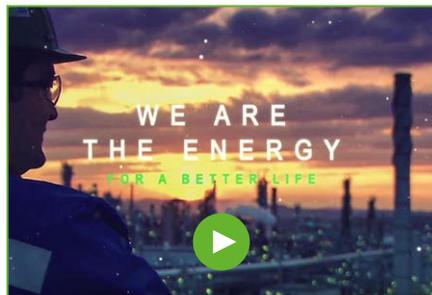


SUSTAINABILITY REPORT 2017



OMV Aktiengesellschaft

Welcome to OMV Sustainability Report 2017



OMV. The Energy for a Better Life.



The document also serves as our Communication on Progress for the UN Global Compact.

More information about boundaries can be found in the stand-alone GRI index, published at www.omv.com/sustainability-report.

More information about OMV can be found in the OMV Annual Report 2017, in the OMV Factbook or on our website www.omv.com.

Cover picture: Fuelling with Compressed Natural Gas (CNG) at the OMV filling station

About this report

This report covers the operations of OMV Group, headquartered in Vienna, Austria, for the 2017 business year.

Who are we?

OMV produces and markets oil and gas, innovative energy and high-end petrochemical solutions in a responsible way. OMV has a balanced international Upstream portfolio, and its Downstream Oil and Downstream Gas business features a European footprint. In 2017, Group sales amounted to more than EUR 20 bn and year-end market capitalization was about EUR 17 bn. The majority of OMV's more than 20,000 employees work at its integrated European sites.

Report scope and boundaries

OMV Sustainability Report 2017, a document published yearly (last Sustainability Report was published on May 22, 2017), has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, and in line with the Austrian Nachhaltigkeits- und Diversitätsverbesserungsgesetz and guided by Oil and Gas Sector Disclosures presented following the launch of GRI G4 Guidelines. The 2017 Report describes how we managed and performed on our most material environmental, social and governance issues and has external assurance on key topics (more information in the assurance statement on page 62). We focus our disclosure on the topics that have been deemed most material to our business during the materiality analysis performed in 2017 (please see page 15).

The data presented in the Report are consolidated at Group level. The entire Health, Safety, Security and Environment (HSSE) data are collected for those activities where OMV is the operator, or where OMV has a stake of more than 50% and exerts a controlling influence. This approach follows industry best practice examples and is aligned with IPIECA oil and gas industry guidance on voluntary sustainability reporting.

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Statement of the CEO of OMV



“We will grow internationally, profitably and responsibly along an integrated strategy.”

Dear Reader,

OMV has a long tradition of sustainable and responsible behavior and I am proud to share with you our 13th Sustainability Report. In 2017, we revised our sustainability definition, sharpened our focus areas and shaped the direction to remain competitive.

The safety and well-being of the people who work for OMV are our first priority. In 2017, we launched a new strategy in the area of Health, Safety, Security and Environment that reinforces OMV's vision “Zero Harm – No Losses.” Our Lost-Time Injury Rate decreased by 15% in 2017. Nevertheless, despite our efforts, we are deeply saddened to have lost two contractors in 2017 in two tragic accidents. We immediately started investigations for each incident, taking care of implementing measures to prevent any such recurrence.

OMV recognizes that climate change is one of the most important global challenges and we aim to find the right industrial scale solutions for a lower-carbon world. I am proud that we have again achieved the leadership score “A-” for CDP Climate Change, which places us among the top 13 companies in the global energy sector.

Our carbon efficiency agenda, being one of the focus areas, targets the reduction of our carbon intensity through greenhouse gas emission reduction in our operations, reduction of carbon intensity of our product portfolio and development of innovative energy. In 2017, we achieved a reduction of 174,000 t CO₂ equivalent via energy efficiency initiatives as well as zero flaring and venting projects. We are shaping our product portfolio towards lower carbon intensity by increasing the gas share in our production portfolio to >50% by 2025 and stepping up our natural gas sales. OMV is researching alternative feedstocks, technologies and fuels such as hydrogen and Compressed Natural Gas (CNG) to develop innovative energy solutions in alignment with the demand trends.

We are also proud of our continuing collaboration with the communities in which we operate. In 2017, more than half a million people across 17 countries benefited from 205 social initiatives in the areas of education, self-employment or basic infrastructure, united by the common goal of contributing to a better life.

We want OMV to be an attractive employer. To this end, we launched five Principles as the Foundation of our company culture as part of our People Strategy in 2017: Team Spirit, Accountability, Passion, Pioneering Spirit and Performance.

For the upcoming years we will concentrate our efforts on protecting our people and assets, remaining a good neighbor in the societies where we have operations, and producing energy in a responsible manner. We will continue our journey of implementing energy efficiency, zero flaring and venting projects, and will develop innovative solutions that improve the carbon efficiency of our products. OMV's Executive Board is fully committed to sustainability and in this regard, we are working on defining targets for our sustainability strategy. With the expertise of our team and innovative strengths, OMV will make an important contribution to the development of sustainable products for a better quality of life of our customers.

As the CEO of OMV, and in line with our Strategy 2025, I am determined to act responsibly, sustainably and in an economically beneficial way.

Rainer Seele
Chief Executive Officer

Report of the Supervisory Board



Dear Shareholders,

Sustainability is important not only for long-term success and to ensure the competitiveness of OMV, but also for the societal acceptance of the company's activities.

OMV is aware of this responsibility. OMV has been voluntarily publishing an annual sustainability report since 2003, making it a role model in Austria.

From the 2017 fiscal year, OMV has opted to make use of the option to present its consolidated non-financial declaration, which is statutory for the first time, as a separate consolidated non-financial report (sustainability report). Following a comprehensive audit and discussions on the non-financial report presented pursuant to section 96(1) of the Stock Corporation Act to the Audit Committee as well as the Supervisory Board, the Supervisory Board approved this report. The Supervisory Board found no issues during the audit.

Vienna, April 20, 2018

For the Supervisory Board

Peter Löscher m.p.
Chairman of the Supervisory Board

OMV at a Glance

OMV achieved its targets and successfully transformed into a more focused and higher performing company. The Group has almost doubled its clean CCS operating result in 2017 vs. 2016, with a strong delivery from both business segments. Active portfolio management, together with the successful continuation of the cost reduction program and focus on profitability contributed to this remarkable result and a free cash flow after dividends of EUR 1.0 bn. OMV is again proposing an increased dividend, in line with its progressive dividend policy, of EUR 1.50 per share for 2017 to the Annual General Meeting.

More information about OMV's economic performance can be found in the OMV Annual Report 2017.

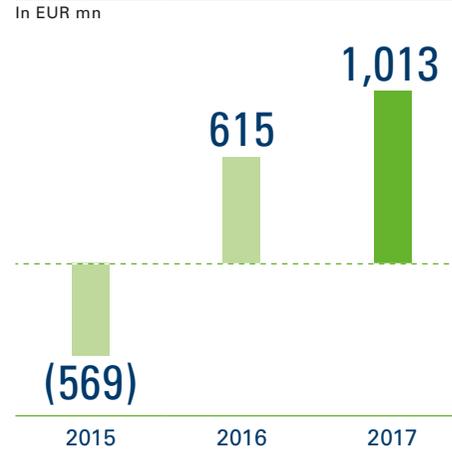
Economic Performance

Clean CCS Operating Result¹



¹ From 2017, OMV Operating Result includes former EBIT as well as the net result from equity-accounted investments, whereas the latter has been previously part of the "Total revenues and other income". 2015 and 2016 values are restated in accordance with the updated presentation of the Group income statement

Free cash flow after dividends



Dividend per share



Reserve Replacement Rate



Clean CCS ROACE



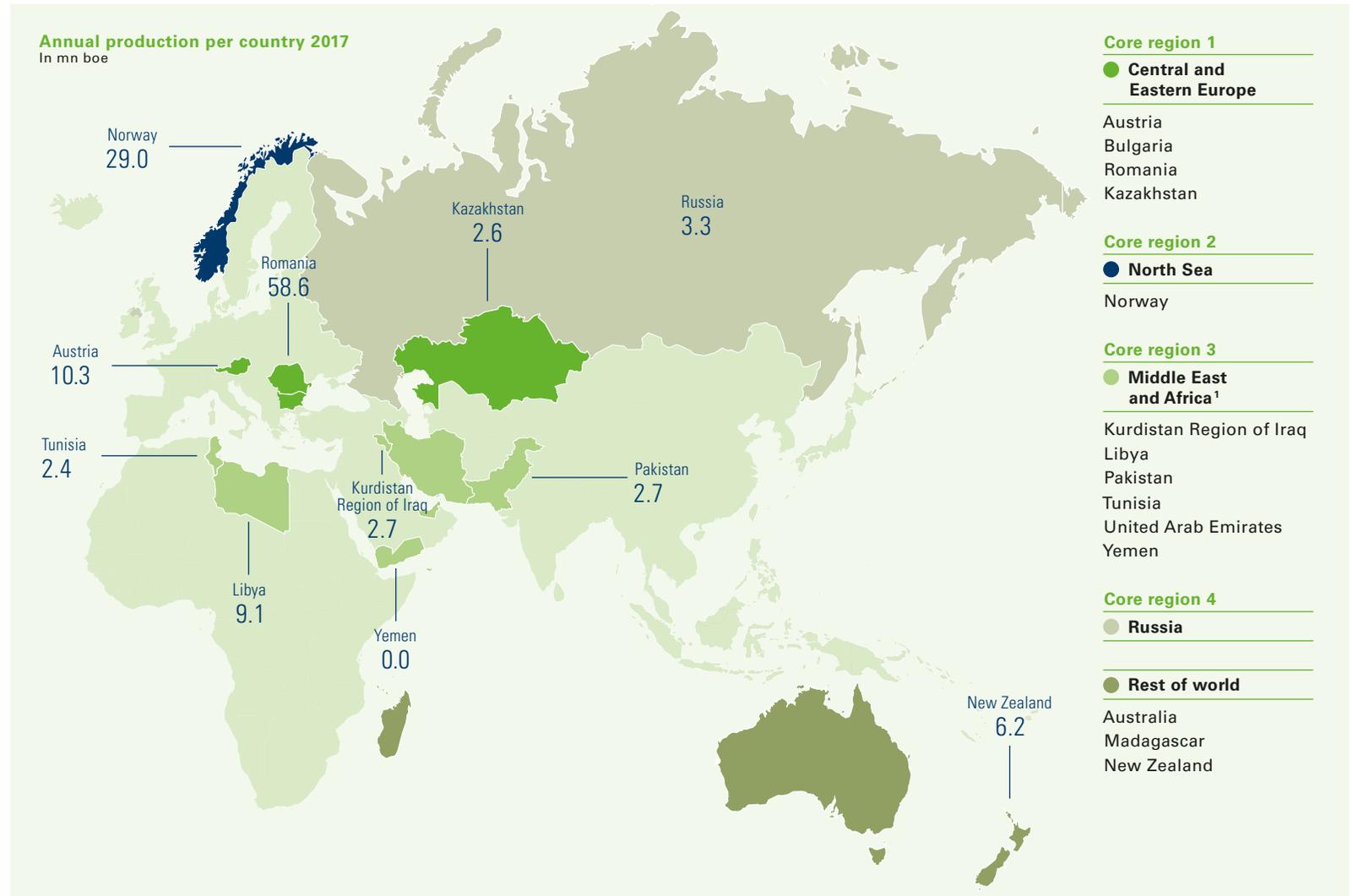
Clean CCS Earnings per share



Upstream Business Segment

In the Upstream Business Segment, OMV is active as an operator or joint venture partner in 15 countries (end of 2017). Our hydrocarbon mix is almost equally split between oil (52% of production) and gas (48% of production). More than 80% of the production volumes of 348 kboe/d or 127 mn boe in 2017 came from EU/OECD countries and proven reserves amounted to 1.15 bn boe at the end of the year.

 More information about the Upstream business can be found in the OMV Annual Report 2017.

