

GRI index

Reporting boundaries

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, referred to as "OMV Petrom" in the remainder of this report
- OMV Petrol Ofisi A.S. where OMV holds 97% referred to as "OMV Petrol Ofisi" in the remainder of this report
- Upstream business with operations in Austria, Kazakhstan, Tunisia, Yemen, New Zealand, Norway, UK, Abu Dhabi, Madagascar (environmental data included as of 2015) 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

The following data has not been taken into account for environmental data (except spills) in this report:

- Figures from holdings of 50% or less if there is no significant operational influence
- Office buildings in European countries of OMV's Marketing Division (except Austria, Romania and Turkey) as well as of non-operated Upstream countries (Kurdistan Region of Iraq)
- 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

The data is consolidated at Group level. While the boundaries for environmental data follow the principle outlined above, 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.

We work closely on material sustainability matters with our joint venture partners, filling station licensees, contractors and suppliers. Examples of how they implement our policies are given in this report.

Exceptions from the above mentioned scope are marked.

Data generation is based on a variety of specific methods (e.g. GHG Protocol), process systems and tools. The reporting processes are documented in written procedures.

We self-declare that this report has been prepared in accordance with GRI G4 Core. As detailed in the Assurance Statement, EY provided limited assurance on disclosures of selected content of this report.

GRI index (continued)

General standard disclosures

	Description	Page number	Omissions	External assurance
Strategy and analysis				
G4-1	Statement from the most senior decision-maker of the organization.	1		
G4-2	Description of key impacts, risk and opportunities.	8,17		
Organizational profile				
G4-3	Report the name of the organization.	COV2, 49		
G4-4	Report the primary brands, products and services.	3, 4		
G4-5	Report the location of the organization's headquarter.	COV2		
G4-6	Report the number of countries where the organization operates.	3		
G4-7	Report the nature of ownership and legal form.	49, AR 6, 12, 13		
G4-8	Report the markets served.	3, AR 8		
G4-9	Report the scale of the organization.	3, 4, 38, 41; AR 25, 28- 30, 137-141		
G4-10	Report the total number of employees.	3, 41, 43	Proportion of self employed not applicable	
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	41		
G4-12	Describe the organization's supply chain.	4, 30		
G4-13	Report any significant change during the reporting period.	3		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	8, 11, 17, 21, 28		
G4-15	List externally developed economic, environmental and social charters, principles to which the organization subscribes.	47		
G4-16	List of memberships of associations.	47		
Identified material aspect and boundaries				
G4-17	List all entities included in the organization's consolidated financial statements.	AR 137-141		
G4-18	Explain the process of defining the report content and the Aspect boundaries.	6, COV2		
G4-19	List all material Aspects identified in the process for defining the report content.	6		
G4-20	Report Aspect Boundary for each material aspect within the organization.	COV2, 6, 8, 9, 41-43		
G4-21	Report Aspect Boundary for each material aspect outside.	6, 9		
G4-22	Report the effect of any restatement of information provided in the previous reports.		No restatement	
G4-23	Report significant changes from previous reporting periods in the scope and Aspect Boundaries.	20, 40, COV2		
Stakeholder engagement				
G4-24	Provide a list of stakeholder groups engaged by the organization.	6		
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	6		
G4-26	Report the organization's approach to stakeholder engagement.	6, 32		
G4-27	Report the key topics and concerns that have been raised through stakeholder engagement.	6, 32		

GRI index (continued)

General standard disclosures

	Description	Page number	Omissions	External assurance
Report profile				
G4-28	Reporting period for information provided.	COV2		
G4-29	Date of most recent previous report.	COV2		
G4-30	Reporting cycle.	COV2		
G4-31	Provide the contact point for questions regarding the report.	49		
G4-32	Report the "in accordance" option the organization has chosen.	COV2		
G4-33	Report the organization's policy and current practice with regards to seeking external assurance for the report.	44, 45		
Governance				
G4-34	Report the governance structure of the organization, including committees of the highest governance body.	7, AR 39-52		
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	7		
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics.	7		
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	7, AR 14-15		
G4-38	Report the composition of the highest governance body and its committees.	AR 39-52		
G4-39	Report whether the Chair of the highest governance body is also an executive officer.	AR 29-52		
G4-40	Report the nomination and selection processes for the highest governance body and its committee.	AR 49		
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed.	AR 51		
G4-42	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.	7, AR 7-11, 39-52		
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	7		
G4-44	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	7, AR 42		
G4-45	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	8		
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	8		
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	7		
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.	7		
G4-49	Report the process for communicating critical concerns to the highest governance body.	7		
G4-51	Report the remuneration policies for the highest governance body and senior executives.	AR 41-47		
G4-52	Report the process for determining remuneration.	AR 41-47		

