

## GRI index

### Reporting boundaries

**HSSE data from operations under management control have been fully taken into account, i.e. data from all OMV Group activities with a stake of more than 50%, in particular:**

- ▶ OMV Petrom S.A. where OMV holds 51% of the shares
- ▶ OMV Petrol Ofisi A.S.
- ▶ Retail Business (all retail brands of OMV, OMV Petrom and OMV Petrol Ofisi)
- ▶ Upstream OMV operated countries: Austria, Kazakhstan, Tunisia, Yemen, New Zealand, Norway, UK, Madagascar, Abu Dhabi, Pakistan, Romania (OMV Petrom)
- ▶ Refineries Schwechat, Burghausen and Petrobrazi; including transport and storage facilities
- ▶ Gas logistics (transit and storage in Austria and Romania)
- ▶ Downstream Gas – power plants in Romania (Brazi & Petrom City) and Turkey (Samsun)
- ▶ Production enhancement contracts (PEC) for small fields with partners in Romania
- ▶ Joint ventures, including minority shareholdings, where OMV exerts controlling influence as operator, for example, Upstream operations in Pakistan

Occupational work place incident data for all contractors (including subcontractors and all lower tier subcontractors) under management control (i.e. data from all OMV Group activities with a stake of more than 50%) have been fully taken into account.

Contractor and subcontractor workplace incident data at joint-ventures, including minority shareholdings, where OMV exerts controlling influence as a operator is reported.

The following data has not been taken into account for environmental data in this report:

- ▶ Figures from holdings of 50% or less if there is no significant operational influence
- ▶ Office buildings in European countries of OMV Downstream's Marketing Divisions (except Austria, Romania and Turkey) as well as of non operative Upstream countries
- ▶ Filling stations, due to the fact that the vast majority of them are operated by partners functioning as independent companies, except filling stations under the control of OMV Petrom Marketing that meet the above-mentioned boundary criteria

Greenhouse Gas Scope 3 emissions include the following categories:

- ▶ GHG emissions from processing and use of sold products: These include total sales amounts from companies that are under operational or financial control by OMV and include filling stations. Pure "trading margin" sales as well as intercompany sales are excluded.
- ▶ Since 2015 Scope 3 emissions from purchased goods and services and capital goods are included

All grievances disclosed in the OMV Sustainability Report 2016 are received in the OMV Upstream operated countries and in the three OMV refineries (Burghausen in Germany, Schwechat in Austria and Petrobrazi in Romania).

The data is consolidated at Group level.