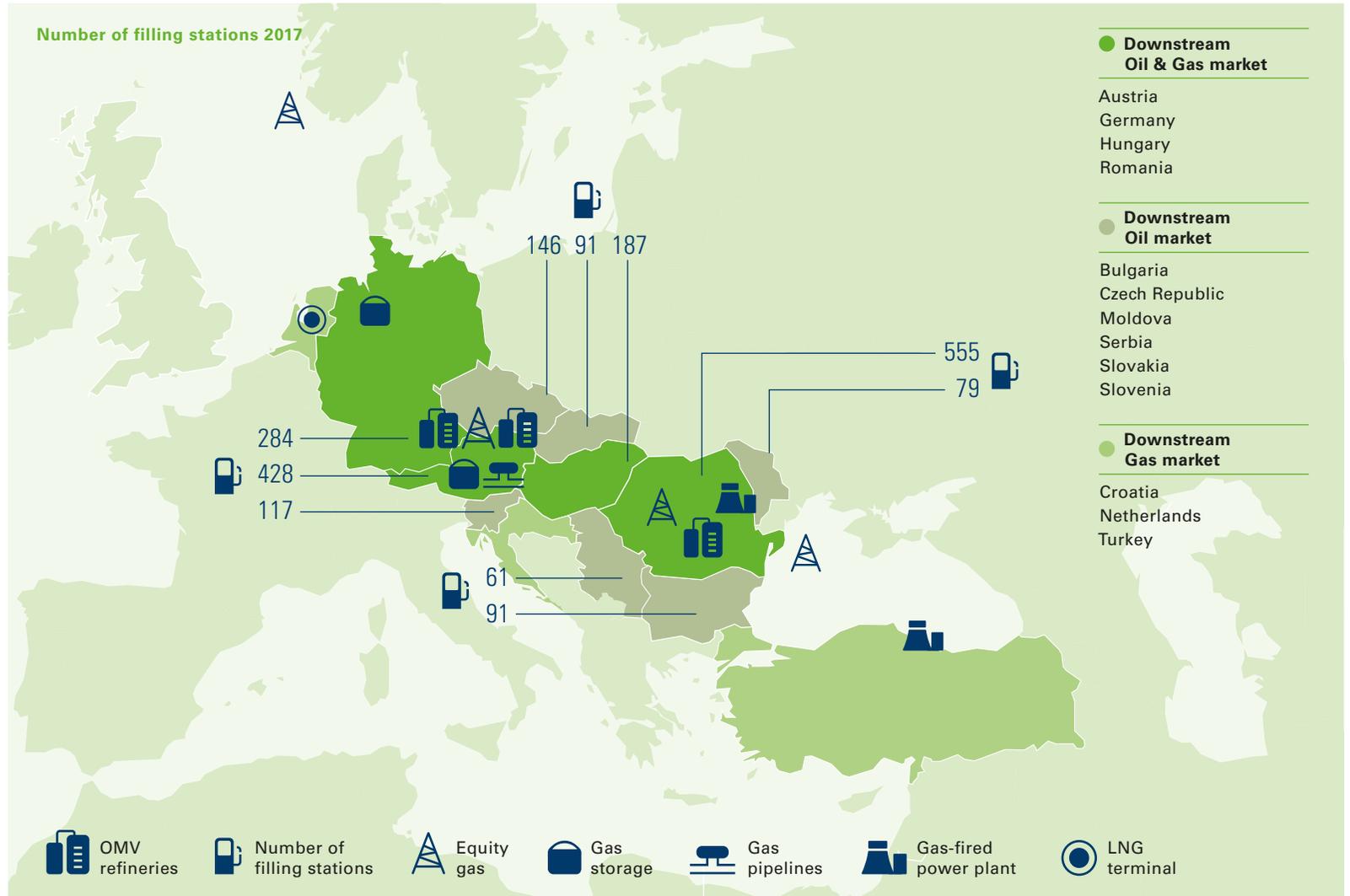


¹ Iran: OMV had no operations in 2017 but signed Memorandums of Understanding, covering potential future cooperation in the country. More information can be found in the Annual Report on page 72.

Downstream Business Segment

The Downstream Business Segment consists of Downstream Oil, including Petrochemicals, and Downstream Gas. OMV has an annual refining capacity of 17.8 mn t. The retail network consists of 2,039 filling stations in 10 countries with a strong multi-brand portfolio. In Downstream Gas, the natural gas sales volume was 113 TWh in 2017. OMV operates a gas pipeline network in Austria and gas storage facilities with a capacity of 2.7 bcm (31 TWh).

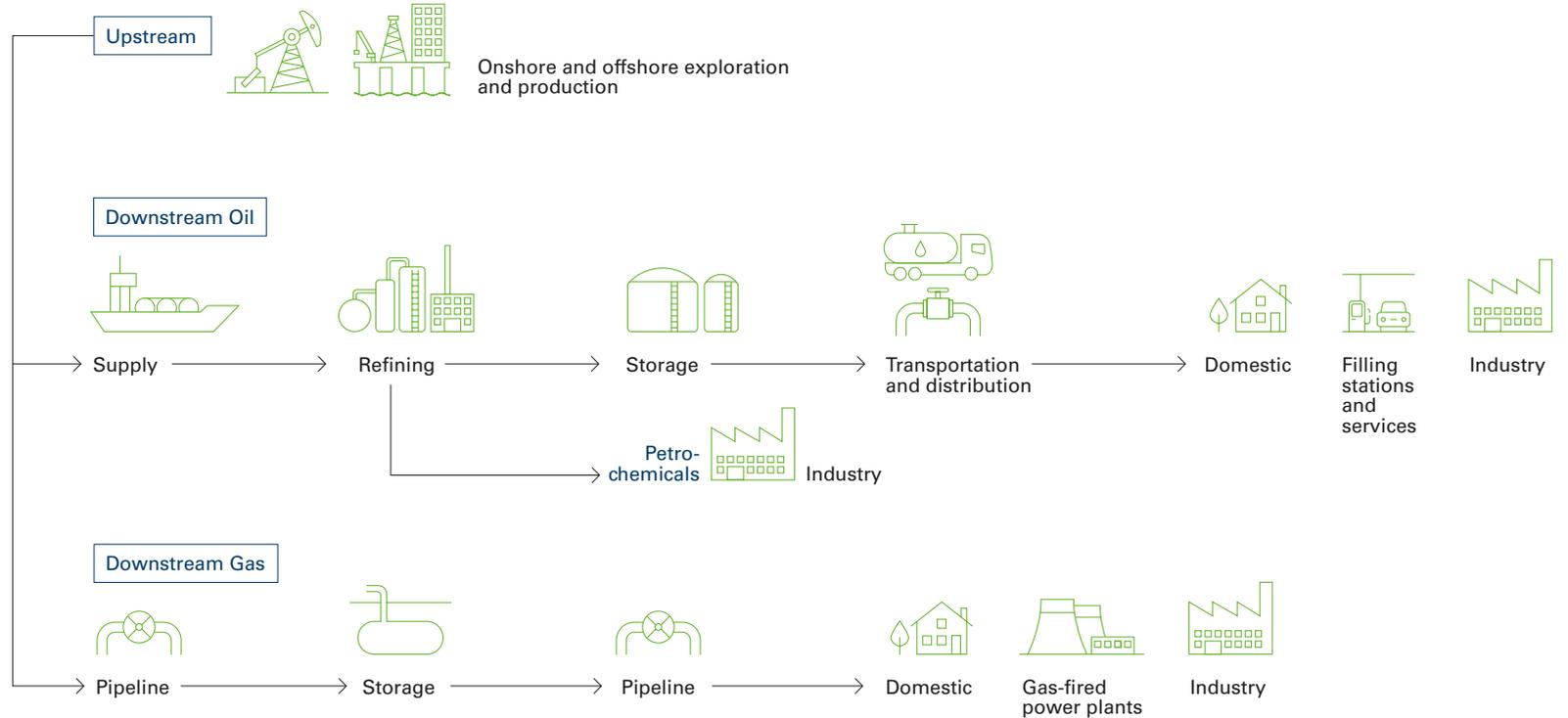
More information about the Downstream business can be found in the OMV Annual Report 2017.



Our Value Chain



Our value chain



Impacts along the value chain

During the materiality analysis performed in 2017, OMV organized several workshops to identify the economic, social and environmental impacts (positive and negative) and risks along the whole value chain. Each segment's value chain was considered, from supply chain and resources used to business activities in the respective segment (Upstream, Downstream Oil and Downstream Gas) and finally products and markets served. Some of the positive impacts identified

were, for example, employment, local purchasing and local skills development. Some of the negative impacts identified during the process were, for example, emissions, water consumption and resettlement.

☐ Please see section Reporting on Materiality for full information about the results of materiality analysis.

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

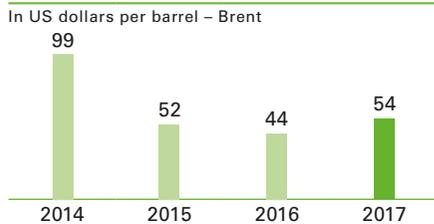
Risk and Opportunities Management

World energy demand by primary energy sources

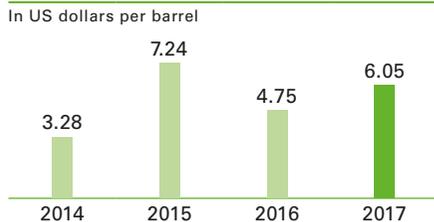


Source: IEA New Policies Scenario, World Energy Outlook 2017

Oil price



OMV indicator refining margin



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

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

- ▶ Managing the consequences of volatile oil prices and dealing with mid- and long-term implications
- ▶ Adapting to increasing supply and modest demand
- ▶ Facing increased competition and operational challenges in accessing and securing remaining conventional reserves
- ▶ Proactively managing the risks and opportunities related to environment and 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 appropriate responses. We report key risks internally at least twice a year through a very clear defined process up to the Supervisory Board.

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.

The key non-financial and financial risks identified in respect to our mid-term plan are commodity price risks (oil, gas, oil products, power, CO₂, etc.), political risks, regulatory and compliance risks, safety risks, security risks, project risks, cyber security risks, business pro-

cess risks, foreign exchange risks (particularly relating to the USD, RON, NOK and RUB) as well as hazard risks. The risk management process is interconnected to a business continuity planning process that has the overall aim to establish and maintain a secure environment for the protection of people, assets, information, operations and reputation.

It is our target to understand and assess the risks and their impact on the Group’s financial stability and profitability. This enables active risk management within the limits of the Group’s defined risk acceptance. The integrated nature of our business makes us one of the strongest and most resilient companies in our industry, which allowed for the alleviation of the lower oil prices impact, experienced in the last few years. For example, we benefited from strong refinery margins as well as adequate capital allocations, optimization programs and by the financial hedging of certain production volumes.

Through our standardized risk management processes, we evaluate and transparently report uncertainties around strategy execution and project delivery to the relevant decision-making bodies. In the case of a high level of unpredictability and where no reliable quantification techniques are available, the risks are prioritized using the OMV risk matrix (a tool used to rank and display risks by using predefined ranges with multiple consequence dimensions). In addition, an analysis of the company profile after strategy implementation has been performed for the business inherent risks (e.g. oil prices and FX rates, operational complexity and technical risks, climate change and carbon intensity, political, legal and regulatory environment). The OMV integrated risk management process allows the Company to constantly explore and exploit present and future opportunities through:

- ▶ Integrating risk and opportunities discussions into the ongoing decision-making process
- ▶ Developing various scenarios that will allow OMV to adapt swiftly to the changes in the external context and therefore bringing a competitive advantage

More information can be found in the chapter Risk Management in the OMV Annual Report 2017.

Sustainability at OMV



OMV aims to provide affordable energy for the sustainable development of society and the economy while respecting the environment. Sustainable business behavior is crucial for OMV to create and protect value in the long term, to build trusting partnerships and to attract customers as well as the best employees, investors and suppliers.

