.

Anti-bribery and corruption covered in our Code of Business Ethics

Our Code clearly prohibits bribes and facilitation payments, as well as donations to political parties. It also includes clear rules on conflicts of interest, gifts, hospitality, donations, lobbying and intermediaries. The Code sets out a zero tolerance policy towards bribery, fraud, theft and other forms of corruption and is supported by our dedicated Compliance Management System.

In 2015, no fines or sanctions were imposed on OMV in connection with the violation of anti-bribery and corruption regulations. Two cases were pending regarding anti-competitive behavior.

Responsible governance

In 2015, our Internal Audit Department carried out 48 compliance audits across the full range of business ethics issues. Risk-related audits, including fraud and corruption issues, form an integral part of the Corporate Internal Audit.

What we will do in 2016 (and beyond)

- Roll out the Data Protection Project at OMV Petrom and start to set up processes and procedures at OMV
- Focus on fulfilling the Market in Financial Instruments Directive (MIFID II) ancillary exemption requirements, set up Market Abuse Regulation training program and complete REMIT Reporting Phase 2 project

GRI indicators

- G4-56
- G4-SO5
- G4-57
- G4-SO7
- G4-58
- G4-SO8
- G4-SO3
- G4-PR9

Principles and standards

Code of Conduct

We have laid down the basic principles that govern all of our actions in our Code of Conduct, which applies to all employees in all business segments, as well as to contractors (find more about our Code of Conduct on www.omv.com/sustainability).

The implementation of the Code of Conduct covers all core areas of sustainability management, with particular emphasis on:
- Stakeholder relations
- Health, safety, security and environment
- Human rights
- Employees
- Governance

Code of Business Ethics

Our Code of Business Ethics covers:
- Conflicts of interest
- Bribes and facilitation payments
- Intermediaries and lobbyists
- Gifts and hospitality
- Donations
- Competition and anti-trust law
- Trade control and embargoes
- Data protection

The Code applies to all employees, without exception. Employees who violate the Code face disciplinary consequences, which could involve dismissal, and may expose OMV and themselves to criminal liability.

Our Code of Business Ethics forbids us to make any donations to political parties.
Compliance

Compliance with all appropriate laws and legislation is fundamental to the way that we operate.

Compliance management at OMV

Our compliance organization supports the implementation of our standards and monitors the compliance of all our operations with laws and regulations, together with all other matters that relate to our Code of Business Ethics.

It consists of a Compliance Department with Group-wide responsibility and is assisted by a Corporate Affairs and Compliance Department at OMV Petrom and a Compliance Department at OMV Petrol Ofisi.

The dedicated cross-regional compliance organization comprises 41 compliance experts and ensures that OMV standards are consistently met across the Group.

OMV’s Compliance Management System

OMV was the first organization in Austria to conform to the comprehensive IDW Assurance Standard 980. The system’s certification was granted at OMV Group level following an evaluation by KPMG auditors in 2013.

Compliance training

We regularly carry out training to ensure compliance with internal and external laws and regulations. Face-to-face training programs on capital markets law, business ethics and competition law are mandatory for certain employees. We have introduced an e-learning tool to support the Competition Law Program.

Ten principles from UN Global Compact

In 2015, a total of 1,060 employees were trained on business ethics, 602 on competition law, 570 on capital markets law and a further 41 on REMIT with a focus on market integrity compliance in the gas and power whole sales markets.

Risk analysis of compliance

We undertake risk analysis on an ongoing basis in order to ensure continuous improvement. We monitor external and internal risk factors, in particular changes in the regulatory framework, as well as recent developments or incidents to evaluate possible impacts on OMV’s risk exposure.

Bi-annual risk analysis forms part of the EWRM system and is conducted in cooperation with local compliance officers and the Risk and Insurance Management Department, with a focus on business ethics.

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption:

Human Rights

Principle 1
Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2
Make sure that they are not complicit in human rights abuses.

Labor

Principle 3
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4
The elimination of all forms of forced and compulsory labor;

Principle 5
The effective abolition of child labor; and

Principle 6
The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7
Businesses should support a precautionary approach to environmental challenges;

Principle 8
Undertake initiatives to promote greater environmental responsibility; and

Principle 9
Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10
Businesses should work against corruption in all its forms, including extortion and bribery.
Human rights are central to our business conduct and key to our risk management process. We are committed to respecting, fulfilling and supporting the realization of human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, such as those of the International Labour Organization (ILO).

Policies and management

Our risk management system for human rights comprises three components: our corporate policy is a strong commitment that lays down a solid foundation; the Human Rights Matrix clearly defines our responsibilities and our due diligence process ensures the active management of risks.

How we performed

No significant human rights impacts or violations were detected in 2015, and we were notified that 26 human rights grievances or incidents in relation to our business activities or supply chain were registered and solved in the reporting period (e.g. delay in rent payment, damage to property). Significant human rights impacts or violations are defined as impacts or violations related to the essential category of our Human Rights Matrix.

The Human Rights KPIs defined in 2014 were used in 2015 to steer our performance.

Adhering to the UN Guiding Principles on Business and Human Rights (UNGPs)

In line with the UN Guiding Principles on Business and Human Rights, we have incorporated a well-structured due diligence process and grievance mechanisms into our Human Rights Management System. A comprehensive Human Rights Matrix, categorizing our responsibilities into those that are considered essential, expected or desirable, guides our human rights activities. This matrix includes the particularly sensitive areas of security arrangements, child labor and forced labor as well as interaction with indigenous people.

What we will do in 2016 (and beyond)

• Issue an updated Human Rights Policy reflecting the UNGP
• Launch updated e-Learning on business and human rights
• Further embed human rights in the governance structure of OMV countries’ organizations
• Conduct human rights training for blue-collar workers at OMV Petrom

GRI indicators

G4-HR3  G4-HR9
G4-HR4  G4-HR11
G4-HR5  G4-HR12
G4-HR6  OG10
G4-HR8
Supply Chain Management

<table>
<thead>
<tr>
<th>Progress on last year</th>
<th>What we planned for 2015</th>
<th>What we did in 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement and compliance</td>
<td>Our suppliers must comply with both legal requirements and our own HSSE standards. Furthermore, we expect all suppliers to adhere to the standards laid out in our Code of Conduct, which are in line with international standards such as the UN Global Compact, covering human rights, child labor, business ethics and environmental protection. In 2015, 428 “A” suppliers (98.6% of all “A” suppliers) signed up to our Code of Conduct. “A” suppliers are those that accounted for 80% of the total purchases of OMV procurement departments in 2015. In addition 249 of these suppliers (57.4% of all “A” suppliers) provided us with their own Code of Conduct. We use several tools, such as 360-degree feedback, supplier evaluations and audits, to evaluate and monitor the overall performance of our suppliers, including their adherence to the principles outlined in our Code of Conduct, as well as the HSSE standards.</td>
<td>Continued to monitor supplier performance</td>
</tr>
<tr>
<td>Follow-up on actions from Suppliers’ Day at OMV Petrom in Romania</td>
<td>Followed-up on actions from Suppliers’ Day at OMV Petrom in Romania</td>
<td></td>
</tr>
<tr>
<td>Implement two initiatives aimed at supporting local suppliers’ development (including Upstream ventures)</td>
<td>Implemented more than two initiatives aimed at supporting local suppliers’ development (including Upstream ventures)</td>
<td></td>
</tr>
</tbody>
</table>

Key: Achieved | Ongoing | Not achieved

Encouraging dialog
In 2015, OMV Petrom developed a “Suppliers’ Day Next Level” program to follow up on the learnings and recommendations that emerged from the “Suppliers’ Day” held in 2014. As part of the program, we established our Suppliers’ Management Dialog initiative. This constructive dialog platform enabled us to engage with suppliers and share experiences across a range of topics such as general business operations, HSSE, human rights, legal issues, compliance and procurement, including how to manage subcontractors. More than 80 representatives from 49 suppliers took part in this initiative.