## GRI index (continued)

### General standard disclosures

|  | Description   | Page number  | Omissions (2016)   |
|--|---|--|--|
| <b>Strategy and analysis</b>                     |   |  |  |
| G4-1   | Statement from the most senior decision-maker of the organization.  | 3  |  |
| G4-2   | Description of key impacts, risk and opportunities.   | 9, 10, 24  |  |
| <b>Organizational Profile</b>                    |   |  |  |
| G4-3   | Report the name of the organization.  | 1  |  |
| G4-4   | Report the primary brands, products and services.   | 5, 6   |  |
| G4-5   | Report the location of the organization's headquarter.  | 1  |  |
| G4-6   | Report the number of countries where the organization operates.   | 5, 6   |  |
| G4-7   | Report the nature of ownership and legal form.  | 1, OMV Annual Report 2016 (www.omv.com): 46  |  |
| G4-8   | Report the markets served.  | 5, 6   |  |
| G4-9   | Report the scale of the organization.   | 1, 5, 6, 53, 55, OMV Annual Report 2016 (www.omv.com): 75  |  |
| G4-10  | Report the total number of employees.   | 1, 53, 54  | A substantial part of our work is performed by contractors |
| G4-11  | Report the percentage of total employees covered by collective bargaining agreements.                                   | 31, 53   |  |
| G4-12  | Describe the organization's supply chain.   | 8, 39, 49  |  |
| G4-13  | Report any significant change during the reporting period.  | 1  |  |
| G4-14  | Report whether and how the precautionary approach or principle is addressed by the organization.                        | 9, 23, 35  |  |
| G4-15  | List externally developed economic, environmental and social charters, principles to which the organization subscribes. | 1, 22, 24, 28, 29, 30, 33, 37, 39, 41, 46  |  |
| G4-16  | List of memberships of associations.  | 59   |  |
| <b>Identified material aspect and boundaries</b> |   |  |  |
| G4-17  | List all entities included in the organization's consolidated financial statements.                                     | Stand-alone GRI index-pg 1 and OMV Annual Report 2016 (www.omv.com): 209-213   |  |
| G4-18  | Explain the process of defining the report content and the Aspect boundaries.   | 1, 14  |  |
| G4-19  | List all material Aspects identified in the process for defining the report content                                     | 14   |  |
| G4-20  | Report Aspect Boundary for each material aspect within the organization.  | 1, Stand-alone GRI index   |  |
| G4-21  | Report Aspect Boundary for each material aspect outside.  | 1, Stand-alone GRI index   |  |
| G4-22  | Report the effect of any restatement of information provided in the previous reports.                                   | Direct greenhouse gas emissions (Scope 1) (G4 EN-15) have been recalculated for 2014 and 2015 due to application of updated global warming potential (from IPCC AR4) used for CH <sub>4</sub> and N <sub>2</sub> O |  |
| G4-23  | Report significant changes from previous reporting periods in the scope and Aspect boundaries.                          | 1, Stand-alone GRI index page 1  |  |

## GRI index (continued)

|                       | Description   | Page number                                  | Omissions (2016) |
|-----------------------|---|--|------------------|
| <b>G4-24</b>          | Provide a list of stakeholder groups engaged by the organization.   | 13   |                  |
| <b>G4-25</b>          | Report the basis for identification and selection of stakeholders with whom to engage.  | 13, 15                                       |                  |
| <b>G4-26</b>          | Report the organization's approach to stakeholder engagement.   | 13, 15, 41                                   |                  |
| <b>G4-27</b>          | Report the key topics and concerns that have been raised through stakeholder engagement.  | 15, 41                                       |                  |
| <b>Report Profile</b> |   |  |                  |
| <b>G4-28</b>          | Reporting period for information provided.  | 1  |                  |
| <b>G4-29</b>          | Date of most recent previous report.  | 1  |                  |
| <b>G4-30</b>          | Reporting cycle.  | 1  |                  |
| <b>G4-31</b>          | Provide the contact point for questions regarding the report.   | 60   |                  |
| <b>G4-32</b>          | Report the "in accordance" option the organization has chosen.  | 1, 55-56                                     |                  |
| <b>G4-33</b>          | Report the organization's policy and current practice with regards to seeking external assurance for the report.  | 55-56  |                  |
| <b>Governance</b>     |   |  |                  |
| <b>G4-34</b>          | Report the governance structure of the organization, including committees of the highest governance body.   | 12   |                  |
| <b>G4-35</b>          | Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.  | 12   |                  |
| <b>G4-36</b>          | Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics.   | 12, 13                                       |                  |
| <b>G4-37</b>          | Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.  | 12, 13                                       |                  |
| <b>G4-38</b>          | Report the composition of the highest governance body and its committees.   | OMV Annual Report 2016 (www.omv.com): 92-106 |                  |
| <b>G4-39</b>          | Report whether the Chair of the highest governance body is also an executive officer.   | OMV Annual Report 2016 (www.omv.com): 92-106 |                  |
| <b>G4-40</b>          | Report the nomination and selection processes for the highest governance body and its committee.  | OMV Annual Report 2016 (www.omv.com): 92-106 |                  |
| <b>G4-41</b>          | Report processes for the highest governance body to ensure conflicts of interest are avoided and managed.   | OMV Annual Report 2016 (www.omv.com): 92-106 |                  |
| <b>G4-42</b>          | Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts. | 12   |                  |
| <b>G4-43</b>          | Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.   | 12   |                  |
| <b>G4-44</b>          | Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.   | OMV Annual Report 2016 (www.omv.com): 96     |                  |