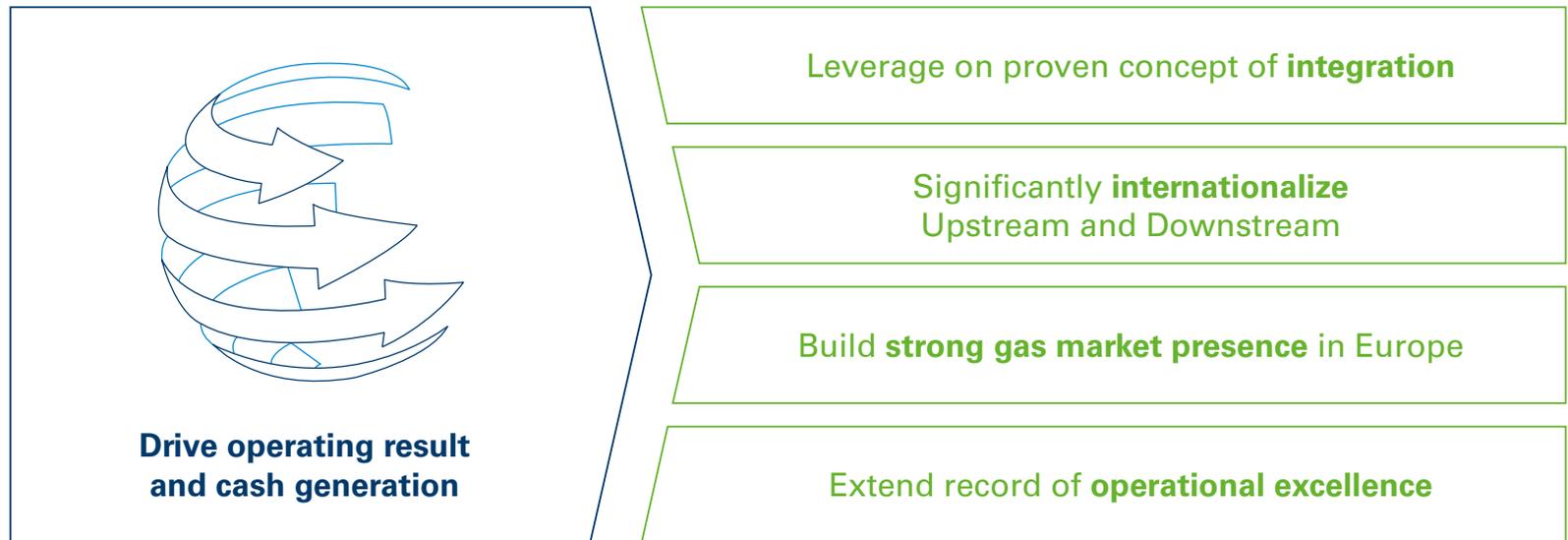
Strategy 2025

OMV has successfully restructured its core business since 2015. Disciplined use of financial resources has significantly improved the profitability of its business. In a volatile market environment, the integrated business model in particular ensured stability. Sustainable development is at the core of the Group Strategy, striving to develop its business in an integrated way. With Strategy 2025, OMV will expand this proven concept to international markets to continue to grow in value. The growth strategy of OMV is implemented in a safe, responsible and CO₂-efficient manner.

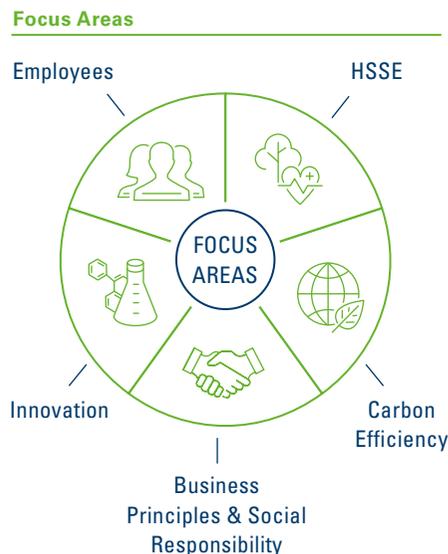
More information on OMV Strategy 2025 is available in the Annual Report 2017.



OMV – Strategy 2025



OMV's approach to sustainability



At OMV, we have a long tradition of responsible behavior towards employees, the environment and society. In 2017, OMV started the process of reviewing the sustainability strategy. The aim of the review is to embed sustainability further in the Group strategy and to support OMV's delivery of:

- ▶ Purpose: We are the energy – for a better life
- ▶ Business reason: OMV produces and markets oil and gas, innovative energy and high-end petrochemicals solutions – in a responsible way
- ▶ Principles: Accountability, Pioneering Spirit, Team Spirit, Passion and Performance

The first step of the process was to perform a benchmarking analysis to understand the status quo and the possible gaps against best practice examples. External stakeholders were consulted in the benchmarking and baseline phase. Following this analysis, a new sustainability definition and the new five focus areas as described below have been defined in workshops with the Executive Board. In addition, we have initiated the process of defining targets for each focus area.

What sustainability means for us

OMV delivers energy responsibly to improve people's lives. Sustainability for OMV means creating long-term value for our customers and shareholders by being innovative and an employer of choice. We conduct our business in a responsible way, respecting the environment and adding value to the societies in which we operate.

Where we concentrate our efforts

In 2017, OMV performed a comprehensive materiality analysis in accordance with the guidance of the Global Reporting Initiative Standards and the new Austrian law related to non-financial reporting.

Following the outcome of the sustainability strategy review process and the materiality analysis, **five focus areas** were defined:

- ▶ **Health, Safety, Security and Environment (HSSE):** Health, safety, security and protection of the environment are key values of OMV. The integrity of OMV operating facilities, loss prevention and proactive risk management are essential to reaching OMV's HSSE vision of "ZERO harm – NO losses."
- ▶ **Carbon Efficiency:** OMV focuses on improving the carbon efficiency of its operations and product portfolio. OMV is fully committed to acting on climate change mitigation and responsible resource management, and has consequently set targets to manage and reduce the carbon footprint of its operations and product portfolio.
- ▶ **Innovation:** OMV's innovation efforts focus on optimizing production, exploring high-end petrochemical solutions, developing innovative energy and embracing digital technologies. Investment and partnerships in innovation, research and development are indispensable for long-term value creation.
- ▶ **Employees:** Building and retaining a talented and competent team for international and integrated growth is a key enabler of the Group strategy. OMV is committed to its Group diversity strategy with focus on gender and internationality.
- ▶ **Business Principles and Social Responsibility:** OMV strives to uphold equally high compliance standards at all locations, and the Code of Conduct applies to all employees and suppliers. OMV is a signatory to the United Nations (UN) Global Compact, fully committed to the UN Guiding Principles on Business and Human Rights and aims to contribute to the UN's 2030 Agenda for Sustainable Development.

Our public commitments

OMV is a signatory to the United Nations (UN) Global Compact and is fully committed to the UN Guiding Principles on Business and Human Rights. As an integrated oil and gas company with an international presence, through projects and initiatives we continue supporting the Sustainable Development Goals (SDGs) defined by the UN General Assembly in 2015. Our projects and Key Performance Indicators (KPIs) are assessed with regard to their contribution to

More details about the materiality process can be found on page 15.

the SDGs. Each of the main sections of this Report discloses the SDGs to which we contribute the most.

OMV recognizes that climate change is one of the most important global challenges and acknowledges the goals set forth by the Paris Climate Change Agreement. As part of our carbon strategy, we have endorsed World Bank's "Zero routine flaring by 2030" initiative to end the routine flaring and venting of associated gas during oil production by 2030.

Sustainability governance and steering

The accountability for the sustainability strategy and targets lies with the Executive Board. The OMV Executive Board regularly deals with sustainability topics. In 2017, the Executive Board and senior management have been engaged in the sustainability strategy review process through several workshops and meetings. In the course of the Group strategy development, the Executive Board also engaged

with the Supervisory Board on sustainability topics. The Executive Board approves the Sustainability Report of the Company.

The Supervisory Board is informed about the progress on sustainability through the Sustainability Report and regular updates from the Executive Board. Furthermore, the sustainability elements as part of the bonus scheme and long-term incentive plans are developed by the Supervisory Board and approved by the Annual General Meeting.

The Group-wide functions HSSE, Strategy, Human Resources, Corporate Affairs, Compliance and Procurement, each directly reporting to the Executive Board, are responsible for defining and implementing together with the business divisions the sustainability initiatives. The department Sustainability & Reporting, as part of Corporate Affairs, has a Group-wide coordination function and is responsible for steering, providing advice on and reporting sustainability-related topics for internal and external stakeholders.

- More details about the SDGs supported by individual projects can be found on our website at www.omv.com/sustainability.
- More information about climate change can be found in the section Carbon Efficiency.
- More information about the Corporate Governance and sustainability elements included in the remuneration of the Executive Board can be found in the Consolidated Corporate Governance Report of the OMV Annual Report 2017 and in the documents for the Annual General Meeting published on the OMV website (www.omv.com).

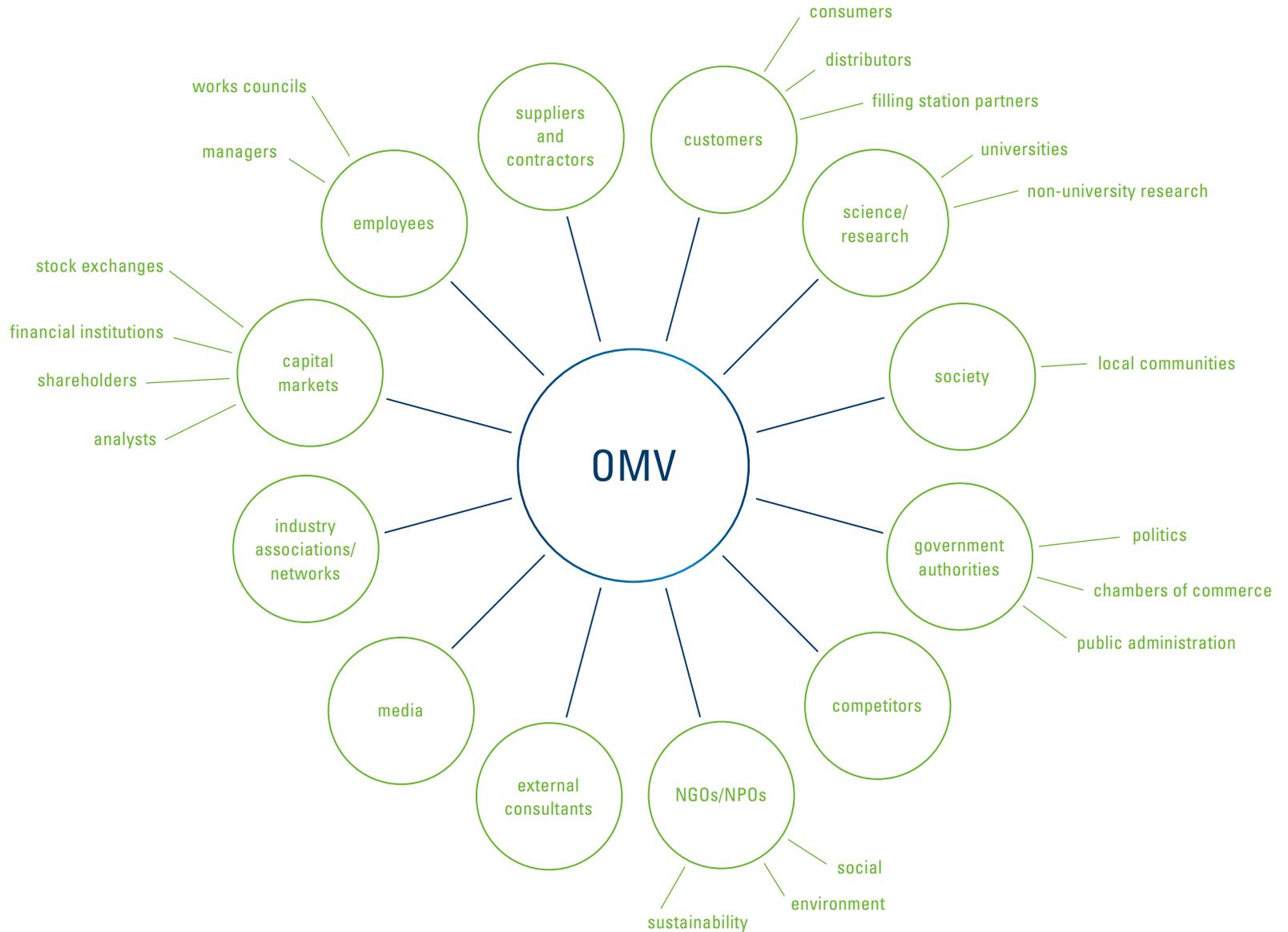


Stakeholder Map

OMV is committed to stakeholder engagement, convinced that mutual respect, transparent behavior and open dialogue are the best foundations for a good relationship with the different stakeholders we interact with. In our stakeholder engagement approach we identify and manage the relations to those persons, groups or organizations who can be impacted by our activities or are capable of having an impact on our business.

☞ Please see the Performance in Detail chapter for more details on OMV engagement process with stakeholders.

☞ More details on the process of stakeholder identification can be found in the section Reporting on Materiality.