GRI index (continued)

General standard disclosures

Description	Page number	Omissions	External assurance
Governance (continued)			
G4-54 Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations.	AR 43, 51	Data on median compensation currently not available. We are investigating if this can be reported in the future	
G4-55 Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations.	AR 43, 50, 51	Data on median compensation currently not available. We are investigating if this can be reported in the future	
Ethics and Integrity			
G4-56 Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	26		
G4-57 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.	26		
G4-58 Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior.	26		

Specific standard disclosures

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
ECONOMIC					
Economic performance					
G4-DMA Generic disclosures on management approach.	✓	✓	8, 25, 38		
G4-EC1 Direct economic value generated and distributed.			3, 38		
G4-EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.			8, 17, AR 32, 33		
G4-EC3 Coverage of the organization's defined benefit plan obligations.			25; AR 41-42, 46, 55, 84, 85, 102-108, 135-136		
G4-EC4 Financial assistance received from government.			38, AR 13		
Market presence					
G4-DMA Generic disclosures on management approach.			6, 25, 41		
G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.			25, 41	The information on the ratio is not available due to complexity of the organization.	
G4-EC6 Proportion of senior management hired from the local community at significant locations of operation.			22		

GRI index (continued)

Specific standard disclosures

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
ECONOMIC (continued)					
Indirect economic impact					
G4-DMA		✓	31-34		
G4-EC7			31, 33, 35		
G4-EC8			30		
Procurement practices					
G4-DMA		✓	6, 26, 30		
OG1			4		
G4-EC9			30		
ENVIRONMENTAL PERFORMANCE					
Energy					
G4-DMA	✓	✓	6, 16, 19, 20		
G4-EN3			6, 19, 40	From a current perspective energy consumption is the most important aspect and detailed split is currently not required to manage this indicator	
OG2			34		
OG3				We will consider to report on this, if we move the Comprehensive level	
G4-EN4				We will consider to report on this, if we move the Comprehensive level	
G4-EN5				We will consider to report on this, if we move the Comprehensive level	
G4-EN6			16, 19, 20, 40		
Water					
G4-DMA	✓	✓	6, 20		
G4-EN8			40		
G4-EN10			40		






GRI index (continued)

Specific standard disclosures

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
ENVIRONMENTAL PERFORMANCE (continued)					
Biodiversity					
		✔			
G4-DMA	Generic disclosures on management approach.		6		
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		17	Indicator not fully reported, as the aspect was deemed as having a low materiality for OMV	
G4-EN13	Habitats protected or restored.		17	Indicator not fully reported, as the aspect was deemed as having a low materiality for OMV	
Emissions					
	✔	✔			
G4-DMA	Generic disclosures on management approach.		6, 8, 16, 17, 19, 20		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).		19, 40		(X) See Independent Assurance Report in Sustainability Report 2015, pages 44-45
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).		19, 40		(X) See Independent Assurance Report in Sustainability Report 2015, pages 44-45
OG6	Volume of flared and vented hydrocarbon		40		
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).		20, 40		(X) See Independent Assurance Report in Sustainability Report 2015, pages 44-45
G4-EN18	Greenhouse gas (GHG) emissions intensity.		40		
G4-EN19	Reduction of greenhouse gas (GHG) emissions.		16, 19, 20		
G4-EN20	Emissions of ozone-depleting substances (ODS).		40		
G4-EN21	NO _x , SO _x , and other significant air emissions.		40		
Effluents and waste					
	✔	✔			
G4-DMA	Generic disclosures on management approach.		6, 16, 18, 20		
G4-EN22	Total water discharge by quality and destination.		40		
OG5	Volume of formation or produced water		40		
G4-EN23	Total weight of waste by type and disposal method.		18, 40		
G4-EN24	Total number and volume of significant spills.		16, 18, 37		(X) See Independent Assurance Report in Sustainability Report 2015, pages 44-45
G4-EN25	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.		40		
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.		18		






GRI index (continued)