## GRI index (continued)

|                             | <b>Description</b>   | <b>Page number</b>  | <b>Omissions (2016)</b>                             |
|-----------------------------|--|---|---|
| <b>G4-45</b>                | Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.                            | 9, 12   |   |
| <b>G4-46</b>                | Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.            | 9, 12   |   |
| <b>G4-47</b>                | Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.  | 12  |   |
| <b>G4-48</b>                | Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.            | 9, 12   |   |
| <b>G4-49</b>                | Report the process for communicating critical concerns to the highest governance body.   | 12  |   |
| <b>G4-51</b>                | Report the remuneration policies for the highest governance body and senior executives.  | OMV Annual Report 2016 ( <a href="http://www.omv.com">www.omv.com</a> ): 95 – 106 |   |
| <b>G4-52</b>                | Report the process for determining remuneration.   | OMV Annual Report 2016 ( <a href="http://www.omv.com">www.omv.com</a> ): 95 – 106 |   |
| <b>G4-54</b>                | Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations.  | Not reported  | Data on median compensation currently not available |
| <b>G4-55</b>                | Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations.                     | Not reported  | Data on median compensation currently not available |
| <b>Ethics and Integrity</b> |  |   |   |
| <b>G4-56</b>                | Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.  | 7, 33, 34   |   |
| <b>G4-57</b>                | Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines. | 34  |   |
| <b>G4-58</b>                | Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior.   | 34  |   |

## GRI index (continued)

### Specific standard disclosures

| Description                     | Material within the organization | Material outside the organization | Page number  | Omissions   | External assurance |
|---------------------------------|----------------------------------|-----------------------------------|--|---|--------------------|
| <b>Economic</b>                 |                                  |                                   |  |   |                    |
| <b>Economic Performance</b>     |                                  |                                   |  |   |                    |
| <b>G4 – DMA</b>                 | ✓                                | ✓                                 | 9, 23  |   |                    |
| <b>G4 – EC1</b>                 |                                  |                                   | 49   |   |                    |
| <b>G4 – EC2</b>                 |                                  |                                   | 9, 24, 26  |   |                    |
| <b>G4 – EC3</b>                 |                                  |                                   | 31, OMV Annual Report 2016 (www.omv.com): 95 – 100 |   |                    |
| <b>G4 – EC4</b>                 |                                  |                                   | 49   |   |                    |
| <b>Market Presence</b>          |                                  |                                   |  |   |                    |
| <b>G4 – DMA</b>                 | ✓                                |                                   | 32   |   |                    |
| <b>G4 – EC5</b>                 |                                  |                                   | 31   | The information on the ratio is not available due to complexity of the organization |                    |
| <b>G4 – EC6</b>                 |                                  |                                   | 55   |   |                    |
| <b>Indirect Economic Impact</b> |                                  |                                   |  |   |                    |
| <b>G4 – DMA</b>                 |                                  | ✓                                 | 40, 44   |   |                    |
| <b>G4 – EC7</b>                 |                                  |                                   | 42, 45   |   |                    |
| <b>G4 – EC8</b>                 |                                  |                                   | 40, 45   |   |                    |
| <b>Procurement Practices</b>    |                                  |                                   |  |   |                    |
| <b>G4 – DMA</b>                 |                                  | ✓                                 | 33, 39   |   |                    |
| <b>OG1</b>                      |                                  |                                   | 1, OMV Annual Report 2016 (www.omv.com): 65        |   |                    |
| <b>G4 – EC9</b>                 |                                  |                                   | 39   |   |                    |