Environmental, Social and Governance (ESG) Performance

AWARDS



- ▶ ADIPEC Award (ADIPEC: Abu Dhabi International Petroleum Exhibition and Conference): OMV awarded in the category “Social Contribution and In-Country Value” for the community project “Women’s Empowerment Program in Pakistan.”
- ▶ New Zealand Petroleum Awards: OMV New Zealand awarded in the category “Excellence in Community Partnership and Engagement” with the project “Healthy Homes.” OMV New Zealand also won the award for “Exceptional Health, Safety and Environmental Leadership” for the installation of an offshore oil recovery skimmer in the Maari field.
- ▶ OMV Petrom (Romania) awarded at Energynomics Awards with “Winner of best corporate citizen for supporting vocational education in Romania” and at Romanian PR Awards with gold for two categories: “Social responsibility” and “Stakeholder dialogue.”
- ▶ OMV Samsun (Turkey) was honoured by the Golden Voltage Award for the Project “OMV Kozluk Science High School.”

OMV places great importance on working with Environmental, Social and Governance (ESG) rating agencies. This helps us to make continuous improvement and move the sustainability agenda forward.

OMV aims to act responsibly towards the environment and society, and maintained in 2017 the inclusion in several ESG indexes, which confirms our strong environmental, social and governance performance.

MSCI 2017 Constituent¹
MSCI SRI Indexes

- ▶ OMV received the highest score “AAA” from MSCI for the fifth time in a row for its ESG performance.

MSCI 2017 Constituent
MSCI ESG Leaders Indexes

- ▶ OMV was reconfirmed in the **MSCI ACWI ESG Leaders Index** and included for the first time in the **MSCI ACWI SRI Index**.



- ▶ OMV was reconfirmed as a member of the **FTSE4Good Index Series**. The FTSE4Good indexes are used by a wide variety of market participants to create and assess responsible investment funds.



- ▶ OMV remained in the **Euronext Vigeo index – Eurozone 120** (the 120 most advanced companies in the Eurozone region). This index distinguishes companies achieving the most advanced environmental, social and governance performance in the respective region.



- ▶ In 2017, OMV reported to CDP on climate change data, relating to its greenhouse gas emissions, and to water data on consumption. OMV has again achieved an outstanding score of **“A–” (leadership) for Climate Change**. With these results, OMV is thereby among the top 13 companies in the global energy sector. OMV has also achieved **“A–” (leadership) for Water** from CDP.



- ▶ OMV was assessed by **Sustainalytics** and maintained its inclusion in the **STOXX® Global ESG Leaders**.



- ▶ OMV was rated by oekom with C+ based on the analysis performed in 2017. With this score OMV is in the top four out of 148 companies ranked in the energy sector.



- ▶ OMV maintained its inclusion in the Ethibel Sustainability Index Excellence Europe.



- ▶ OMV is a constituent of ECPI Indexes and scored with EE-, stating: “The Company shows a clear long-term strategic attitude, sound operational management practices and positive actions to tackle social and environmental needs.”

Assessing OMV’s sustainability performance as supplier

As part of the supply chain assessment, OMV’s sustainability performance has been evaluated by using external sustainability assessment platforms (EcoVadis and NQC-BMW). These platforms cover a wide range of criteria, including policies for child and forced labor, and performance on social, environmental, health and safety topics. OMV has been assessed for the second time by EcoVadis and placed in the top 30% performers.

¹ The inclusion of OMV as of October 13, 2017, in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of OMV by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates

Reporting on Materiality

In 2017, OMV updated the materiality analysis of the sustainability topics in compliance with the new legal requirements related to disclosure of non-financial information in Austria (Nachhaltigkeits- und Diversitätsverbesserungsgesetz) and with the new GRI Standards. In order to maintain an objective and independent view on the material topics, we have conducted this process together with an external party. Essential for this process was to consider stakeholder interests as well as significant economic, environmental and social impacts of OMV's business. The extensive materiality analysis, involving internal and external stakeholders, will be repeated every three years or if significant changes in the business or market environment occur.

Our approach to materiality

The materiality analysis consisted of four phases:

1. Stakeholder analysis

As the first step, OMV's relevant stakeholders were identified and prioritized during a workshop with participants from different corporate functions and business divisions (Upstream, Downstream Oil and Downstream Gas). The stakeholder groups engaged in the materiality analysis were: ESG analysts and rating agencies, NGOs, suppliers and contractors, customers, universities and research institutes, industry associations, local communities, OMV external advisors on sustainability topics, the works council and OMV employees.

2. Topic identification

In order to identify all relevant sustainability topics, different analyses have been conducted: reporting standards (GRI, IPIECA, Sustainability Accounting Standards Board – SASB) and peer group analysis, stakeholder interviews and four impact analysis workshops with selected OMV experts. During the workshops, each segment's value chain was analyzed, from supply chain and resources used, to business activities and finally products and markets served. The first step was to map the value chain. Furthermore, we have identified the economic, environmental and social positive and negative impacts and the risks associated with OMV's business along the value chain.

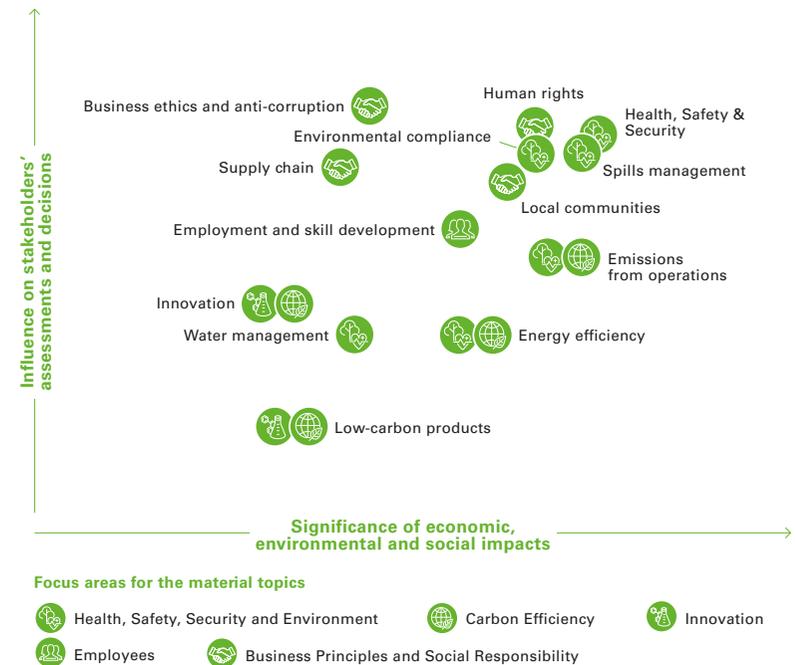
3. Topic prioritization

Based on the impacts, risks and stakeholder interests identified in phase two, a list of relevant sustainability topics was consolidated for further prioritization. The topics were assessed and then prioritized from both a stakeholder and business impact perspective through an online questionnaire and expert interviews. A total of 260 internal and external stakeholders have been engaged in this process.

4. Materiality matrix

In this last phase of the materiality analysis, the results of the topic prioritization (from online questionnaire and expert interviews) were evaluated and consolidated into a Group materiality matrix. The Executive Board has acknowledged the new materiality topics.

Thirteen most material sustainability topics of OMV



For reporting purposes the 13 topics have been clustered into five major groups that also correspond to the Sustainability strategy: **Health, Safety, Security and Environment; Carbon Efficiency; Innovation; Employees; Business Principles and Social Responsibility.**

In this report, we disclose in detail the 13 topics that are viewed as being most material to OMV and our stakeholders. We also continue to report on other topics such as biodiversity, product responsibility, waste management and diversity.

2

MATERIAL FOCUS AREAS

Health, Safety, Security and Environment – 18

Carbon Efficiency – 29

Innovation – 34

Employees – 38

Business Principles and Social Responsibility – 43

Highlights 2017

► Health, Safety, Security and Environment



Voluntary health screenings

33,829

Decrease in Tier 1 and Tier 2 process safety events

-60%

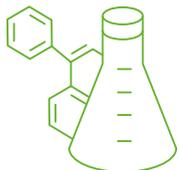
Lost-Time Injury Rate decreased relatively to 2016

-15%

CDP Climate Change and Water

Leadership A-

► Innovation



Re-Oil project: completion of the new feedstock recovery pilot plant with a capacity of

100 kg/h

► Business Principles and Social Responsibility



Employees participated in training for human rights, business ethics and compliance

>1,700

Community relations and development initiatives in 17 countries

205

Best-in-class rating for the fifth time in a row by MSCI

AAA

► Carbon Efficiency



World Bank Initiative "Zero routine flaring by 2030" endorsed



Emission savings from implemented projects in t CO₂ equivalent

174,000

CO₂ emissions reduction between 2009 and 2017

1.2 mn t

► Employees



A new People Strategy in place



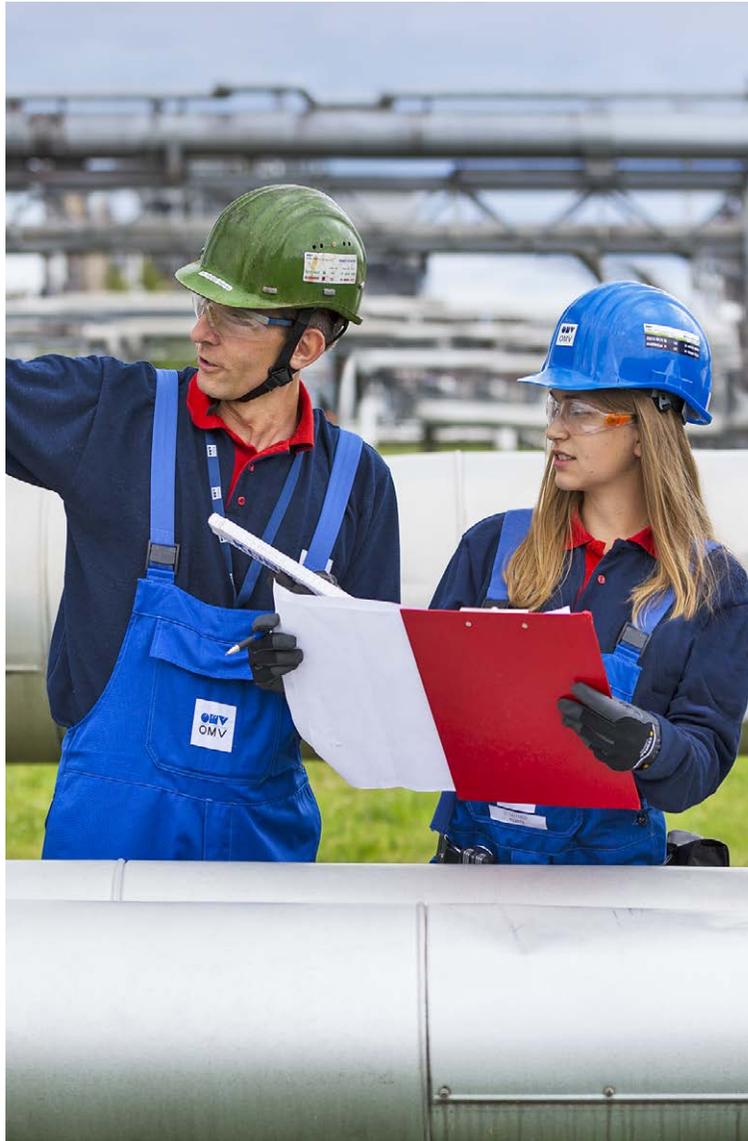
Training hours

426,695



Health, Safety, Security and Environment

Health, Safety, Security and Environmental protection are key values of OMV. The well-being and safety of our people, as well as the integrity of OMV operating facilities are of essential importance in maintaining OMV's social acceptance. Loss prevention and proactive risk management are key factors in reaching OMV's HSSE vision "ZERO harm – NO losses." We strive to minimize our impact on the environment focusing on prevention of spills, efficient use of energy, decrease of greenhouse gas (GHG) emissions and carbon footprint, decrease in water consumption and appropriate waste management practices.



0.79 Total Recordable Injury Rate
per mn hours worked

0.34 Lost-Time Injury Rate
per mn hours worked

60% decrease in Tier 1 and Tier 2
Process Safety Events combined

"A–" (Leadership)
CDP Water score in 2017

SDGs supported by our initiatives



Health



Health contest in OMV Petrom

Management approach to health

Our HSSE policy outlines OMV's commitment to our employees' physical and mental health and well-being. OMV understands that the well-being and health of employees are part of the foundations for a successful company. To raise awareness on the importance of health as an organizational asset, we provide a broad range of health-care activities, from curative care to preventative initiatives, and we systematically assess health risk with a risk assessment tool based on international guidelines aiming to mitigate them.

The Corporate Health Management department supports medical partners Group-wide in delivering quality in healthcare. The 50 health self-audits carried out this year by all clinics that OMV collaborate with or operate ensure adherence to health standards and work procedures, such as preventative medicine and emergency care and a homogenous level of healthcare across OMV worldwide.