In addition, OMV Petrom also developed and tested Supplier Relationship Management and Total Cost of Ownership concepts with three selected partners.

What we will do in 2016 (and beyond)
• Further develop partnerships with suppliers
• Follow-up on actions from the supplier events that took place in 2015
• Organize two supplier events to identify and drive opportunities for improvement

GRI indicators
| G4-12 | G4-HR1 |
| G4-EC8 | G4-HR11 |
| G4-EC9 |
Women’s Empowerment program in Pakistan

Launched at the end of 2013, this program aims to empower women in the communities around our operational sites in Pakistan. The women have been provided with access to quality education and equal economic opportunities in order to improve their status in society and raise family income. During 2015, we carried out several successful projects under this program, including micro-credit and financial management training to more than 2,000 women and enabling first five local female students to benefit from our engineering university scholarships. We also completed the construction of a secondary school for 360 girls and boys, and hired our first two female trainee engineers at the field sites in Pakistan.

“Investing in education means investing in the future. Through our community relations and community development projects, we focus on providing technical education, especially for women, and on developing the skills that our local communities need to access the job market.”

Michaela Huber
Senior Vice President HSSE & Sustainability

Many of our operations have neighboring communities and we see this as an opportunity to share the benefits of our work. Regular interaction with these communities is part of our day-to-day business. We work hard to be a supportive neighbor, developing community projects for the economic development of local communities. This helps local people to utilize their potential, while helping us maintain our social license to operate.

Community Relations

<table>
<thead>
<tr>
<th>Performance in detail</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1,800</strong></td>
</tr>
<tr>
<td>Participants in Technikqueens</td>
</tr>
<tr>
<td><strong>25</strong></td>
</tr>
<tr>
<td>“Technikqueens” received scholarships and were chosen for a mentoring program</td>
</tr>
<tr>
<td><strong>3,700</strong></td>
</tr>
<tr>
<td>People received significant education, training or micro-credit support</td>
</tr>
<tr>
<td><strong>40,000</strong></td>
</tr>
<tr>
<td>People benefited from our community relations projects</td>
</tr>
<tr>
<td><strong>360</strong></td>
</tr>
<tr>
<td>Students will be able to attend new schools built in Pakistan</td>
</tr>
<tr>
<td><strong>480</strong></td>
</tr>
<tr>
<td>Students will be able to attend a new Science High School in Turkey</td>
</tr>
<tr>
<td><strong>894</strong></td>
</tr>
<tr>
<td>Societal grievances received and 676 solved in 2015</td>
</tr>
</tbody>
</table>
Performance in detail

Overview

Material focus areas

Community Relations

Community relations

Progress on last year

What we planned for 2015 | What we did in 2015
---|---
Multiply our project-based learning in OMV operating countries, using a more systematic approach | Signed off a contract for a Strategic Partnership program with the Austrian Development Agency. The aim is to broaden the impact of our vocational training and local economic development in South Tunisia.

Further strengthen our capabilities and knowledge through community relations and development training programs | Focused on providing on-the-job training to our community relations professionals across the world.

Continue to develop community relations projects, with a focus on strengthening vocational skills and promoting local economic development | Developed community relations projects, with a focus on vocational skills and promoting local economic development.

Key: Achieved | Ongoing | Not achieved

Community relations management is an integral part of our day-to-day business. By minimizing social risks and maximizing the benefits we provide to local communities, we are able to earn and maintain our social license to operate.

Engaging with local communities

Our regular interaction and engagement with local communities help us identify the social risks, opportunities and impacts that our activities have on our external stakeholders.

We regularly consult stakeholders, incorporating their views and addressing their concerns throughout the design and implementation stages of our community projects. By establishing baseline data and identifying the needs of the community, we ensure that the projects we develop deliver real benefits to local people.

In 2015, we rolled-out or harmonized a community grievance mechanism in our Upstream business at operational sites in Abu Dhabi, Kazakhstan, Madagascar, Romania, New Zealand, Pakistan, United Kingdom and Yemen.

During the year, none of our operational sites was reported to have significant potential or actual negative impacts on local communities. However, 894 instances of grievances about impacts on society were filed over the 12 months, with 676 of those being resolved through formal grievance mechanisms. The outstanding cases will be addressed during 2016.

What we will do in 2016 (and beyond)

- Focus on the sustainability of community projects, in order to ensure long-term continuity
- Ensure regular reporting and monitoring of the community grievance mechanism in all the countries where we operate

GRI indicators

<table>
<thead>
<tr>
<th>G4-26</th>
<th>G4-SO1</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-27</td>
<td>G4-SO2</td>
</tr>
<tr>
<td>OG9</td>
<td>G4-SO10</td>
</tr>
<tr>
<td>OG10</td>
<td>G4-SO11</td>
</tr>
</tbody>
</table>

Community relations projects

We develop and manage a number of community relations and social performance projects worldwide, working closely with communities neighboring our operations.

In 2015, in line with our KPI “Trained for employment”, we focused more on providing technical education and vocational training and also on developing entrepreneurial skills (especially for women). More than 3,700 people received significant education, training or micro-credit support to succeed in the job market. Furthermore, more than 40,000 people benefited from our community relations and community development initiatives in our operating countries.

Above: Student from Miano desert, Pakistan
Community Relations

Community relations projects (continued)

3rd Generation Technikqueens in Austria
Our initiative to encourage Austrian girls to choose a technical career continued for the third successive year in 2015. Of the around 1,800 participants of the online competition called Technikqueens, approximately 300 of the best candidates were invited to create their own portfolios and the top 50 qualifying for the final week in Vienna. The best 25 participants received scholarships and were chosen for a mentoring program.

In addition to our regular partner Siemens, this year the Technikqueens program was supported by two new partners. Borealis came on board as the new industrial partner with ORF, the Austrian broadcasting corporation, joining as media partner. Technikqueens was awarded the "Medienzukunftspreis 2015" for its "innovative concept and approach towards addressing a societal problem".

OMV Science High School in Turkey
Built during 2014 and 2015, the OMV Science High School is a joint project between OMV Samsun Elektrik and the Municipality of Kozluk, Governorate of Samsun in Turkey. The school was successfully handed over to the local education ministry in 2015. Currently providing education to 120 students, numbers will rise to the school’s 480 student capacity in the coming years.

Community Resource Center Boldesti-Scaeni in Romania
During 2015, we finished the construction and opened the doors of the new Community Resource Center in Boldesti-Scaeni. This highly sustainable facility has been designed to meet the most demanding environmental standards and is principally targeted at socially disadvantaged people. Over 100 children and 100 parents benefited from our social and educational support in 2015, which was primarily focused on reducing the number of children who leave school early and also helping to integrate social disadvantaged members of the community.
All forms of energy will be needed to meet growing global demand. Governments, industry and civil society need to collaborate to build a cleaner energy future in order to meet these growing demands for energy whilst ensuring that global temperatures don’t go beyond 1.5°C, as set out in COP21. In order to meet these challenges, we invest funds in researching and developing new energy sources and technologies.