## GRI index (continued)

| Description                      | Material within the organization  | Material outside the organization | Page number  | Omissions  | External assurance |
|----------------------------------|---|-----------------------------------|--------------|--|--------------------|
| <b>Environmental Performance</b> |   |                                   |              |  |                    |
| <b>Energy</b>                    | ✓   | ✓                                 |              |  |                    |
| <b>G4 – DMA</b>                  | Generic disclosures on management approach.   |                                   | 23, 26       |  |                    |
| <b>G4 – EN3</b>                  | Energy consumption within the organization.   |                                   | 26, 51       | From a current perspective energy consumption is the most important aspect and detailed split is currently not required to manage this indicator |                    |
| <b>OG2</b>                       | Total amount invested in renewable energy.  |                                   | 44           |  |                    |
| <b>OG3</b>                       | Total amount of renewable energy generated by source.   |                                   | Not reported | We will consider to report on this, if we move to the Comprehensive level  |                    |
| <b>G4 – EN4</b>                  | Energy consumption outside of the organization.   |                                   | Not reported | We will consider to report on this, if we move to the Comprehensive level  |                    |
| <b>G4 – EN5</b>                  | Energy intensity.   |                                   | Not reported | We will consider to report on this, if we move to the Comprehensive level  |                    |
| <b>G4 – EN6</b>                  | Reduction of energy consumption.  |                                   | 27           |  |                    |
| <b>Water</b>                     |   |                                   |              |  |                    |
| <b>G4 – DMA</b>                  | Generic disclosures on management approach.   |                                   | 23, 28       |  |                    |
| <b>G4 – EN8</b>                  | Total water withdrawal by source.   |                                   | 51           |  |                    |
| <b>G4 – EN9</b>                  | Water sources significantly affected by withdrawal of water   |                                   | 28, 51       | Indicator not fully reported, as the aspect was deemed as having a moderate materiality for OMV  |                    |
| <b>G4 – EN10</b>                 | Percentage and total volume of water recycled and reused.   |                                   | 51           |  |                    |
| <b>Biodiversity</b>              |   |                                   |              |  |                    |
| <b>G4 – DMA</b>                  | Generic disclosures on management approach.   |                                   | 29           |  |                    |
| <b>G4 – EN11</b>                 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas |                                   | 29           | Indicator not fully reported, as the aspect was deemed as having a moderate materiality for OMV  |                    |

## GRI index (continued)

|                            |   | Material within the organization | Material outside the organization | Page number  | Omissions   | External assurance   |
|----------------------------|---|----------------------------------|-----------------------------------|--------------|---|--|
| <b>G4-EN12</b>             | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. |                                  |                                   | 29           | Indicator not fully reported, as the aspect was deemed as having a low materiality for OMV      |  |
| <b>G4-EN13</b>             | Habitats protected or restored.   |                                  |                                   | 29           | Indicator not fully reported, as the aspect was deemed as having a low materiality for OMV      |  |
| <b>OG4</b>                 | Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.  |                                  |                                   | 29           | Indicator not fully reported, as the aspect was deemed as having a moderate materiality for OMV |  |
| <b>Emissions</b>           |   | ✓                                | ✓                                 |              |   |  |
| <b>G4-DMA</b>              | Generic disclosures on management approach.   |                                  |                                   | 3,23, 26, 27 |   |  |
| <b>G4-EN15</b>             | Direct greenhouse gas (GHG) emissions (Scope 1).  |                                  |                                   | 27, 51       |   | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |
| <b>G4-EN16</b>             | Energy indirect greenhouse gas (GHG) emissions (Scope 2) (Scope 3).   |                                  |                                   | 27, 51       |   | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |
| <b>OG6</b>                 | Volume of flared and vented hydrocarbon   |                                  |                                   | 51           |   |  |
| <b>G4-EN17</b>             | Other indirect greenhouse gas (GHG) emissions (Scope 3).  |                                  |                                   | 27, 51, 52   |   | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |
| <b>G4-EN18</b>             | Greenhouse gas (GHG) emissions intensity.   |                                  |                                   | 52           |   |  |
| <b>G4-EN19</b>             | Reduction of greenhouse gas (GHG) emissions.  |                                  |                                   | 26           |   |  |
| <b>G4-EN20</b>             | Emissions of ozone-depleting substances (ODS).  |                                  |                                   | 51           |   |  |
| <b>G4-EN21</b>             | NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions.  |                                  |                                   | 51           |   |  |
| <b>Effluents and waste</b> |   | ✓                                | ✓                                 |              |   |  |
| <b>G4-DMA</b>              | Generic disclosures on management approach.   |                                  |                                   | 23           |   |  |
| <b>G4-EN22</b>             | Total water discharge by quality and destination.   |                                  |                                   | 51           |   |  |
| <b>OG5</b>                 | Volume of formation or produced water.  |                                  |                                   | 51           |   |  |
| <b>G4-EN23</b>             | Total weight of waste by type and disposal method.  |                                  |                                   | 51           |   |  |