In 2017, the health standard was adapted in accordance with the new HSSE Strategy launched in 2017 and released for approval in 2018. The basis for occupational health prevention is the health risk assessments performed on sites. We identify employees who are exposed to chemical and physical hazards such as heat, cold and vibrations and define protection plans to eliminate or mitigate those hazards.

Health promotion activities

In 2017, we continued our health promotion programs and, based on local or Group-wide specific health problems – such as cardiovascular risks – OMV medical staff offered a broad variety of activities: cardiovascular, hepatic, cancer, orthopedic, skin and dental screening programs, health hours on metabolic syndrome and stress coping strategies, back health and sport programs and vaccinations.

In Petrom, a health contest was carried out, which gave participants the chance to test their knowledge on health topics and win special prizes for a healthy lifestyle, such as a bicycle or steppers.

To prevent occupational health risks, our medical staff is carrying out specific preventive examinations in accordance with the legal regulations of the countries in which we operate. These exams include blood tests for employees working with specific hazardous substances or hearing tests for employees exposed to noise.

In 2017, 33,829 voluntary health screenings, 4,476 vaccinations and 112,603 occupational health examinations were performed and/or organized by OMV medical staff.

Medical emergency resilience and curative care

We place strong emphasis on our response to medical emergencies. 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. In many countries emergency medical exercises were carried out. All our employees have access to curative medical care – either in their workplaces or in nearby clinics. In 2017, 117,532 curative consultations by doctors were offered to our employees.

Health circle

In Gänserndorf (OMV Austria) a health circle is running, and employees gather twice a year to address work-related health issues and create customized solutions in collaboration with the local health team. In 2017, they worked on psychosomatic problems and discussed options to support employees in healthy lifestyle and orthopedic problems.

WHAT WE WILL DO IN 2018

- ▶ Develop training sessions for employees to raise awareness on "health as an asset"
- ▶ Start a new three-year cycle of corporate health audits and continue with health self-audits
- ▶ Continue with at least two preventive health programs per site/clinic to raise awareness of all employees to take care of their personal health

 Health related KPIs in accordance with the GRI are provided in the chapter Performance in Detail.

Safety



Management approach to safety

Our approach to accident prevention is guided by Group-wide HSSE guidelines (e.g. HSSE Risk Management, Contractor HSSE Management). Hazard identification and risk management processes are in place to prevent incidents. We train, empower and encourage people to work safely and invest continuously in the improvement of technology, programs and processes to ensure that our facilities and operations are safe for employees, external stakeholders and the environment.

Zero fatalities and reduction of Lost-Time Injury Rate were part of the performance assessment for senior management in 2017. All major safety risks and the respective mitigation measures are collected, evaluated and monitored in the Enterprise Wide Risk Management tool and the top risks are reviewed on a regular basis at executive level.

A new Reporting, Investigation and Classification of Incidents standard was issued in 2017. In this new version, we took into account all the lessons learned from monitoring the actions defined to prevent the occurrence of severe incidents or incidents with high potential, as well as the results of the audits performed by external experts in 2016.

In Upstream, we have worked on improving the accident investigation process by integrating more technical experts in the teams to better understand and address the root causes of the technically complex incidents. Interdisciplinary teams have identified the right leading safety KPIs to prevent incidents. As an example, two of these KPIs are related to blow-out prevention and focus on the drilling personnel preparedness for well control situations and drilling well barrier status. The KPIs will be monitored and steered starting in 2018.

In Downstream, severe incidents and incidents with high potential (HiPos) were investigated by independent investigation leaders. There was a focus on the verification of the effectiveness of actions implemented after severe incidents and HiPos of previous years.

Evolution of LTIR and TRIR



An important activity implemented in OMV Petrom was to identify any improvement opportunity of the internal standards. A gap analysis between the requirements of the internal standards, such as Hazardous Substances Management, Pre-Startup Safety Review, Personnel Transportation and Contractor HSSE Management Standard and their current applicability was performed. Action plans for addressing the findings were defined and presented to the management.

Occupational safety

Safety of all people who work for OMV is our first priority. Despite our best efforts, we are saddened to have lost two contractors in 2017. In September, a contractor's employee of an OMV filling station in Hungary died when the driver of a passenger car lost control of the vehicle and crashed into them. In December, a sudden gas release at the gas distribution station Baumgarten of Gas Connect Austria, a subsidiary in which OMV holds 51%, led to an explosion and consequent fire. One contractor employee died as a result of this incident.

Safety related KPIs in accordance with the GRI are provided in the chapter Performance in Detail.

THE GOLDEN RULES

-  **Ask!**
-  **Risk assessment**
-  **Permit to work**
-  **Working at heights**
-  **Lifting operations**
-  **Housekeeping**
-  **Stop work**
-  **Transportation road safety**

We took immediate action and conducted full investigations for each incident and established measures to prevent any such recurrence.

In 2017, the Lost-Time Injury Rate (LTIR)¹ for our own employees and contractors (combined) per mn hours worked decreased to 0.34 (2016: 0.40). Our combined Total Recordable Injury Rate (TRIR)² increased to 0.79 (2016: 0.70).

All employees and contractors are encouraged to report unsafe conditions and behaviors in order to identify and resolve potential issues that might otherwise lead to future accidents.

We have a central reporting tool in place (CARE) where all incidents, findings and defined actions are reported and tracked. In 2017, we developed the CARE Kaizen project with the clear goal to improve the usability of the reporting tool, cleanup data entry fields and reports. During 2017, around 108,025 unsafe conditions and behavior reports were collected in our reporting system.

The Action Item Response Rate (AIRR) for 2017 was 94.4% (2016: 94.0%). AIRR represents the action items completed in time within the reporting period divided by the total number of action items assigned to be completed during the reporting period.

We aim for quality over quantity in terms of reporting, management walk-arounds, safety walks and action closeout. We continued in 2017 to focus on management walk-arounds and follow-up actions in order to prevent incidents and lost-time injuries.

In Upstream, we focused on bringing safety closer to the hearts and minds of colleagues in order to achieve a zero fatality rate. With the new management walk-arounds we are paying more attention to behavior and dialogue. This helps people to better understand the challenges in the operating field and increases even further the trust between workforce and management.

In 2017, Upstream emphasized audits and spot checks of high-risk activities, especially activities that caused severe incidents in the past: audits of H2S sites, lifting activities, transportation, excavation,

drilling, condensate trucking or application of Permit to Work System in the field. Strengths and weaknesses were identified and addressed in solid action programs. All these efforts resulted in a year without work-related fatality in Upstream.

In Downstream, we continued to assess the quality of our safety walks. The focus was to have a constructive dialogue with the involved working teams about the hazards related to their activities and to review the biggest risks in the individual business units.

One of the main safety topics in Downstream was the “positive intervention” campaign. During this campaign, using the slogan “watch out – speak up,” we have delivered training to OMV’s employees and contractors supported by key visuals and other communication tools.

In Downstream Business Unit Refining & Petrochemicals, the comprehensive Safety Improvement Program “7 Safety Actions,” launched in the previous year, continued also in 2017. One of the successes was a reduction of LWDIs (Lost-Workday Injuries) by 70%. In the petrochemical part of the Schwechat refinery (Austria) we have succeeded in executing the turnaround without any Lost-Workday Injury or medical treatment. More than 3,000 additional contractors have been involved in the turnaround.

The “7 Safety Actions” program rolled out in Refining and Petrochemicals was finalized by the end of 2017 and most of the activities will be further pursued as part of the regular HSSE plans.

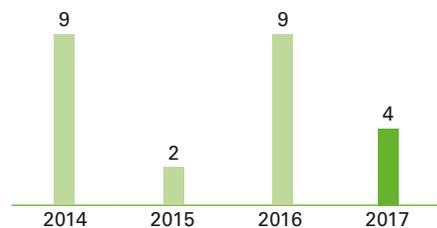
Another important program for us is the Safety Culture Program “Be smart. Be safe – Engage with your heart and mind for safety.” This program is designed so that we proactively think about our actions and decisions in order to create a safer working environment. It is a collaborative effort between our management, our employees, works

¹ Lost-time injuries are any occupational injuries resulting in fatalities, permanent total disabilities and Lost-Workday cases

² Total recordable injuries are any injuries resulting in fatalities, permanent total disabilities, Lost-Workday cases, restricted work cases and medical treatment cases

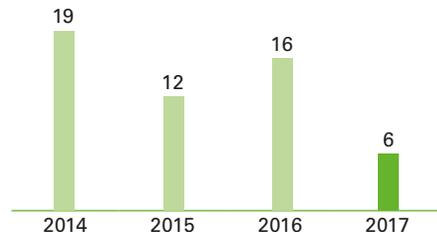
Process Safety Events, Tier 1

In number of events



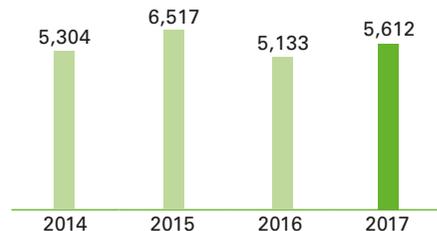
Process Safety Events, Tier 2

In number of events



Process Safety Events, Tier 3

In number of events



council and our contractors, and it broadens our attention to our mind-sets and values.

In 2017, the program was extended to Abu Dhabi in the Middle East and Africa region, to two OMV Petrom (Romania) sites and eight main contractors from Upstream and Downstream in OMV Petrom. Interviews and focus group discussions with the management and employees at all levels of the business have provided the current picture of our safety culture and helped to understand the origins of our daily decisions and behavior. The program continued with training of selected employees, local management and supervisors in the chosen locations. More than 1,800 employees from different functions have been involved in the evaluation process, and more than 270 management functions have been involved in specific training with a focus on management walk-arounds. More than 7,000 employees and 9,000 contractors have been trained or involved in safety workshops during two additional safety campaigns held in OMV Petrom: "Ask me, your safety is important" and "Would you intervene?"

Process safety

In 2017, the number of Tier 3 Process Safety Events reported increased from 5,133 in 2016 to 5,612. The number of Tier 1 plus Tier 2 incidents decreased from 25 to 10.

In Upstream, the process safety focus was on monitoring the maintenance of safety-critical elements, the ratio between preventive and corrective maintenance and the completion of regulatory inspections. Our operations achieved significant improvements: completed work orders reached above 90%, ratio of preventive to corrective maintenance increased by over 80% and completion of regulatory inspections almost 100%.

In Downstream, the follow-up process of the recent major accident event assessments was continued with an internal process safety assessment performed at the Schwechat refinery. This assessment showed remarkable improvements in several areas compared to the last assessment. The evaluation of an alternative set of predictive leading process safety KPIs continued in 2017.

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, through different common activities: joint management walk-arounds, management system audits, meetings and workshops focused on safety improvements.

In Upstream, we have fully included contractors sites in our HSSE audit program. HSSE is also part of the pre-qualification criteria in the tendering process. Furthermore, in 2017 we have involved the contractors in our Safety Culture Program.

In Downstream, the enhanced activities in contractor management were also supported by regular service quality meetings as well as joint safety walk-arounds with senior management of the contractor companies.

WHAT WE WILL DO IN 2018

- ▶ Continue the Safety Culture Program Group-wide, establishing plans for different sites to achieve the highest possible level of security
- ▶ Establish a formal system at Group level for identification and management of Major Accidents Hazards
- ▶ Identify and document minimum performance criteria for critical risk controls

Security and Resilience



Managing and delivering security

From a Security and Resilience point of view, 2017 emerged as a dynamic and challenging period, complete with geopolitical volatility, international and domestic terrorism and enduring regional conflicts. OMV's Security strategy, procedures and mitigation measures have proven effective in protecting employees, contractors, assets and reputation, not only in mainland Europe, but also in high-risk or complex environments such as Libya, Yemen, Pakistan, Tunisia, Kurdistan Region of Iraq and Turkey.

There was also a significant increase in the area of cyber security, with several high-profile global attacks and smaller regional incidents.

In 2017, the Security Risk Assessment Tool launched in 2016 was fully integrated in OMV and OMV Petrom, and we succeeded in implementing the transfer of security risk data to the EWRM's Active Risk Management System platform.

OMV's use of information and intelligence enables preemptive contingency planning to ensure a proportional security response to a wide range of geopolitical effects, regional conflicts and potentially disruptive localized incidents.