“Innovation is central to Resourcefulness. The focus of our activities is on improving the efficiency and use of future sources of energy.”

Thomas Gangl
Senior Vice President Refining & Petrochemicals Business Unit

Turning ideas into reality
The wind2hydrogen project took an important step forward in August 2015, with the opening of a 100 kW pilot plant at an OMV site in Auersthal.
Research and Development

Hydrogen technology

Hydrogen technologies will play a key role in the future. On October 17, 2012 we opened the first public filling station in Austria and in May 2015 we established our second facility, this time in Innsbruck.

Together with our five partners in the H₂ Mobility initiative, we have founded a common company, which will construct a nationwide hydrogen-refueling network for fuel cell powered electric vehicles in Germany. The first hydrogen filling stations are now under construction, and the plan is to expand the network to around 400 by 2023.

Over the last four years, the Christian-Doppler Laboratory (CD-Lab) in Cambridge has made good progress in developing a more environmentally sound process for generating Synthesis Gas (SynGas) from carbon dioxide and water, a process which would be both renewable and CO₂ neutral. SynGas can be transformed into liquid fuel such as petrol or diesel and is widely used as a chemical feedstock. We fund around 50% of ... Ministry of Science, Research and Economy and Austria’s National Foundation for Research, Technology and Development.

The goal of the wind2hydrogen project is to establish the conditions necessary to produce renewable hydrogen. Electric energy converted to hydrogen can be stored, transported or used, wherever and whenever it is convenient for customers. The development of a high-pressure PEM electrolyser (163 bar) also marks an innovative technological advance for incorporating the complex downstream compression of hydrogen into the process. The project has received funding from the Climate and Energy Fund and is part of the “Energy Mission Austria” program.

Biofuels

All biofuel volumes purchased by OMV in 2015 complied with the highest sustainability standards and met the requirements of the Renewable Energy Directive (2009/28/EC) of the European Union.

The EU requirements focus on applying sufficient environmental and social principles along the entire supply chain of biofuels in order to prevent any sustainability-related issues. EU Member states were required to implement the regulation into national law and also to accept International Certification schemes.

As a result, German and Austrian legislation require that all biofuels meet sustainability criteria. Romanian legislation has mandated compliance with sustainability criteria, while Turkish biofuel legislation currently does not include sustainability requirements.

OMV Downstream Oil the first organization in Austria to verifi ably produce fuels with biogenic components in a sustainable way and market them countrywide through its own filling station network.

Advanced renewable fuels

Advanced renewable fuels are fuels, which are not in competition with food. The feedstock can be biological or renewable electricity, such as the hydrogen fuel being produced through the wind2hydrogen project.

In Germany, we are part of a groundbreaking renewable fuels consortium, under the leadership of the research center Jülich. The consortium aims to demonstrate that microalgae can be cultivated in Germany for the economically viable production of alternative aviation fuel. Known as AUFWIND, this project involves 12 partners from research and industry as well as Jülich researchers who are investigating the suitability of biomass made from microalgae as a basis for the production of kerosene. This innovative undertaking will optimize the production of algae oil by assessing different photo-bioreactor technologies and adapting them to Central European conditions. The project is evaluating whether the process is technologically, economically and ecologically feasible.

GRI indicators

OG2  G4-EC7
OG14
Performance in detail

- Performance highlights
- Additional performance figures
- Assurance statement
- Abbreviations and glossary
- Memberships, ratings and awards
- Contact details
Performance highlights

Health, safety and security performance

Lost-time injury rate (Combined LTIR for OMV employees and contractors)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.4</td>
<td>0.3</td>
<td>0.2</td>
</tr>
</tbody>
</table>

Tier 3 Process Safety Events (Number of reports)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,500</td>
<td>3,000</td>
<td>4,500</td>
</tr>
</tbody>
</table>

Diversity

Women in senior management positions (%)

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>17%</td>
<td>83%</td>
</tr>
</tbody>
</table>

Non-Austrians in senior management positions (%)

<table>
<thead>
<tr>
<th></th>
<th>Non-Austrians</th>
<th>Austrians</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>45%</td>
<td>55%</td>
</tr>
</tbody>
</table>

Environmental management performance

Hydrocarbon spills (Number of spills)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>140</td>
<td>120</td>
<td>100</td>
</tr>
</tbody>
</table>

Energy consumption (PJ)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>150</td>
<td>125</td>
<td>100</td>
</tr>
</tbody>
</table>

Scope 3 GHG emissions (Mn t CO2 equivalent)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25</td>
<td>50</td>
<td>75</td>
</tr>
</tbody>
</table>

Environmental expenditures (mn EUR)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>210</td>
<td>106</td>
<td></td>
</tr>
</tbody>
</table>

Revenue distribution

Distribution to stakeholders in 2015
(As a percentage of total Group revenue generated)

<table>
<thead>
<tr>
<th></th>
<th>Suppliers</th>
<th>Governments</th>
<th>Employees</th>
<th>Capital providers</th>
<th>Shareholders</th>
<th>Society</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Operating expenses (excl. royalties, incl. depreciation)</td>
<td>Taxes (income + excise duties + royalties)</td>
<td>Employee wages and benefits</td>
<td>Interest expense</td>
<td>Dividend distribution</td>
<td>Social spending</td>
</tr>
<tr>
<td></td>
<td>69%</td>
<td>33%</td>
<td>4%</td>
<td>1%</td>
<td>2%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

1 Figures show rounded numbers
### Value creation and distribution to stakeholders

#### Revenues generated in 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>EUR 'mn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net sales + excise duty</td>
<td>33,064</td>
</tr>
<tr>
<td>Dividends and interest income</td>
<td>471</td>
</tr>
<tr>
<td>Proceeds from sale of assets</td>
<td>76</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>33,612</strong></td>
</tr>
</tbody>
</table>

#### Distribution to stakeholders in 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>EUR 'mn</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suppliers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating expenses</td>
<td>23,312</td>
<td>69%</td>
</tr>
<tr>
<td>Governments</td>
<td>11,032</td>
<td>33%</td>
</tr>
<tr>
<td>Employees</td>
<td>1,252</td>
<td>4%</td>
</tr>
<tr>
<td>Capital providers</td>
<td>304</td>
<td>1%</td>
</tr>
<tr>
<td>Shareholders (and hybrid capital holders)</td>
<td>530</td>
<td>2%</td>
</tr>
<tr>
<td>Society</td>
<td>19</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

1 Figures show rounded numbers.

### Financial assistance received from governments or governmental organizations in 2015

<table>
<thead>
<tr>
<th>Company name</th>
<th>EUR '000</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adria-Wien Pipeline GmbH</td>
<td>1</td>
<td>Training Credit</td>
</tr>
<tr>
<td>GAS CONNECT AUSTRIA GmbH</td>
<td>123</td>
<td>EU funding for time and material projects, training credit, AMS funding, apprentices subsidy</td>
</tr>
<tr>
<td>OMV PETROM SA</td>
<td>1,578</td>
<td>Reduction of the quota of green certificates</td>
</tr>
</tbody>
</table>

### Significant monetary fines in 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>EUR '000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monetary value of fines for non-compliance concerning provision and use of products</td>
<td>0</td>
</tr>
<tr>
<td>Monetary value of fines for non-compliance with environmental laws and regulations</td>
<td>0</td>
</tr>
<tr>
<td>Monetary value of other fines for non-compliance with laws and regulations</td>
<td>227</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>227</strong></td>
</tr>
</tbody>
</table>

1 Reported only the fines above EUR 10,000, paid in 2015. The other fines, for which OMV started a lawsuit in the Court, are not reported.