Specific standard disclosures

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
ENVIRONMENTAL PERFORMANCE (continued)					
Compliance					
G4-DMA	Generic disclosures on management approach.		26, 28		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		26, 38		
Overall					
G4-DMA	Generic disclosures on management approach.		16		
G4-EN31	Total environmental protection expenditures and investments by type.		16, 37		
Environmental grievance mechanisms					
G4-DMA	Generic disclosures on management approach.				
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.			At the moment we are checking the accuracy of the figures available in the company	
LABOR PRACTICES AND DECENT WORK					
Employment					
G4-DMA	Generic disclosures on management approach.		6, 22-25		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.		25, 31, 41		
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.		25, 41		
G4-LA3	Return to work and retention rates after parental leave, by gender.		43		
Labor/Management relations					
G4-DMA	Generic disclosures on management approach.		6, 22, 25		
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.		41		

GRI index (continued)

Social

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
LABOR PRACTICES AND DECENT WORK (continued)					
Occupational Health and Safety 					
G4-DMA	Generic disclosures on management approach.		6, 10-12		
G4-LA5	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.			Information not available	
OG13	Number of process safety events, by business activity.		10, 12, 37		
G4-LA6	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.		1, 10, 12, 13, 18, 39	We only report on occupational safety indicators, those are material to our organization	(X) See Independent Assurance Report in Sustainability Report 2015, pages 44-45
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.		11		
Training and education 					
G4-DMA	Generic disclosures on management approach.		6, 22-24		
G4-LA9	Average hours of training per year per employee by gender, and by employee category.		1, 22, 24, 42	Gender split not available in our reporting	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		23, 24	Gender split not available in our reporting	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.		23	Category split not available in our reporting	
Diversity and equal opportunity 					
G4-DMA	Generic disclosures on management approach.		6, 22, 25		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		43		
Equal remuneration for women and men 					
G4-DMA	Generic disclosures on management approach		6, 25		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		25		
Supplier assessment for labor practices 					
G4-DMA	Generic disclosures on management approach.		30		
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.			Will be considered for next reporting cycle	

GRI index (continued)

Social						
Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance	
HUMAN RIGHTS						
Investment						
G4-DMA	Generic disclosures on management approach.	✓	6, 29			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	✓	30			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.			No figure available for 2015		
Non-discrimination						
G4-DMA	Generic disclosures on management approach.		6, 29			
G4-HR3	Total number of incidents of discrimination and corrective actions taken.		29			
Freedom of association and collective bargaining						
G4-DMA	Generic disclosures on management approach.	✓	6, 29			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.		29			
Security practices						
G4-DMA	Generic disclosures on management approach.	✓	6, 14, 15			
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.		15			
Assessment						
G4-DMA	Generic disclosures on management approach.	✓	6, 26			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.		29			
Supplier human rights assessment						
G4-DMA	Generic disclosures on management approach.	✓	6, 26			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.			No information available for this reporting year		
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.		29, 30			
Human rights grievance mechanisms						
G4-DMA	Generic disclosures on management approach.	✓	6, 26			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.		26, 29			

GRI index (continued)

Social						
Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance	
SOCIETY						
Local communities						
G4-DMA	Generic disclosures on management approach.		6, 31, 32			
OG10	Number and description of significant disputes with local communities and indigenous people.		26, 31, 32			
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned.			No sites decommissioned in 2015 to be mentioned		
OG12	Operations where involuntary resettlements took place, the number of households resettled in each and how their livelihoods were affected in the process.			No involuntary resettlements in 2015		
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.		31-33			
G4-S02	Operations with significant actual and potential negative impacts on local communities.		32			
Anti-corruption						
G4-DMA	Generic disclosures on management approach.		6, 26, 27			
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.		27	Only numbers reported, not percentage		
G4-S04	Communication and training on anti-corruption policies and procedures.		26, 28			
G4-S05	Confirmed incidents of corruption and actions taken.		27			
Anti-competitive behavior						
G4-DMA	Generic disclosures on management approach.		6, 27			
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		27			
Compliance						
G4-DMA	Generic disclosures on management approach.		2, 26, 28			
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		26, 38			
Supplier assessment for impact on society						
G4-DMA	Generic disclosures on management approach.		6, 30			
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society.			No data available for 2015		
G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken.		32			
Grievance mechanisms for impacts on society						
G4-DMA	Generic disclosures on management approach.		6, 32			
G4-S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.		32	Total number of grievances received prior the reporting period and solved in the reporting period will be addressed in the next reporting cycle		

GRI index (continued)

Social

Description	Material within the organization	Material outside the organization	Page number	Omissions	External assurance
PRODUCT RESPONSIBILITY					
Product and service labeling		Not material			
G4-PR3	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.		21		
OG8	Benzene, lead and sulfur content in fuels.		21		
Compliance					
G4-DMA	Generic disclosures on management approach.		26, 28		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		27, 38		