The Integrated Travel Security Platform has proved to be an invaluable asset. Its ability to deliver 24/7 monitoring, information, advice and response to OMV global travelers ensures a technologically advanced duty of care. This was further supplemented by the Security department providing critical, short-notice operational support and intervention to ventures in distressed regions.

OMV's proven crisis management procedures are continually improved in order to afford the necessary amount of mitigation and governance. The 2017 Upstream crisis management exercise involved a challenging scenario with the participation from OMV headquarters and Gänserndorf and compressor station Auersthal (OMV Austria). Downstream conducted a joint business and Security and Resilience department desktop exercise to review the "Oil Business Continuity Plan for Austria." The purpose of the plan is to safe-

guard one of OMV's key assets and pieces of critical infrastructure against malicious, intentional threats.

OMV Security and Resilience's commitment to human rights remained an overriding factor in the department's broader security undertakings. Where relevant, third-party security contractors are formally inducted in OMV Human Rights standards and awareness of the Voluntary Principles on Security and Human Rights. Effective community engagement remains at the vanguard of all security mitigation measures. Security and community engagement approaches remain aligned and continue to develop, promote and deliver a tangible effect with a variety of stakeholders.

More information about OMV's approach to human rights is provided in the section Human Rights.

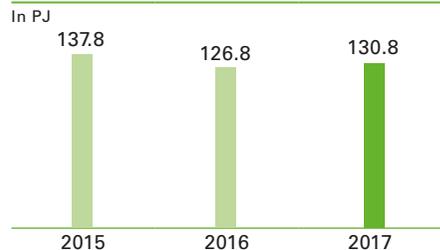
WHAT WE WILL DO IN 2018

- ▶ Implement pre-employment screening project
- ▶ Enhance regional and venture operational security capabilities in order to deliver and sustain a decentralized security model
- ▶ Further refine OMV's Crisis Management and Business Continuity initiatives



Environmental Management

Energy consumption



Risks and opportunities

Environmental risks and opportunities are an important management topic for every company in the oil and gas sector. They include regulatory, operational, reputational and financial drivers. Specific elements include climate change, availability and quality of water used for operations, and the impact of energy, climate and water policies.

The management of environment-related risks is part of OMV's Enterprise Wide Risk Management (EWRM). The control and mitigation of identified and assessed risks take place at all organizational levels by using clearly defined risk policies and responsibilities. Strategic risks and opportunities (e.g. related to climate change or water stress) are assessed in a top-down process, while a bottom-up process with the use of a standardized methodology is directed on assessing operational environmental aspects, impacts and risks.

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

In 2017, 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.

To evaluate the potential environmental impacts of forthcoming 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.

Improving energy efficiency

In 2017, our total energy consumption was 130.8 PJ (2016: 126.8 PJ)¹ including 3.5% of energy consumed from purchased electricity and heat.

Process optimization and increasing energy efficiency to save costs and reduce CO₂ emissions is a strong focus in our refineries. In all three refineries, energy efficiency measures implemented in 2017 led to more than 30,000 t CO₂ equivalent annual emissions reduction and energy savings of 600TJ. All GHG reduction projects implemented in our refineries between 2009 and 2017 delivered so far a total of 0.7 mn t CO₂ equivalent reduction.

In 2017, energy projects and operational measurements, for example at the Petrobrazzi refinery, resulted in annual energy savings of around 46,000 GJ and saved over 2,500 t CO₂ equivalent. The reduction of energy consumption is mainly based on several projects implemented, such as the new turbine relining for gas turbine 1 in the cogeneration unit, leading to around 22,650 GJ/year energy savings. The project investments amounted to EUR 70,000 and aimed to improve the gas intake distribution into the gas turbine, resulting in a better control of NOx emissions with a lower need for steam consumption. In addition to energy saving, the project contributed to an improved reliability of the gas turbine.

¹ Increase mainly due to higher electricity production of CAPP Samsun



More information about emissions can be found in the chapter Carbon Efficiency.



Oil spills: management approach

At OMV, we aim to prevent and reduce oil spills and leakages. According to business-specific characteristics, appropriate spill prevention and control plans are in place. Spill prevention and control measures include measures such as hazard identification and risk assessment; preventive measures and maintenance to avoid leakages; emergency response and contingency plans including materials and equipment for spills intervention; and cleanup and remediation procedures. The hydrocarbon spills are assessed and cleaned up immediately after their occurrence and must be documented and reported internally in CARE, OMV’s incident reporting tool.

Spills management

To identify any leaks, audio, visual and olfactory inspections are routinely performed as part of at least daily operator rounds in all relevant OMV operational sites. Additionally, leak detection programs are performed using soap-bubble testing or optical gas imaging with defined extent and intervals (annually or more frequently according to risk assessment). Repair of leaks is undertaken immediately or within defined time frames, in accordance with the site’s maintenance processes, based on risk assessment outcome and other factors like feasibility of repair during operation.

In 2017, we recorded one major hydrocarbon spill (level 3 according to OMV definition that means limited discharge affecting the local environment) in Tunisia (2016: two major spills). During road maintenance activities carried out by an OMV sub-contractor in the Nawara central processing facility a front loader came into contact with the Trapsa Pipeline leading to a 120 m³ oil spill into the desert. The incident cleanup included the removal and appropriate off-site treatment of the contaminated soil and repair of the pipeline.

Besides this, 2,402 minor releases occurred (2016: 2,136). Total hydrocarbon spillage was around 173.9 m³ (2016: around 103.5 m³). Spills and leakages were mainly due to process safety incidents, primarily caused by corrosion of aging infrastructure.

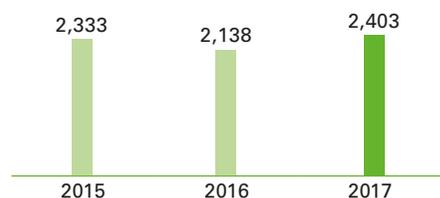
In 2017, OMV Petrom continued to enhance the pipeline GIS system that is the basis for our Pipeline Integrity Management program. The pipeline leak frequency in OMV Petrom continued to decrease throughout the year. That was the result of extensive pipeline repairs, rejuvenations and replacements. As part of the technical assurance program, a number of operational integrity assessments and technical assurance reviews were conducted to ensure that our facility integrity programs are effective. The Barrier Model risk assessment tool was fully rolled out to all of our Romanian production assets in 2017, providing a standardized risk assessment tool to our field locations. Over 300 people were trained in using this tool. In 2017, we continued the Hazard and Operability (HAZOP) program. Forty additional HAZOPs were completed and to date 163 facilities have been completed and 40 more will be completed in 2018.

We continued to perform emergency drills, including pollution scenarios, in order to strengthen our response to, and reduce the environmental impact of oil spills.

In 2017, OMV New Zealand purchased a new side sweep system to improve the Maari field oil spill response capability. In December 2017, the Wellhead Platform Tiro Tiro Moana personnel and a support vessel crew undertook a successful oil spill in the sea exercise in the Maari field. This exercise was designed to test the recently approved Maari field Oil Spill Contingency Plan as well as to meet the requirements of an annual Maari field offshore support vessel crew training in oil spill response preparedness.

Hydrocarbon spills

Number of spills





Water management approach

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

We have established strategic targets based on our five pillars: Transparency; Risks and Opportunities; Water Efficiency and Treatment; Training and Awareness and Engaging with Stakeholders. We have defined freshwater withdrawal intensity as a performance target in OMV and are currently monitoring the performance plus working to improve the water data accounting in order to be able to set a baseline and reduction target.

In 2017, we continued to implement the Group's Water strategy. We have used the IPIECA Global Water Tool (GWT) for oil and gas to identify operations in water scarcity or stress hotspots. The Water Risk Filter (WRF) supplements GWT results to increase understanding of current and potential future water constraints. Both results were used to identify water-related risks of priority sites and develop appropriate relevant water management plans. In OMV Tunisia, for instance, priority sites are either sites located in water-stressed areas or that have a very high consumption of freshwater.

Increasing water efficiency

In OMV Petrom Upstream, we continued to optimize fresh water supply systems, modernize or downsize parks and carry out maintenance and repairs to reduce water losses. For example, in one of our production fields (Asset VIII Moldova Nord) we have implemented several measures in this regard, such as:

- ▶ Replacing an old water station and the leaking water pipeline with a water well equipped with a new pipeline and automated water pumping system, or
- ▶ Replacing the old water pumps with new automated water pumps



In OMV Petrom Downstream, the Petrobrazi refinery (Romania) maintained its lowest water intensity in recent years as a result of the projects previously implemented (e.g. recovering condensate, upgrading steam tracers' batteries, reducing purges and optimizing the drinking water network).

In OMV Petrom Upstream, the new water treatment plant at Suplacu de Barcău oil field was finalized and put in operation in 2017 with a total investment of EUR 17 mn. The plant processes the water resulting from the crude oil extraction process of the Asset Suplacu de Barcău. This new plant is provided with physical, chemical and biological treatment units, and with an activated carbon filtration system for water polishing before discharging into the Barcău river. The plant's capacity is 8,000 m³/day, covering the production asset's needs entirely. The quality of treated wastewater improved notably with high reductions in the contaminant load of the discharge. For example, hydrocarbon content decreased by 80%, phenols by 85% or extractible substances by 40%.

KPIs related to water management in accordance with GRI are provided in the chapter Performance in Detail.



Case study: Rotokare Scenic Reserve Trust – New Zealand

Following a successful OMV New Zealand translocation project in partnership with Rotokare Scenic Reserve, one of New Zealand's rarest forest birds, the hihi (stitchbird), was returned to Taranaki in April 2017. Towards the end of November for the first time in over 130 years, and after three years of planning and intensive monitoring since the release, the first hihi chicks hatched at the reserve. The name hihi means "ray of sunshine" in Maori. This represents an amazing milestone for hihi conservation in New Zealand. Previous translocations have failed as hihi are extremely vulnerable to disease and predation, and therefore there is a lot of hard work ahead for the team at Rotokare to ensure they have done everything they can to secure the survival of hihi in Taranaki.

Biodiversity – helping to protect habitats

According to OMV's Group Environmental Standard and Environmental and Social Impact Assessment Procedure, all OMV activities shall be undertaken with minimized disturbance to protected areas and local plant and wildlife communities. Observed or predicted direct and indirect impact on biodiversity and ecosystem services (BES) are described and analyzed within the environmental impact assessment. BES screenings are carried out for all relevant sites to identify as far as reasonably possible the potential for the presence of nationally or globally threatened species, threatened or fragile ecosystems that are legally protected, or internationally recognized areas. In case of significant observed or predicted impact, action planning gives priority to avoidance and minimization over restoration and offsetting of the impact.

OMV (Norge) is drilling an exploration well in an environmentally sensitive area of the Norwegian Sea. The area around the well location has a high density of cold-water corals. The most common coral is called *Lophelia pertusa*. The Norwegian holds the world's largest-known *Lophelia* reef system. Corals are protected by Norwegian law. Therefore, OMV has invested a lot of time and resources in identifying the sensitive coral areas and plan the operation without destroying any cold-water corals. By utilizing a coral expert for advice, professional risk evaluations and careful planning, OMV successfully obtained a drilling permit in the sensitive coral area without any additional conditions from the authorities.

In 2017, OMV New Zealand supported the following biodiversity-related projects in New Zealand:

- ▶ A partnership with Ngati Koata and the Department of Conservation for the Moawhitu lake and wetland regeneration project; in 2017, three employees from the New Zealand team traveled to D'Urville Island for four days to participate in the third year of planting at Moawhitu lake
- ▶ A partnership with the Rotokare Scenic Reserve Trust to reintroduce the endemic bird hihi (stitchbird) back into this reserve located just outside of New Plymouth

- ▶ A partnership with the National Institute for Water and Atmospheric Research to undertake passive acoustic monitoring to assess cetacean distribution and movement through New Zealand's Cook Strait
- ▶ A partnership with the Friends of Mana Island to assist with the regeneration of Mana Island to provide a secure ecosystem for endangered species

In Romania, OMV Petrom carried out a biodiversity screening study aiming to understand better the exposure to biodiversity risks. The overlaps of current operations with natural protected areas and the International Union for Conservation of Nature (IUCN) species habitats (critically endangered, endangered and vulnerable) were identified based on spatial analyses using geographic information system (GIS) data. Around 270 km² of current operations overlap with 41 protected natural areas in Romania, mostly sites of community importance and special avifaunistic protection areas. There are habitats of 105 species under IUCN, from which nine are critically endangered (fishes and invertebrates) and 14 are endangered (mostly invertebrates). The results of the biodiversity screening study will be further integrated in the environmental risk analysis process.