### Health

#### Number of medical consultations or medical exams

<table>
<thead>
<tr>
<th>Description</th>
<th>OMV Petrom</th>
<th>OMV</th>
<th>2015 Total</th>
<th>OMV Petrom</th>
<th>OMV</th>
<th>2014 Total</th>
<th>OMV Petrom</th>
<th>OMV</th>
<th>2013 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical consultations</td>
<td>81,381</td>
<td>65,285</td>
<td>146,666</td>
<td>80,850</td>
<td>54,256</td>
<td>135,106</td>
<td>84,641</td>
<td>63,146</td>
<td>147,787</td>
</tr>
<tr>
<td>Paramedic interventions</td>
<td>114,998</td>
<td>153,038</td>
<td>268,036</td>
<td>107,877</td>
<td>46,641</td>
<td>154,508</td>
<td>114,308</td>
<td>44,980</td>
<td>159,288</td>
</tr>
<tr>
<td>Physiotherapeutical treatments</td>
<td>10,621</td>
<td>5,662</td>
<td>16,283</td>
<td>10,470</td>
<td>4,832</td>
<td>15,302</td>
<td>11,779</td>
<td>4,284</td>
<td>16,063</td>
</tr>
<tr>
<td>Examinations required by law</td>
<td>16,573</td>
<td>3,580</td>
<td>20,153</td>
<td>17,360</td>
<td>1,895</td>
<td>19,255</td>
<td>18,001</td>
<td>3,120</td>
<td>21,121</td>
</tr>
<tr>
<td>Voluntary medical check-up</td>
<td>25,171</td>
<td>1,667</td>
<td>26,838</td>
<td>17,950</td>
<td>2,194</td>
<td>20,144</td>
<td>16,245</td>
<td>1,939</td>
<td>18,184</td>
</tr>
<tr>
<td>Vaccinations</td>
<td>3,447</td>
<td>2,104</td>
<td>5,221</td>
<td>4,177</td>
<td>2,873</td>
<td>7,050</td>
<td>5,739</td>
<td>3,179</td>
<td>8,918</td>
</tr>
</tbody>
</table>

1 Excluding OMV Petrom.

### Medical assistance received from governmental authorities

<table>
<thead>
<tr>
<th>Description</th>
<th>EUR '000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adria-Wien Pipeline GmbH</td>
<td>1</td>
</tr>
<tr>
<td>GAS CONNECT AUSTRIA GmbH</td>
<td>123</td>
</tr>
<tr>
<td>OMV PETROM SA</td>
<td>1,578</td>
</tr>
</tbody>
</table>

### Significant monetary fines in 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>EUR '000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monetary value of fines for non-compliance concerning provision and use of products</td>
<td>0</td>
</tr>
<tr>
<td>Monetary value of fines for non-compliance with environmental laws and regulations</td>
<td>0</td>
</tr>
<tr>
<td>Monetary value of other fines for non-compliance with laws and regulations</td>
<td>227</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>227</strong></td>
</tr>
</tbody>
</table>

1 Reported only the fines above EUR 10,000, paid in 2015. The other fines, for which OMV started a lawsuit in the Court, are not reported.
### Safety

#### Group safety OMV Group

<table>
<thead>
<tr>
<th></th>
<th>OMV employees</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2014</td>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>Fatalities number</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Lost workday injuries(^1) number</td>
<td>11</td>
<td>21</td>
<td>23</td>
<td></td>
</tr>
<tr>
<td>Fatal commuting accidents number</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Commuting accidents(^2) number</td>
<td>6</td>
<td>10</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Lost-time injury rate (LTIR) per mn hours worked</td>
<td>0.26</td>
<td>0.46</td>
<td>0.52</td>
<td></td>
</tr>
<tr>
<td>Total recordable injury rate (TRIR)(^3) per mn hours worked</td>
<td>0.59</td>
<td>0.98</td>
<td>1.11</td>
<td></td>
</tr>
<tr>
<td>Fatality rate (FAR) per 100 mn hours worked</td>
<td>2.20</td>
<td>4.02</td>
<td>5.95</td>
<td></td>
</tr>
<tr>
<td>Lost-time injury severity (LTIS) per mn hours worked</td>
<td>15.20</td>
<td>18.44</td>
<td>14.85</td>
<td></td>
</tr>
</tbody>
</table>

#### Contractors

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities number</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Lost workday injuries(^1) number</td>
<td>26</td>
<td>47</td>
<td>55</td>
</tr>
<tr>
<td>Fatal commuting accidents number</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Commuting accidents(^2) number</td>
<td>4</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Lost-time injury rate (LTIR) per mn hours worked</td>
<td>0.28</td>
<td>0.42</td>
<td>0.52</td>
</tr>
<tr>
<td>Total recordable injury rate (TRIR)(^3) per mn hours worked</td>
<td>0.79</td>
<td>0.96</td>
<td>1.30</td>
</tr>
<tr>
<td>Fatality rate (FAR) per 100 mn hours worked</td>
<td>1.03</td>
<td>0.88</td>
<td>0.92</td>
</tr>
<tr>
<td>Lost-time injury severity (LTIS) per mn hours worked</td>
<td>12.95</td>
<td>16.62</td>
<td>15.53</td>
</tr>
</tbody>
</table>

#### Total (OMV employees and contractors)

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Lost-time injury rate (LTIR) per mn hours worked</td>
<td>0.27</td>
<td>0.44</td>
<td>0.52</td>
</tr>
<tr>
<td>Fatality Rate (FAR) per 100 mn hours worked</td>
<td>1.40</td>
<td>1.84</td>
<td>2.52</td>
</tr>
<tr>
<td>Total recordable injury rate (TRIR) per mn hours worked</td>
<td>0.73</td>
<td>0.97</td>
<td>1.24</td>
</tr>
</tbody>
</table>

---

1. Lost Workday Injury: Any work-related injury other than a fatality which results in a person being unfit for work on any day during the reporting year.
2. Accidents which occur on the usual, direct job-related route from the private home to the workplace or on the return journey, resulting in personal injury which leads to Lost Work Days (LWD).
3. The TRIR includes lost-time injuries, injuries which require medical treatment of the injured person (MTI), as well as restricted work injuries (RWI).
### Environmental figures at a glance