## GRI index (continued)

|   | Description   | Material within the organization | Material outside the organization | Page number  | Omissions   | External assurance   |
|---|---|----------------------------------|-----------------------------------|--------------|---|--|
| <b>G4-EN24</b>                            | Total number and volume of significant spills.  |                                  |                                   | 25, 51       |   | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |
| <b>G4-EN25</b>                            | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. |                                  |                                   | Not material |   |  |
| <b>OG7</b>                                | Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.  |                                  |                                   | 29           |   |  |
| <b>Products and services</b>              |   |                                  |                                   |              |   |  |
| <b>G4-DMA</b>                             | Generic disclosures on management approach.   |                                  |                                   | 36           |   |  |
| <b>G4-EN27</b>                            | Extent of impact mitigation of environmental impacts of products and services.  |                                  |                                   | 36           | Indicator not fully reported, as the aspect was not deemed as being material to OMV   |  |
| <b>OG8</b>                                | Benzene, lead and sulfur content in fuels.  |                                  |                                   | 36           | Indicator not fully reported, as the aspect was not deemed as being material to OMV   |  |
| <b>Compliance</b>                         |   |                                  |                                   |              |   |  |
| <b>G4-DMA</b>                             | Generic disclosures on management approach.   |                                  | ✓                                 | 33           |   |  |
| <b>G4-EN29</b>                            | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.  |                                  |                                   | 49           |   |  |
| <b>Overall</b>                            |   |                                  |                                   |              |   |  |
| <b>G4-DMA</b>                             | Generic disclosures on management approach.   | ✓                                | ✓                                 | 23           |   |  |
| <b>GV-EN31</b>                            | Total environmental protection expenditures and investments by type.  |                                  |                                   | 51           |   |  |
| <b>Environmental grievance mechanisms</b> |   |                                  |                                   |              |   |  |
| <b>G4-DMA</b>                             | Generic disclosures on management approach.   |                                  | ✓                                 | 40           |   |  |
| <b>G4-EN34</b>                            | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.  |                                  |                                   | 41           | We currently report the number of grievances registered and solved in the reporting period and are evaluating the feasibility of reporting the grievances addressed as well as grievances solved prior the reporting period | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |



## GRI index (continued)

### Social

| Description                            | Material within the organization  | Material outside the organization | Page number | Omissions   | External assurance |
|--|---|-----------------------------------|-------------|---|--------------------|
| <b>Labor practices and decent work</b> |   |                                   |             |   |                    |
| <b>Employment</b>                      |   |                                   |             |   |                    |
| <b>G4-DMA</b>                          | Generic disclosures on management approach.   | ✓                                 | 30          |   |                    |
| <b>G4-LA1</b>                          | Total number and rates of new employee hires and employee turnover by age group, gender and region.   |                                   | 53          |   |                    |
| <b>G4-LA2</b>                          | Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation.   |                                   | 31          |   |                    |
| <b>G4-LA3</b>                          | Return to work and retention rates after parental leave, by gender.   |                                   | 55          | Employees entitled to parental leave and employees that took parental leave reported. Additional information is currently unavailable         |                    |
| <b>G4-LA3</b>                          | Return to work and retention rates after parental leave, by gender.   |                                   | 55          | Employees entitled to parental leave and employees that took parental leave reported. Additional information is currently unavailable         |                    |
| <b>Labor/Management relations</b>      |   |                                   |             |   |                    |
| <b>G4-DMA</b>                          | Generic disclosures on management approach.   | ✓                                 | 30, 31      |   |                    |
| <b>G4-LA4</b>                          | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.   |                                   | 31          |   |                    |
| <b>Occupational Health and Safety</b>  |   |                                   |             |   |                    |
| <b>G4-DMA</b>                          | Generic disclosures on management approach.   | ✓                                 | 17          |   |                    |
| <b>G4-LA5</b>                          | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. |                                   | 18          | Qualitative information disclosed on the health circle. Additional quantitative data is not available on this indicator and thus not reported |                    |
| <b>OG13</b>                            | Number of process safety events, by business activity.  |                                   | 19          |   |                    |

## GRI index (continued)

|  | Description   | Material within the organization | Material outside the organization | Page number                                    | Omissions  | External assurance |
|--|---|----------------------------------|-----------------------------------|--|--|--------------------|
| <b>G4-LA6</b>                                  | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.                    |                                  |                                   | 19, 50   |  |                    |
| <b>G4-LA7</b>                                  | Workers with high incidence or high risk of diseases related to their occupation.   |                                  |                                   | 18   |  |                    |
| <b>Training and education</b>                  |   | ✓                                |                                   |  |  |                    |
| <b>G4-DMA</b>                                  | Generic disclosures on management approach.   |                                  |                                   | 30   |  |                    |
| <b>G4-LA9</b>                                  | Average hours of training per year per employee by gender, and by employee category.  |                                  |                                   | 54   | Gender split not available in our reporting  |                    |
| <b>G4-LA10</b>                                 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.                          |                                  |                                   | 31   | Gender split not available in our reporting  |                    |
| <b>G4-LA11</b>                                 | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.   |                                  |                                   | 31   | Category split not available in our reporting  |                    |
| <b>Diversity and equal opportunity</b>         |   | ✓                                |                                   |  |  |                    |
| <b>G4-DMA</b>                                  | Generic disclosures on management approach.   |                                  |                                   | 30   |  |                    |
| <b>G4-LA12</b>                                 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. |                                  |                                   | OMV Annual Report 2016 (www.omv.com): 91 – 106 |  |                    |
| <b>Equal remuneration for women and men</b>    |   |                                  |                                   |  |  |                    |
| <b>G4-DMA</b>                                  | Generic disclosures on management approach.   | ✓                                |                                   | 30   |  |                    |
| <b>G4-LA13</b>                                 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.   |                                  |                                   | Not reported                                   | Not available. This information is currently not available, but we plan to report it in the next reporting cycle |                    |
| <b>Supplier assessment for labor practices</b> |   |                                  | ✓                                 |  |  |                    |
| <b>G4-DMA</b>                                  | Generic disclosures on management approach.   |                                  |                                   | 33   |  |                    |
| <b>G4-LA14</b>                                 | Percentage of new suppliers that were screened using labor practices criteria.  |                                  |                                   | Not reported                                   | Not available. This information is currently not available, but we plan to report it in the next reporting cycle |                    |