Drilling rig Erdpress, Austria

Waste management

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

In 2017, OMV's operated or majority-owned activities generated 460,247 t of waste, thereof 236,239 t of hazardous waste and 224,008 t of non-hazardous waste. 202,161 t of waste was recovered or recycled and 258,086 t of waste was safely disposed of, leading to an overall 44% waste recovery and recycle rate.

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. 80% of the drilling mud and cuttings generated by Upstream operations is water-based (other 20%: non-aqueous drilling fluids, NADF). We do not use any diesel-based drilling fluids anywhere in our operations.

Decommissioning activities

In 2017, major decommissioning and abandonment activities took place in Romania and Austria. OMV Petrom Downstream Oil finalized the demolition of three old fuel terminals (Roman, Iași, Deva) out of which around 61,000 t of waste was generated, covering 21 waste types. The largest amount of waste (94%) was clean concrete that was crushed on the demolition sites and prepared for further use. The scrapped metals were recycled by authorized companies. The other 19 waste types were directed to specialized waste facilities either for recovery or disposal. The whole demolition project achieved a waste recycling rate of 99%.

In OMV Austria Upstream, the major decommissioning activity was the tank farm (Tanklager II) in Auersthal where around 9,750 t of 16 different waste categories was present. The majority of the waste was recyclable concrete and metals as well as oil-contaminated soil that was treated in OMV's biological waste treatment plant and after-

wards safely disposed. A further 20 wells and three oil gathering stations were decommissioned and abandoned in OMV Austria.

Certifications related to Environmental Management

OMV Refining and Petrochemicals business, including OMV Petrom power plants and the refinery Petrobrazî are covered by a Central Integrated Management System (C-IMS) that also meets the requirements of ISO 14001, ISO 9001, ISO 50001 and OHSAS 18001. OMV Deutschland GmbH holds certification according to EMAS III (Eco Management and Audit Scheme).

- ▶ Gas Connect Austria is certified according to ISO 14001, ISO 9001, ISO 50001 and OHSAS 18001.
- ▶ OMV Upstream Pakistan and OMV Upstream Tunisia are externally certified according to ISO 14001.
- ▶ OMV Petrom Upstream Romania is externally certified for its Maintenance and Gas Pipeline Management System according to ISO 14001, ISO 9001 and OHSAS 18001.
- ▶ OMV Petrom Group's Energy Management System is certified according to ISO 50001, covering all Upstream and Downstream Business activities.
- ▶ Samsum CCPP is certified according to ISO 9001, ISO 14001, ISO 50001 and OHSAS 18001.

WHAT WE WILL DO IN 2018

- ▶ Continue roll-out of Risk Management IT Tool for monitoring and managing environmental risks. Improve integration of environmental risk scenarios with other HSSE and business risks
- ▶ Perform compliance self-assessment against the OMV Group Standard Environmental Management System/ISO 14001/ISO 50001, analyze gaps and define gap closeout plans to achieve 100% compliance in all operated sites 2020 at the latest
- ▶ Continue to improve water data availability and quality
- ▶ Define a Group-wide water intensity reduction target
- ▶ Continue the development of water management plans
- ▶ Carry out first time external assurance of water data
- ▶ Report to CDP Water and maintain the leadership score
- ▶ Continue with biodiversity projects in relevant OMV ventures



Carbon Efficiency

OMV is a reliable and resilient energy provider. The Company encourages action to address climate change through implementing carbon efficiency and energy efficiency projects and long-term development of the carbon efficient product portfolio. OMV recognizes that climate change is one of the most important global challenges. The responsibility for a solution is in the hands of the entire community and requires global action. We therefore acknowledge the goals set forth by the Paris Climate Change Agreement.



“A–” (Leadership)

CDP Climate Change score in 2017

174 kt CO₂ equivalent emissions

Savings in 2017 from implemented projects

– 4.4% Group carbon intensity

Reduction in 2017 vs. 2013

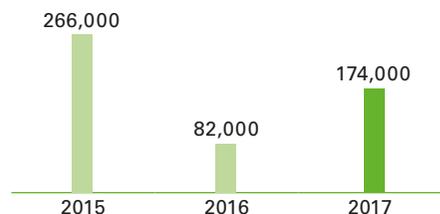
SDGs supported by our initiatives



Carbon Efficiency Management

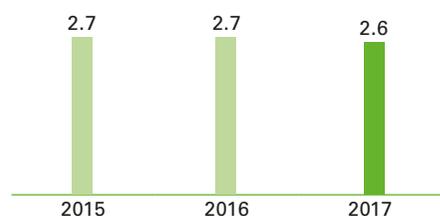
GHG reductions from projects

In t of CO₂ equivalent



GHG Intensity

In mn t GHG per mn t oil equivalent



Management approach

OMV focuses on improving the carbon efficiency of its operations and product portfolio. OMV is fully committed to acting on climate change mitigation and responsible resource management, and has consequently set targets to manage and reduce the carbon footprint of its operations and products.

Our carbon efficiency agenda focuses on process optimization, energy efficiency and delivering projects that reduce our direct GHG emissions. We strongly focus on natural gas and petrochemicals and aim to increase the share of both products in our portfolio. In addition, we are looking into new energy sources and technologies (e.g. advanced fuels, low carbon fuels for transport, etc.).

The risks and opportunities related to climate change are considered and addressed across the Company as part of the Enterprise-Wide Risk Management (EWRM) process and are also reported to CDP. Regulatory changes or shift of industry towards renewables are currently identified as key climate change-related risks. We see limited uncertainty triggered by climate change challenges on our mid-term plan objectives, but there is strong management attention and action around climate change-related risks and opportunities from a long-term strategic perspective.

To reinforce our clear commitment to responsible resource management and sustainable business, we have endorsed the World Bank's "Zero routine flaring by 2030" initiative to end the routine flaring of associated gas during oil production by 2030. We regularly report to the World Bank on the process of adherence to the initiative.

To ensure a high level of transparency with regard to our efforts for combating climate change, we continued reporting to CDP Climate Change. In 2017, OMV again achieved a very good CDP Climate Change score of "A-" (Leadership) and has the status of Index/Country Leader in Austria. OMV is among the 13 companies in the global energy sector achieving a CDP leadership score and is among the top three companies across all sectors in Austria. A CDP Leadership score means that OMV has taken particular steps that represent best practice in the field of environmental management.

In 2017, we also reviewed our internal carbon price, which is factored into the way we calculate project costs. The internal carbon price helps us to improve our risk management and enhance efficiency, thereby reducing emissions and saving costs. With the review we have analyzed the effectiveness of the internal carbon price and have identified measures to further improve its application.

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 and also reduce GHG emissions. In all our activities we use energy responsibly and we develop energy management plans consistent with ISO 50001 requirements targeting continuous energy efficiency improvement.

Carbon efficiency and energy efficiency of OMV operations are part of the company's environmental management approach.

Please refer to section Environmental Management for further details on Company's management approach to environment related topics.

Reduce carbon intensity of operations

Managing and reducing GHG emissions represent a key objective of OMV's Carbon Strategy. We defined the carbon intensity of our operations as a performance target and aim to reduce it by 10% until 2021 from a 2013 baseline. By the end of 2017, we achieved a 4.4% reduction in the OMV Group carbon intensity compared to the base year 2013.

In 2017, we continued implementing greenhouse gas reduction projects with an annual reduction of around 174 kt CO₂ equivalent. All GHG reduction projects implemented in our operating countries between 2009 and 2017 delivered a total reduction of 1.2 mn t CO₂ equivalent so far.

KPIs related to greenhouse gas emissions and energy consumption in accordance with the GRI are provided in the chapter Performance in Detail.

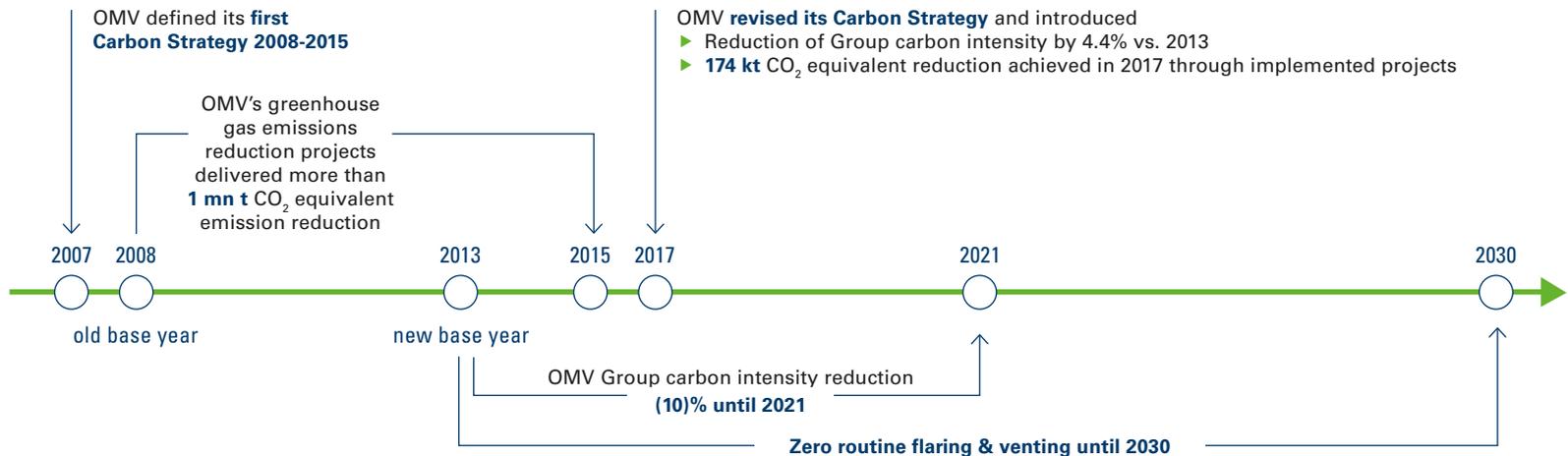
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South Tunisia Waha – gas valorization project

In Tunisia, the South Tunisia Waha gas valorization project supports OMV’s strategic goal of reducing GHG intensity through efficiency improvements alongside the commercialization of previously flared gas. The project scope was: installation of a gas valorization plant and two vapor recovery units to recover associated gas; the installation of the Anaguid gathering point instead of separate early production facilities at each well site of the Anaguid concession and the construction of a 50 km pipeline to connect the new Anaguid gathering point and the production of the Durra concession with the gas valorization plant.

OMV’s track record and targets in reducing carbon intensity



OMV continued to reduce its carbon intensity versus 2016 mainly based on:

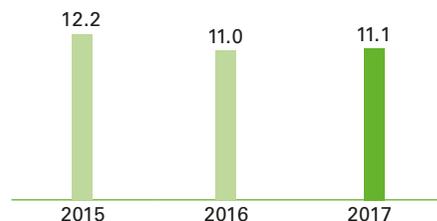
- ▶ Upstream energy efficiency, flaring and venting reduction projects, such as:
 - Significant reduction of venting due to modernization of transport infrastructure, replacement, optimizations (Bulbuceni compressors station, boilers in Barbatesti, Turburea gas plant) in OMV Petrom Asset II (Romania)
 - Modernization of gas compressor stations at OMV Petrom in the Asset III (Romania) to increase energy efficiency and reduce venting
 - New Gas2Power and Combined Heat & Power and Cogeneration installations in OMV Petrom Upstream (Romania): Gornet Park 98 (Asset VII), Independenta Park 12 (Asset IX) and Poeni Tank Farm 9

(Asset IV), which use previously flared, vented or stranded gas for on-site electricity and thermal energy production. These three new plants produce around 60,000 MWh of heat and electricity and lead to 16,000 t annual GHG emission savings

- South Tunisia Waha gas valorization project in OMV Tunisia put into operation
- ▶ Energy efficiency and overall efficiency improvements, such as:
 - Petrobrazi refinery (Romania) in Downstream
 - More details on the project can be found in section Improving Energy Efficiency.
 - Brazi power plant (Romania): decreased GHG intensity due to higher efficiency by operating close to nominal power

GHG Emissions Scope 1

In mn t CO₂ equivalent



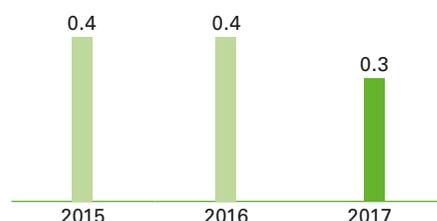
In 2017, we improved further the Upstream Emissions Inventory IT tool introduced in 2016 in OMV Petrom. This tool supports the automatic calculation of relevant environmental data and is fully integrated with the existing production database.