<table>
<thead>
<tr>
<th>Environmental figures</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Energy</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Energy consumption²</td>
<td>PJ</td>
<td>137.8</td>
<td>130.5</td>
</tr>
<tr>
<td><strong>GHG Emissions</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GHG (direct, Scope 1)³</td>
<td>mn t CO₂ equivalent</td>
<td>11.9</td>
<td>12.8</td>
</tr>
<tr>
<td>CO₂</td>
<td>mn t</td>
<td>10.4</td>
<td>10.8</td>
</tr>
<tr>
<td>CH₄</td>
<td>t</td>
<td>70,741</td>
<td>92,064</td>
</tr>
<tr>
<td>NO₂</td>
<td>t</td>
<td>72</td>
<td>82</td>
</tr>
<tr>
<td>GHG (indirect, Scope 2)³</td>
<td>mn t CO₂ equivalent</td>
<td>0.4</td>
<td>0.3</td>
</tr>
<tr>
<td>GHG (indirect, Scope 3)³</td>
<td>mn t CO₂ equivalent</td>
<td>112</td>
<td>112</td>
</tr>
<tr>
<td><strong>Other air emissions</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO₂</td>
<td>t</td>
<td>2,918</td>
<td>3,017</td>
</tr>
<tr>
<td>NOₓ</td>
<td>t</td>
<td>12,951</td>
<td>15,069</td>
</tr>
<tr>
<td>NM-VOC⁶</td>
<td>t</td>
<td>11,585</td>
<td>15,726</td>
</tr>
<tr>
<td>Particulate emissions</td>
<td>t</td>
<td>155</td>
<td>244</td>
</tr>
<tr>
<td>Ozone-depleting substances</td>
<td>t</td>
<td>0.4</td>
<td>0.4</td>
</tr>
<tr>
<td><strong>Flaring and Venting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hydrocarbons flared⁷</td>
<td>t</td>
<td>299,825</td>
<td>636,942</td>
</tr>
<tr>
<td>Hydrocarbons vented⁹</td>
<td>t</td>
<td>61443</td>
<td>79,362</td>
</tr>
<tr>
<td><strong>Water</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Water withdrawn¹⁰</td>
<td>mn m³</td>
<td>39.0</td>
<td>39.4</td>
</tr>
<tr>
<td>Thereof groundwater</td>
<td>mn m³</td>
<td>24.0</td>
<td>25.7</td>
</tr>
<tr>
<td>Thereof surface water</td>
<td>mn m³</td>
<td>13.2</td>
<td>10.9</td>
</tr>
<tr>
<td>Thereof water from public supply systems</td>
<td>mn m³</td>
<td>1.8</td>
<td>2.8</td>
</tr>
<tr>
<td>Water withdrawn (other than Total water withdrawal by source)¹¹</td>
<td>mn m³</td>
<td>466.1</td>
<td>362.6</td>
</tr>
<tr>
<td>Water recycled and reused¹²</td>
<td>mn m³</td>
<td>6.7</td>
<td>6.0</td>
</tr>
<tr>
<td><strong>Waste Water</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Waste water</td>
<td>mn m³</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>Chemical Oxygen Demand</td>
<td>t</td>
<td>824</td>
<td>888</td>
</tr>
<tr>
<td>Hydrocarbons</td>
<td>t</td>
<td>18</td>
<td>34</td>
</tr>
<tr>
<td>Total nitrogen</td>
<td>t</td>
<td>80</td>
<td>98</td>
</tr>
<tr>
<td><strong>Waste</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total waste</td>
<td>t</td>
<td>832,017</td>
<td>683,051</td>
</tr>
<tr>
<td>Non-hazardous waste</td>
<td>t</td>
<td>493,285</td>
<td>452,041</td>
</tr>
<tr>
<td>Hazardous waste</td>
<td>t</td>
<td>338,731</td>
<td>231,010</td>
</tr>
<tr>
<td>Transboundary movement of hazardous waste (Basel convention)</td>
<td>t</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

---

1. OMV Petrol Ofisi and CCGT Samsun included as of 2013. Data may not be comparable over the years due to: changes in operations, adapted estimation and calculation methodologies.
2. Increase 2015 due to higher energy demand in Schwechat Refinery and Burghausen Refinery. Decrease 2014 due to lower electricity production of CCPP Brazil and divestment of Trans-Austria pipeline (TAG).
4. Increase in 2015 due to an increase in reporting accuracy (i.e. by excluding the humidity content of the gas from venting emissions) and venting reduction projects in OMV Petrom.
5. Decrease in 2014 due to the increase of electricity acquired from OMV Petrom’s own production and due to increase in reporting accuracy.
6. In 2015, Scope 3 emissions from purchased goods and services and capital goods have been also included. Scope 3 includes total sales amounts from companies under operational or financial control of OMV; pure “trading margin” sales as well as intercompany sales are excluded.
7. Decrease 2015 due to reduced production in Yemen caused by the political situation, as well as reporting accuracy and venting reduction projects in OMV Petrom (increase 2014 was due to increased production in Yemen).
8. Decrease 2015 due to reduced production in Yemen caused by the political situation (increase 2014 due to increased production and thereof increased associated gas flaring in Yemen). Decrease in 2015 due to improved accounting methodologies.
9. Decrease 2015 due to improved accounting methodologies.
10. Excluding water withdrawn for once-through-use (reported separately).
11. Increase in 2015 due to increased cooling water demand in CCGT Samsun. Volume of water used for once-through-cooling water returned unchanged (excluding thermal effects) to water source as well as groundwater extracted solely for remediation or to control the migration of contaminated groundwater (IPIECA, 2010).
12. Increase 2014 compared to 2013 due to improved accounting methodologies.
13. Total waste amounts including those from one-time projects.

### GHG intensity of OMV’s purchased goods and services and capital goods

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchased goods and services</td>
<td>mn t CO₂ equivalent</td>
<td>1.29</td>
<td>n.r.</td>
</tr>
<tr>
<td>Capital goods</td>
<td>mn t CO₂ equivalent</td>
<td>0.19</td>
<td>n.r.</td>
</tr>
<tr>
<td>Total GHG (indirect, Scope 3)</td>
<td>mn t CO₂ equivalent</td>
<td>1.49</td>
<td>n.r.</td>
</tr>
<tr>
<td>GHG intensity</td>
<td>mn t GHG per bn $</td>
<td>0.63</td>
<td>n.r.</td>
</tr>
</tbody>
</table>

### GHG intensity of the OMV product portfolio¹¹

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oil to energy</td>
<td>mn t CO₂ equivalent</td>
<td>83.4</td>
<td>83.6</td>
</tr>
<tr>
<td>Oil for non-energy use¹</td>
<td>mn t CO₂ equivalent</td>
<td>5.3</td>
<td>4.6</td>
</tr>
<tr>
<td>Gas to energy</td>
<td>mn t CO₂ equivalent</td>
<td>21.2</td>
<td>22.7</td>
</tr>
<tr>
<td>Gas for non-energy use</td>
<td>mn t CO₂ equivalent</td>
<td>0.6</td>
<td>0.8</td>
</tr>
<tr>
<td>Chemicals</td>
<td>mn t CO₂ equivalent</td>
<td>0.01</td>
<td>0.01</td>
</tr>
<tr>
<td>Total GHG (indirect, Scope 3)</td>
<td>mn t CO₂ equivalent</td>
<td>111</td>
<td>112</td>
</tr>
<tr>
<td>GHG intensity</td>
<td>mn t GHG per mn t oil equivalent</td>
<td>2.7</td>
<td>2.6</td>
</tr>
</tbody>
</table>

¹¹ Decrease in 2014 mainly due to split of “other petrochemicals” in more sub-product groups and therefore more accurate emission factors (around 65% decrease attributed to new emissions factors and 35% due to decreased sales volumes).
## Human resources