## GRI index (continued)

| Description   | Material within the organization | Material outside the organization | Page number   | Omissions  | External assurance |
|---|----------------------------------|-----------------------------------|---------------|--|--------------------|
| <b>Human rights</b>                                     |                                  |                                   |               |  |                    |
| <b>Investment</b>                                       |                                  |                                   |               |  |                    |
| <b>G4-DMA</b>   | ✓                                | ✓                                 | 33, 37        |  |                    |
| <b>G4-HR1</b>   |                                  |                                   | 39            |  |                    |
| <b>G4-HR2</b>   |                                  |                                   | Not available | No reliable data is available for 2016. We plan to report this in the next reporting cycle   |                    |
| <b>Non-discrimination</b>                               |                                  |                                   |               |  |                    |
| <b>G4-DMA</b>   |                                  | ✓                                 | 33, 37        |  |                    |
| <b>G4-HR3</b>   |                                  |                                   | 37            |  |                    |
| <b>Freedom of association and collective bargaining</b> |                                  |                                   |               |  |                    |
| <b>G4-DMA</b>   | ✓                                |                                   | 30            |  |                    |
| <b>G4-HR4</b>   |                                  |                                   | 37            |  |                    |
| <b>Security practices</b>                               |                                  |                                   |               |  |                    |
| <b>G4-DMA</b>   | ✓                                |                                   | 17, 22        |  |                    |
| <b>G4-HR7</b>   |                                  |                                   | 22            | In the Sustainability Report 2016 we disclose only qualitative information about our approach on the human rights topic in the security forces. Quantitative data is currently not available |                    |
| <b>Indigenous people</b>                                |                                  |                                   |               |  |                    |
| <b>G4-DMA</b>   |                                  |                                   | 33, 37        |  |                    |
| <b>G4-HR8</b>   |                                  |                                   | 37            |  |                    |

## GRI index (continued)

| Description                              | Material within the organization  | Material outside the organization | Page number    | Omissions  | External assurance   |
|--|---|-----------------------------------|----------------|--|--|
| <b>Assessment</b>                        |   |                                   |                |  |  |
| <b>G4-DMA</b>                            | Generic disclosures on management approach.   | ✓                                 | 37             |  |  |
| <b>G4-HR9</b>                            | Total number and percentage of operations that have been subject to human rights reviews or impact assessments.   |                                   | 38             | In 2016 a comprehensive country entry review for Russia has been performed, which included human rights elements. No additional quantitative information currently available |  |
| <b>Supplier human rights assessment</b>  |   |                                   |                |  |  |
| <b>G4-DMA</b>                            | Generic disclosures on management approach.   | ✓                                 | 33             |  |  |
| <b>G4-HR10</b>                           | Percentage of new suppliers that were screened using human rights criteria.   |                                   | 37             | Pilot project started in OMV Petrom  |  |
| <b>G4-HR11</b>                           | Significant actual and potential negative human rights impacts in the supply chain and actions taken.   |                                   | 39             |  |  |
| <b>OG9</b>                               | Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.                      |                                   | Not reported   | Not reported as no additional information to last report has been disclosed  |  |
| <b>Human rights grievance mechanisms</b> |   |                                   |                |  |  |
| <b>G4-DMA</b>                            | Generic disclosures on management approach.   | ✓                                 | 37, 40         |  |  |
| <b>G4-HR12</b>                           | Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.                                       |                                   | Not applicable | OMV did not receive human rights related grievances in 2016  | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56-57 |
| <b>Society</b>                           |   |                                   |                |  |  |
| <b>Local communities</b>                 |   |                                   |                |  |  |
| <b>G4-DMA</b>                            | Generic disclosures on management approach.   | ✓                                 | 40             |  |  |
| <b>OG10</b>                              | Number and description of significant disputes with local communities and indigenous people.  |                                   | 41             | In 2016, there were no significant disputes with local communities and indigenous people   |  |
| <b>OG11</b>                              | Number of sites that have been decommissioned and sites that are in the process of being decommissioned.  |                                   | Not applicable | No sites decommissioned in 2016 to be mentioned  |  |
| <b>OG12</b>                              | Operations where involuntary resettlements took place, the number of households resettled in each and how their livelihoods were affected in the process. |                                   | Not applicable | No involuntary resettlements in 2016   |  |