### Total headcount by employment type and region per 31.12.2015

<table>
<thead>
<tr>
<th>Employees</th>
<th>Austria¹</th>
<th>Romania/Romania/Rest of Europe</th>
<th>Middle East/Africa</th>
<th>Rest of the World</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>3,515</td>
<td>17,967</td>
<td>2,155</td>
<td>487</td>
<td>24,124</td>
</tr>
<tr>
<td>Status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White-collar workers</td>
<td>2,703</td>
<td>8,970</td>
<td>1,532</td>
<td>295</td>
<td>13,500</td>
</tr>
<tr>
<td>Blue-collar workers</td>
<td>692</td>
<td>8,997</td>
<td>623</td>
<td>192</td>
<td>10,504</td>
</tr>
<tr>
<td>Apprentices</td>
<td>120</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>120</td>
</tr>
</tbody>
</table>

### Employment type

<table>
<thead>
<tr>
<th>Employment type</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>3,310</td>
<td>205</td>
</tr>
<tr>
<td>White-collar workers</td>
<td>2,703</td>
<td>8,970</td>
</tr>
<tr>
<td>Blue-collar workers</td>
<td>692</td>
<td>8,997</td>
</tr>
<tr>
<td>Apprentices</td>
<td>120</td>
<td>1</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2,664</td>
<td>851</td>
</tr>
<tr>
<td>White-collar workers</td>
<td>2,566</td>
<td>805</td>
</tr>
<tr>
<td>Blue-collar workers</td>
<td>692</td>
<td>246</td>
</tr>
<tr>
<td>Apprentices</td>
<td>120</td>
<td>0</td>
</tr>
</tbody>
</table>

### Employment type

<table>
<thead>
<tr>
<th>Employment type</th>
<th>Full-time</th>
<th>Part-time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporary²</td>
<td>111</td>
<td>56</td>
<td>422</td>
</tr>
</tbody>
</table>

¹ Including Gas Connect Austria GmbH, EconGas GmbH and Adria Wien Pipeline GmbH.
² In OMV Person, employees have the option to reduce the daily working-time to raise a child up to the age of two, respectively 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 or work phase, the return of replaced personnel etc., not included in total number of employees, only shown separately.

## Additional information

### Percentage of employees who have the right to exercise freedom of association and collective bargaining

97.51%

### Percentage of employees represented by local trade unions or works council

81.92%

### Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining

99.07%

### Percentage of employees covered by mandatory periods of notice under employment law or collective bargaining agreements for cases of restructuring

97.19%

## Details new recruitments by region and age 2015

### Net employment creation, average turnover and contract terminations segmented by region 2015

<table>
<thead>
<tr>
<th>Employees</th>
<th>Austria¹</th>
<th>Romania/Romania/Rest of Europe</th>
<th>Middle East/Africa</th>
<th>Rest of the World</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>New recruits</td>
<td>102</td>
<td>684</td>
<td>104</td>
<td>30</td>
<td>920</td>
</tr>
<tr>
<td>Thereof new jobs created</td>
<td>55</td>
<td>149</td>
<td>17</td>
<td>5</td>
<td>226</td>
</tr>
<tr>
<td>Thereof replacements</td>
<td>47</td>
<td>535</td>
<td>87</td>
<td>25</td>
<td>694</td>
</tr>
<tr>
<td>Contract terminations²</td>
<td>164</td>
<td>1,704</td>
<td>71</td>
<td>52</td>
<td>2,230</td>
</tr>
</tbody>
</table>

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.
² Including Social Plan terminations and retirements.
## Human resources

### Details contract terminations by region and age 2015

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Austria1</th>
<th>Romania/Rest of Europe</th>
<th>Middle East/Africa</th>
<th>Rest of the World</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;30</td>
<td>%&lt;br&gt;Ab.</td>
<td>30–50 %&lt;br&gt;Ab.</td>
<td>&gt;50 %&lt;br&gt;Ab.</td>
<td>Total %&lt;br&gt;Ab.</td>
</tr>
<tr>
<td>Male</td>
<td>100.00%</td>
<td>10</td>
<td>66.04%</td>
<td>86</td>
<td>85.15%</td>
</tr>
<tr>
<td>Female</td>
<td>0.00%</td>
<td>0</td>
<td>33.96%</td>
<td>15</td>
<td>14.85%</td>
</tr>
<tr>
<td>Total</td>
<td>100.00%</td>
<td>10</td>
<td>100.00%</td>
<td>53</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

1  Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

### Average hours and spending on training and education by region and position in 2015

<table>
<thead>
<tr>
<th>Region/Position</th>
<th>Austria1</th>
<th>Romania/Rest of Europe</th>
<th>Middle East/Africa</th>
<th>Rest of the World</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior management</td>
<td>&lt;br&gt;Number of training participants</td>
<td>48</td>
<td>10</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Management</td>
<td>&lt;br&gt;Number of training participants</td>
<td>213</td>
<td>899</td>
<td>240</td>
<td>8</td>
</tr>
<tr>
<td>Experts</td>
<td>&lt;br&gt;Number of training participants</td>
<td>502</td>
<td>1,954</td>
<td>447</td>
<td>19</td>
</tr>
<tr>
<td>Project managers</td>
<td>&lt;br&gt;Number of training participants</td>
<td>45</td>
<td>150</td>
<td>15</td>
<td>1</td>
</tr>
<tr>
<td>Technicians</td>
<td>&lt;br&gt;Number of training participants</td>
<td>619</td>
<td>5,044</td>
<td>653</td>
<td>1</td>
</tr>
<tr>
<td>Administrators</td>
<td>&lt;br&gt;Number of training participants</td>
<td>22</td>
<td>208</td>
<td>86</td>
<td>0</td>
</tr>
</tbody>
</table>

1  Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH, Baumgarten-Oberkappel Gasleitungsgesellschaft m.b.h. and Adria Wien Pipeline GmbH are excluded.
### Human resources

#### Diversity in 2015 (Headcount as per 31.12.2015)

<table>
<thead>
<tr>
<th>Gender</th>
<th>Age</th>
<th>Nationality Non-Austrian/Non-Romanian</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;30</td>
<td>30–50</td>
</tr>
<tr>
<td><strong>Supervisory Board</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Board</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Austria1</td>
<td>747</td>
<td>24.03</td>
</tr>
<tr>
<td>Romania</td>
<td>4,169</td>
<td>24.91</td>
</tr>
</tbody>
</table>

1 Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

#### Parental leave during 2015

<table>
<thead>
<tr>
<th>Employees</th>
<th>Austria1</th>
<th>Romania/Rest of Europe</th>
<th>Middle East/Africa</th>
<th>Rest of the World</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entitled employees as per 31.12.2015</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>2,362</td>
<td>13,383</td>
<td>975</td>
<td>370</td>
<td>17,090</td>
</tr>
<tr>
<td>Female</td>
<td>747</td>
<td>4,559</td>
<td>276</td>
<td>116</td>
<td>6,568</td>
</tr>
<tr>
<td>Took parental leave during 2015</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>29</td>
<td>40</td>
<td>42</td>
<td>1</td>
<td>112</td>
</tr>
<tr>
<td>Female</td>
<td>101</td>
<td>170</td>
<td>23</td>
<td>18</td>
<td>312</td>
</tr>
</tbody>
</table>

1 Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

### Additional performance figures

#### Percentage of female employees 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>24.0%</td>
</tr>
<tr>
<td>Rest of Europe</td>
<td></td>
</tr>
<tr>
<td>Romania</td>
<td>24.8%</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>48.2%</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>34.3%</td>
</tr>
<tr>
<td>Germany</td>
<td>12.1%</td>
</tr>
<tr>
<td>Hungary</td>
<td>35.6%</td>
</tr>
<tr>
<td>Norway</td>
<td>39.0%</td>
</tr>
<tr>
<td>Republic of Moldova</td>
<td>50.8%</td>
</tr>
<tr>
<td>Serbia</td>
<td>52.2%</td>
</tr>
<tr>
<td>Slovakia</td>
<td>75.1%</td>
</tr>
<tr>
<td>Slovenia</td>
<td>60.6%</td>
</tr>
<tr>
<td>Switzerland</td>
<td>9.9%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>29.2%</td>
</tr>
</tbody>
</table>

#### Percentage of local employees 2015

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria1</td>
<td>87.6%</td>
</tr>
<tr>
<td>Rest of Europe</td>
<td></td>
</tr>
<tr>
<td>Romania</td>
<td>98.9%</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>100.0%</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>94.3%</td>
</tr>
<tr>
<td>Germany</td>
<td>90.3%</td>
</tr>
<tr>
<td>Hungary</td>
<td>100.0%</td>
</tr>
<tr>
<td>Norway</td>
<td>82.9%</td>
</tr>
<tr>
<td>Republic of Moldova</td>
<td>100.0%</td>
</tr>
<tr>
<td>Serbia</td>
<td>100.0%</td>
</tr>
<tr>
<td>Slovakia</td>
<td>72.9%</td>
</tr>
<tr>
<td>Slovenia</td>
<td>100.0%</td>
</tr>
<tr>
<td>Switzerland</td>
<td>1.1%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>72.6%</td>
</tr>
<tr>
<td>Middle East/Africa</td>
<td></td>
</tr>
<tr>
<td>Abu Dhabi</td>
<td>0.0%</td>
</tr>
<tr>
<td>Iran</td>
<td>20.0%</td>
</tr>
<tr>
<td>Libya</td>
<td>19.2%</td>
</tr>
<tr>
<td>Madagascar</td>
<td>40.0%</td>
</tr>
<tr>
<td>Pakistan</td>
<td>4.9%</td>
</tr>
<tr>
<td>Tunisia</td>
<td>24.0%</td>
</tr>
<tr>
<td>Turkey</td>
<td>17.8%</td>
</tr>
<tr>
<td>Kurdistan Region of Iraq</td>
<td>0.0%</td>
</tr>
<tr>
<td>Yemen</td>
<td>9.3%</td>
</tr>
<tr>
<td>Rest of the World</td>
<td></td>
</tr>
<tr>
<td>Kazakhstan</td>
<td>19.5%</td>
</tr>
<tr>
<td>New Zealand</td>
<td>39.4%</td>
</tr>
<tr>
<td>Singapore</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

1 Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

2 Including OMV International Oil & Gas GmbH.
Assurance statement

To the Board of OMV Aktiengesellschaft

Independent Assurance Report

Limited assurance over selected indicators in the Sustainability Report 2015 of OMV Aktiengesellschaft

Engagement

We were requested to perform a limited assurance engagement related to selected indicators in the “Sustainability Report 2015” including the separately published “GRI Content Index 2015” (hereafter “Report”) according to the GRI G4 CORE Option of OMV Aktiengesellschaft (hereafter “OMV”).

Our assurance engagement covers the following:

• Environmental indicators: Direct GHG emissions scope 1 (G4-EN15), Indirect GHG emissions scope 2 (G4-EN16), Indirect GHG emissions scope 3 (G4-EN17), Hydrocarbon spills volume (G4-EN24)

• Workplace safety indicators (employees and contractors): Fatalities, Lost workday injuries, Fatality rate, Lost time injury rate, Total recordable injury rate, Lost time injury severity, Fatal commuting accidents, Commuting accidents (LA-6)

The GRI disclosures covered by our assurance engagement are marked with “X” in the “GRI Content Index 2015”, which can be downloaded at http://omv.com/portal/de/omv/OMV_Group/sustainability/Sustainability_Report.

Our procedures have been designed to obtain a limited level of assurance on which to base our conclusions. The extent of evidence gathering procedures performed is less than for that of a reasonable assurance engagement (such as a financial audit) and therefore a lower level of assurance is provided.

The “General Conditions of Contract for the Public Accounting Professions”, are binding for this engagement. According to that, our liability is limited and an accountant is only liable for violating ... cases of gross negligence the maximum liability towards OMV and any third party together is EUR 726,730 in the aggregate.

Assurance statement

Limitations to our Review

• Our assurance engagement is limited to the above specified key performance indicators.
• We did not test data derived from external surveys, we only verified that relevant disclosures and data are correctly quoted in the Report.
• We did not perform any assurance procedures on data, which were subject of the annual financial audit. We merely checked that data was presented in accordance with the GRI Guidelines.
• The scope of our review procedures at operational level was limited to a sample of one site visit in Romania, one in Germany and one site visit in Austria.
• Limited assurance over prospective information was not subject to our engagement.

Criteria

The information included in the Report was based on the criteria applicable in the year 2015 (“The Criteria”), consisting of:

• GRI Sustainability Reporting Guidelines G4

We assessed the information in the Report against these criteria. We believe that these criteria are suitable for our assurance engagement.

Management responsibilities

OMV’s management is responsible for the preparation of the Report and the information therein in accordance with the criteria mentioned above. This responsibility includes designing, implementing and maintaining internal control.

Our responsibilities

It is our responsibility to express a conclusion on the information included in the Report on the basis of the limited assurance engagement.

Our assurance engagement has been planned and performed in accordance with the International Federation of Accountants’ ISAE3000 Revised and the Code of Ethics for Professional Accountants, issued by the International Federation of Accountants (IFAC), which includes requirements in relation to our independence.

2 https://www.globalreporting.org/reporting/g4/Pages/default.aspx
3 International Federation of Accountants’ International Standard for Assurance Engagements Other than Audits or reviews of Historical Financial Information (ISAE3000) Revised, effective for assurance statements dated on or after December 15, 2015.
Assurance statement

What we did to form our conclusion

We have performed all the procedures deemed necessary to obtain the evidence that is sufficient and appropriate to provide a basis for our conclusions. The assurance engagement was conducted at OMV headquarters in Vienna, OMV Petrom headquarters in Bucharest, as well as at the three sites. To form our conclusions we:

• Reviewed OMV’s Corporate Regulations (directives, standards and procedures) related to the indicators
• Held structured, directional interviews with group and functional leadership in Austria and Romania to understand key expectations regarding the selected indicators and identify systems, processes and internal controls to support them
• Reviewed Group level, Board and Executive documents and progress reports to assess awareness and priority of the selected indicators and to understand how progress is tracked
• Understood risk management and governance processes underlying the selected indicators

Our Conclusion

Based on the scope of our review nothing has come to our attention that causes us to believe that the selected indicators in the Report were not prepared, in accordance with the criteria identified above.

Vienna, June 2016

ERNST & YOUNG
Wirtschaftsprüfungsgesellschaft m.b.H

Gerhard Schwartz e.h.