## GRI index (continued)

|  | Description   | Material within the organization | Material outside the organization | Page number  | Omissions   | External assurance |
|--|---|----------------------------------|-----------------------------------|--------------|---|--------------------|
| <b>G4-SO1</b>                                    | Percentage of operations with implemented local community engagement, impact assessments, and development programs.         |                                  |                                   | 41, 42       |   |                    |
| <b>G4-SO2</b>                                    | Operations with significant actual and potential negative impacts on local communities.                                     |                                  |                                   | 41           |   |                    |
| <b>Anti-corruption</b>                           |   |                                  | ✓                                 |              |   |                    |
| <b>G4-DMA</b>                                    | Generic disclosures on management approach.   |                                  |                                   | 33, 34       |   |                    |
| <b>G4-SO3</b>                                    | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.    |                                  |                                   | 34           | In 2016 we carried out 44 compliance audits across full range of business ethics issues. No percentage of assessed operations or risks identified are disclosed in the OMV Sustainability Report 2016 |                    |
| <b>G4-SO4</b>                                    | Communication and training on anti-corruption policies and procedures.  |                                  |                                   | 35           |   |                    |
| <b>G4-SO5</b>                                    | Confirmed incidents of corruption and actions taken.  |                                  |                                   | 34           |   |                    |
| <b>Anti-competitive behavior</b>                 |   |                                  | ✓                                 |              |   |                    |
| <b>G4-DMA</b>                                    | Generic disclosures on management approach.   |                                  |                                   | 33           |   |                    |
| <b>G4-SO7</b>                                    | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.         |                                  |                                   | 34           |   |                    |
| <b>Compliance</b>                                |   |                                  | ✓                                 |              |   |                    |
| <b>G4-DMA</b>                                    | Generic disclosures on management approach.   |                                  |                                   | 33, 34       |   |                    |
| <b>G4-SO8</b>                                    | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations. |                                  |                                   | 34, 49       |   |                    |
| <b>Supplier assessment for impact on society</b> |   |                                  | ✓                                 |              |   |                    |
| <b>G4-DMA</b>                                    | Generic disclosures on management approach.   |                                  |                                   | 33, 39       |   |                    |
| <b>G4-SO9</b>                                    | Percentage of new suppliers that were screened using criteria for impacts on society.                                       |                                  |                                   | Not reported | Not available: Quantitative data is not yet available, as this is a pilot project. Should become available as project is rolled out across OMV  |                    |
| <b>G4-SO10</b>                                   | Significant actual and potential negative impacts on society in the supply chain and actions taken.                         |                                  |                                   | 39           |   |                    |

## GRI index (continued)

| Description  |  | Material within the organization | Material outside the organization | Page number | Omissions   | External assurance   |
|--|--|----------------------------------|-----------------------------------|-------------|---|--|
| <b>Grievance mechanisms for impacts on society</b> |  |                                  | ✓                                 |             |   |  |
| <b>G4 – DMA</b>                                    | Generic disclosures on management approach.  |                                  |                                   | 40          |   |  |
| <b>G4 – SO11</b>                                   | Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.  |                                  |                                   | 41          | We currently report the number of grievances registered and solved in the reporting period and are evaluating the feasibility of reporting the grievances addressed as well as grievances solved prior the reporting period | (X) See independent Assurance Report in the OMV Sustainability Report 2016, pg 56 – 57 |
| <b>Product responsibility</b>                      |  |                                  |                                   |             |   |  |
| <b>Product and service labeling</b>                |  | Not material                     |                                   |             |   |  |
| <b>G4 – DMA</b>                                    | Generic disclosures on management approach.  |                                  |                                   | 36          |   |  |
| <b>G4 – PR3</b>                                    | Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements. |                                  |                                   | 36          |   |  |
| <b>Compliance</b>                                  |  |                                  | ✓                                 |             |   |  |
| <b>G4 – DMA</b>                                    | Generic disclosures on management approach.  |                                  |                                   | 35          |   |  |
| <b>G4 – PR9</b>                                    | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.  |                                  |                                   | 49          |   |  |
| <b>OG14</b>  | Volume of biofuels produced and purchased meeting sustainability criteria.   |                                  |                                   | 46          |   |  |