Brigitte Frey e.h.

Douglas Johnston e.h.
Abbreviations and glossary

**bcm** – Billion cubic meters  
**Bn** – Billion  
**Boe, boe/d** – Barrel oil equivalent, boe per day  
**CCGT** – Combined Cycle Gas Turbine  
**CCPP** – Combined Cycle Power Plant  
**CEO** – Chief Executive Officer  
**CH4** – Methane  
**CLP** – Regulation on Classification Labelling and Packaging of Substances and Mixtures  
**CO2** – Carbon dioxide  
**EC** – European Commission  
**EMIR** – Financial Market Regulation  
**EU ETS** – EU Emissions Trading Scheme  
**EWRM** – Enterprise Wide Risk Management  
**GHG** – Greenhouse Gases  
**GHG Scope 1** – Direct emissions from operations that are owned or controlled by the organization  
**GHG Scope 2** – Energy indirect emissions result from the generation of purchased or acquired electricity, heating, cooling or steam  
**GHG Scope 3** – Other indirect emissions that occur outside of the organization, including both Upstream and Downstream emissions  
**H2** – Hydrogen  
**HSSE** – Health, Safety, Security, Environment  
**IDW** – Institute of Public Auditors in Germany  
**IPIECA** – International Petroleum Industry Environmental Conservation Association  
**IPPC** – Intergovernmental Panel on Climate Change  
**ISCC** – International Sustainability and Carbon Certification  
**ISO** – International Organization for Standardization  
**KPI** – Key Performance Indicator  
**kboe/d** – 1,000 barrel oil equivalent per day  
**kJoules** – Kilogram  
**m3** – Cubic meter  
**mg/kg** – Milligram per kilogram  
**mn** – Million  
**MW, MWh** – Megawatt, megawatt hour  
**N2O** – Nitrous oxide  
**NGO** – Non-Governmental Organization  
**NM-VOC** – Non-Methane Volatile Organic Compounds  
**NOx** – Nitrogen oxide  
**OHSAS** – Occupational Health and Safety Assessment Series  
**PEM** – Polymer Electrolyte Membrane  
**PJ** – Petajoule  
**Q&A** – Questions and Answers  
**REMIT** – Regulation on wholesale Energy Market Integrity and Transparency  
**SO2** – Sulfur dioxide  
**t** – Metric ton  
**Tier 3 event** – record of accidental event and situation “near miss” (minor to no actual consequence)  
**toe** – Ton oil equivalent  
**TÜV** – Technical Inspection Association  
**TW, TWh** – Terawatt, terawatt hour  
**UN** – United Nations
## Memberships, ratings and awards

### Memberships

#### OMV Group
- Aktienforum
- American Association of Cost Engineering
- ARGE Biokraft
- Association of the German Petroleum Industry
- Austrian Agency for Alternative Propulsion Systems
- Austrian Association for Research and Innovation
- Austrian Association for Transport
- Austrian Economic Chambers (WKO)
- Austrian Geological Society
- Austrian Institute of Economic Research
- Austrian Standard Institute
- Aviation Initiative for Renewable Energy in Germany e.V.
- BUSINESSEUROPE
- CEDIGAZ
- Cercle Investor Relations Austria
- Christian Doppler Research Association
- CONCAWE – European Oil Companies’ Organisation for Environment, Health and Safety in Refining and Distribution
- Drilling engineering association
- German Society for Petroleum and Coal Science and Technology
- Energy Community
- Eurogas – The European Union of the Natural Gas Industry
- European Energy Forum
- European Round Table of Industrialists
- European Turbine Network
- Federation of Austrian Industries (IV)
- Forum “Technik und Gesellschaft” of the Technical University Graz
- FuelsEurope
- Gas Infrastructure Europe
- Gas Naturally
- Geological Society
- Geopressure Management Network
- Global Gas Centre
- GPA Europe
- IFP Energies Nouvelles
- Independet Project Analysis
- Inflow Control Technology Forum
- Initiative natural gas storage Germany
- International Association of Drilling Contractors
- International Association of Oil & Gas Producers
- International Gas Union
- International Petroleum Industry Environmental Conservation Association
- NUMOV (Nah- und Mittelost-Verein e.V.)
- Österreichische Gesellschaft für Erdölwissenschaften (Austrian Society of Petroleum Engineering)
- Österreichische Vereinigung für das Gas- und Wasserfach
- Production engineering association
- Professional Petroleum Data Management Association
- Public Relations Verband Austria
- PWRI OPNet – Produced Water Re-Injection Operational Network
- respACT – Austrian Business Council for Sustainable Development
- Round Table on Sustainable Palm Oil
- Society of Petroleum Engineers
- Technology Management Network
- TÜV Austria
- United Nations Global Compact
- VGB PowerTech e.V.
- World Energy Council
- Vienna Institute for International Economic Studies

#### OMV Petrom
- Aspen Institute Romania
- Association of Electricity Suppliers in Romania
- Austrian Business Club
- British Romanian Chamber of Commerce
- Bucharest GeoScience Forum
- Chamber of Industry and Commerce Prahova
- Chambre de Commerce, d’Industrie et d’Agriculture Francaise en Roumanie
- CONCAWE
- Cordondia Employers’ Confederation (through Oil & Gas Employers’ Federation)
- Employers Organization “Gaz”
- Employers Organization “Petrogaz”
- EPI - Institute of Professional Representatives before the European Patent Office
- Foreign Investors Council
- Oil & Gas Employers’ Federation (through Petrogaz)
- Private Investors Association
- Romanian Association for international numbering of articles
- Romanian Association for Promoting Energy Efficiency
- Romanian Association for the Club of Rome
- Romanian Association of the Petroleum Exploration and Production Companies
- Romanian Black Sea Titleholders Association
- Romanian – German Chamber of Commerce & Industry
- Romanian National Chamber of Industrial Property Attorneys
- Romanian National Committee of the World Energy Council
- Romanian Petroleum Association
- Romanian South African Business Association
- Romanian Standards Association
- Sectoral Committee Power, Oil & Gas (through Oil & Gas Employers’ Federation)
- Society of Petroleum and Gas Engineers (SPE Rom)
- The National Association of Energy Consumers in Romania
Memberships, ratings and awards

Ratings and indices

FTSE4Good
For the first time, OMV has been awarded as a constituent of the FTSE4Good Global Index demonstrating strong Environmental and Governance practices.

OMV’s Carbon Disclosure Project (CDP) score improved from 99 B in 2014 to 98 A minus in 2015 (the performance score has been improved from B to A). OMV AG is sector leader and country leader Austria.

OMV has been reconfirmed as a constituent of the Ethibel Sustainability Index (ESI) Excellence Europe.

OMV is a constituent of MSCI Global Sustainability Index and reached AAA – best in class.

OMV is included in the Euronext-Vigeo Eurozone 120 index (the most advanced 120 companies in sustainability).

OMV remains a constituent of STOXX® Global ESG Leaders indices.

Awards

OMV awarded at “International CSR Excellence Awards” for projects OMV Libya Youth Center, Women’s Empowerment in Pakistan, International Petroleum Academy Leoben Mentoring and Employees engagement.

OMV awarded at “Medienzukunftpreis” for project Austria is looking for the Technikqueens.

OMV awarded at “Trigos Preis” in the category Best Partnership for Hilfswerk cooperation.
Disclaimer

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