OMV direct GHG emissions (Scope 1)

In 2017, emission levels of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) directly related to our operations (Scope 1) were 11.1 mn t CO₂ equivalent (2016: 11.0 mn t CO₂ equivalent). The other GHGs are not relevant to our business and have therefore not been included in our figures.

GHG Emissions indirect: Scope 2

In mn t CO₂ equivalent

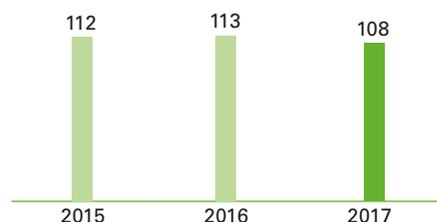


Indirect GHG emissions (Scope 2)

In 2017, our Scope 2 emissions, which relate to purchased electricity and heat, accounted for only 0.3% of our total GHG emissions. Our Scope 2 emissions are primarily caused by the Upstream and Downstream divisions, both of which are energy-intensive.

GHG Emissions indirect: Scope 3

In mn t CO₂ equivalent



Other indirect GHG emissions (Scope 3)

Scope 3 emissions from the use and processing of our products, as well as from purchased goods and services and capital goods, are material to OMV and have therefore been reported. Not all Scope 3 emissions (such as emissions related to employee business travel and logistics) are material. Where this is the case we have excluded them from this report.

In 2017, our Scope 3 emissions were around 108 mn t CO₂ equivalent (2016: 113 mn t CO₂ equivalent) and are related to the total product sales volumes, as well as purchased goods and services and capital goods 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 2017, 14 of our operating installations were included in the scheme: six in Austria, one in Germany and seven in Romania. Around 55% of our direct GHG emissions (6.2 mn t) were CO₂ emissions from installations covered by the EU ETS.

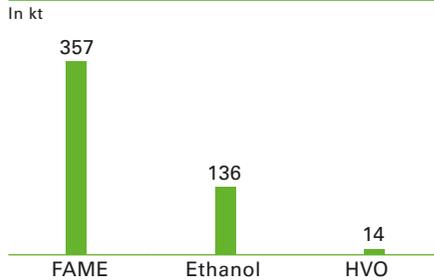
Focus on lower carbon intensity products

Taking into consideration the anticipated worldwide gas demand growth beyond 2030, OMV aims at a gas share in the production portfolio of >50% and at increased natural gas sales in Europe. Through this emphasis on natural gas, the fossil fuel with the lowest carbon intensity and the partner technology for renewables, OMV will enhance the long-term viability of its operations and improve its carbon intensity. Furthermore, it is OMV's ambition to strengthen its European downstream position through a shift to higher value added products such as petrochemical products. This move in combination with recycling used plastics instead of burning them as waste or dumping is an important way to make better use of valuable resources.

More information about the plastic recycling project and advanced fuels can be found on page 36.



Biofuel volumes 2017



All biofuel volumes purchased by OMV in 2017 complied with the highest sustainability standards and met the requirements of the EU’s Renewable Energy Directive (2009/28/EC). 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 transpose these into national law including, amongst other items, the acceptance of Independent International Sustainability Certification schemes. As a result, each EU member state requires that all biofuels counted towards respective blending obligations meet sustainability criteria. OMV’s achievements in realizing sustainability of all processes in connection with handling biofuels was initially awarded with the ISCC-EU certificate for OMV Refining & Marketing GmbH in 2013, and has since been recertified on an annual basis, demonstrating our compliance with the highest legal sustainability standards. Furthermore, OMV Petrom SA, OMV Hungary, OMV Czech Republic and OMV Slovenia are also certified according to the ISCC-EU standard.

Develop innovative lower carbon energy

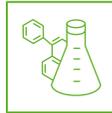
OMV’s innovation mission also focuses on developing solutions that improve the carbon efficiency of our products and services. We acknowledge climate change as one of the key challenges for our industry, and responding to it calls for a number of parallel approaches. Out of our total R&D expenditure in 2017 11% was dedicated to eco-innovation projects. In order to develop a well-diversified and competitive as well as carbon-optimized portfolio for our customers, OMV actively explores alternative feedstocks, technologies and products. For example, efforts and resources center on the production of sustainable biofuels and advanced fuels, as well as future energy for transport including electro-mobility, Compressed Natural Gas (CNG) and the exploration of small-scale Liquefied Natural Gas (LNG). Renewable gases are also being leveraged as a low-carbon solution, with potential applications in mobility, storage and industrial production.

More information about innovative energy can be found in the section Innovation.



WHAT WE WILL DO IN 2018

- ▶ Continue with energy efficiency, flaring and venting reduction projects
- ▶ Respond to CDP Climate Change
- ▶ Engage in science-based target initiatives
- ▶ Report our progress on routine flaring phaseout to World Bank



Innovation

At OMV, innovation is a key enabler of the Group strategy. We leverage innovative solutions to optimize operating business, drive value, explore business opportunities and develop new business models. Our innovation efforts support the delivery of our strategic priorities with a focus on further optimizing production, exploring high-end petrochemical solutions, developing innovative energy and embracing digital technologies. Innovation for sustainability is an essential part of OMV's overall innovation mission, with the aim of offering carbon efficient products.



EUR 32.9 mn

Group expenses for research and development
(2016: EUR 28.4 mn)

11%

Eco-innovation share of total research and development
expenses (2016: 14%)

100 kg/h

Capacity of the new pilot plant for plastic feedstock
recovery – Re-Oil project

SDGs supported by our initiatives



Innovation for Sustainability



Management approach

Growing energy demand, together with environmental requirements, will change the energy mix in the future. Therefore, OMV actively explores alternative feedstocks, technologies and products with the aim of developing well-diversified and competitive as well as carbon-optimized products for our customers. For example, OMV has already adopted a proactive approach to prepare for a transition to non-hydrocarbon fuel options by exploring future energy for transport, such as electro-mobility and hydrogen. Additionally, OMV currently assesses options to intensify its Compressed Natural Gas (CNG) engagement and opportunities for small-scale Liquefied Natural Gas (LNG) within the transport sector. Furthermore, our efforts and resources center on the production of sustainable biofuels via Co-Processing and advanced fuels. As an innovative feedstock, OMV explores the suitability of plastic waste to produce synthetic crude, thereby addressing key future trends, such as circular economy¹. Hydrogen is also being leveraged as a low-carbon solution, with potential applications in mobility, storage and industrial production. All these innovative solutions will contribute to strengthening the sustainability of our company business.

Future energy for transport

In the future, alternative fuels for transport alongside electrification will continue to gain popularity. OMV is actively contributing to these developments and supports sustainable mobility options, exploring strategic positions for targeted growth for electro-mobility, hydrogen, CNG and small-scale LNG.

For example, OMV joined the joint venture of VERBUND and Siemens – SMATRICS – with an interest of 40%. SMATRICS is the complete provider for all services related to electro-mobility and is the first to offer a nationwide high-performance charging network throughout Austria. As of the beginning of 2018, more than 435 charging points are already available, including around 210 ultra-fast chargers, that are powered 100% by renewable energy from VERBUND. As of early 2018, e-charging is available at over 25 OMV stations in Austria,

Germany, Slovenia, Romania and Hungary. The further roll-out of charging stations goes hand in hand with the demand and the interest of cooperation partners. OMV aims to support in the mid-term road charging at approximately 150 locations. For that reason, in November 2017, OMV became a strategic location partner for IONITY, a joint venture of BMW Group, Daimler AG, Ford Motor Company and the Volkswagen Group with Audi and Porsche. IONITY's goal is to build a network of ultra-fast charging stations for electric vehicles throughout Europe with a capacity of up to 350 kW, enabling reloading of 300 km within 20 minutes.

Regarding hydrogen mobility, OMV has been pioneering hydrogen filling stations in Austria and Germany, with Austria's first public hydrogen filling station in Vienna opening in 2012. Further stations started operation in Innsbruck, Asten, Graz and Wiener Neudorf. In Germany, where OMV is part of the H2 MOBILITY initiative, there are five OMV hydrogen filling stations in Bavaria and Baden-Württemberg, operated by H2 MOBILITY. In the first development phase (2018/2019), this initiative intends to build a country-wide hydrogen refueling station network in Germany, with a total of more than 100 stations. The second phase aims at further conditional growth and will be linked to the actual number of fuel cell vehicles on the road.

Moreover, OMV's efforts to optimize its existing CNG network of over 50 stations will be strengthened, by developing demand with automotive companies, customers and subsidizing bodies. Furthermore, OMV will continue to develop and assess new and economically sustainable business models in the promising area of small-scale LNG for transport.

¹ Circular economy is most frequently depicted as a combination of reduce, reuse and recycle activities



Co-Processing

Strongly driven by OMV's commitment to sustainability and legislative requirements, adding a mixture of alternative and biogenic fuels to gasoline and diesel is an important topic for OMV. OMV is consequently investigating new technologies such as Co-Processing to increase the quality and stability of fuels with biogenic components. For traditional biofuel mixtures, the biogenic component is added to the fuel after production. Co-Processing introduces the biogenic feedstock already in the production process. Innovative refinery integrated concepts to produce gasoline and diesel from biogenic feedstock are the basis on which OMV develops tomorrow's fuels. In March 2016, the first field test with rapeseed oil was successfully completed, including a sustainability certification according to REDcert standard (EU-recognized system for the certification of sustainable biomass). In 2017, a second trial with a higher volume of vegetable oil at another plant was successfully conducted and resulted in valuable information to develop the technology further. Compared to fossil diesel, hydro-treated vegetable oil reduces emissions by 60–70%.

Advanced fuels

Advanced fuels are "greener" compared to conventional biofuels based on the fact that, when used in large quantities, they would not have a large impact on food supply. The principal sources for such advanced fuels are sunlight, water and CO₂, elements that were also the source of hydrocarbon crude but developed over millions of years. OMV actively explores multiple kinds of alternative feedstocks, technologies and fuels, that are currently mostly in an R&D stage, with the aim of future scale-up to meet climate needs.

For example, over the last five years, in our cooperation with the Christian Doppler Laboratory in Cambridge, OMV has realized substantial progress in developing a more environmentally sound process for generating renewable and CO₂ neutral fuels. With the help of sunlight and catalysts, synthesis gas is produced from CO₂ and water that can be transformed into liquid fuels.



Additionally, OMV is also participating in various funded research projects to develop CO₂-optimized fuels with universities and business partners. As an example, in an innovative project named "BIO ABC" together with the Technical University of Vienna, OMV converts CO₂ and biowaste to alcohols. Furthermore, OMV is a partner in the German Kopernikus project Power-to-X that aims at storing and utilizing sustainable electric energy via CO₂-neutral energy carriers or chemical products.

Circular economy – Re-Oil

Circular economy and urban mining are two important topics at OMV. Recycling of used plastics instead of burning them as waste or dumping is one important way to make better use of a valuable resource. This topic is currently gaining momentum with the newly released Circular Economy Package by the EU, which foresees stringent recycling targets for used plastics and also reduces the leakage of plastics into oceans. Within our feedstock recovery pilot project "Re-Oil" (Schwechat refinery, Austria) we recycle plastic waste to produce synthetic crude in a pyrolysis process. This recycled crude can be processed into any desired refinery product, while reducing the dependence on hydrocarbon resources and improving carbon intensity compared to standard oil processing. In 2016, OMV prepared the first scale-up step from a bench scale unit to a pilot plant for the feedstock recovery project. The mechanical completion of the new pilot plant with a capacity of 100 kg/h was reached at the end of 2017 and represents the next step to gain further experience for commercial upscaling.



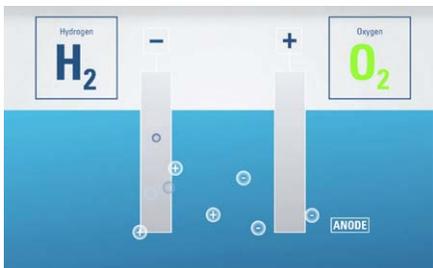
Hydrogen economy

Set to assume a key role in future energy, hydrogen has a wide range of applications in the areas of mobility, industry and storage. Today, Schwechat refinery (Austria) already produces 50,000 t of hydrogen per year. In addition to application in transport, OMV currently evaluates the use of green hydrogen as an industrial commodity as well as energy storage to balance out the volatile power production from new renewable energy sources.

As an example, together with other industrial partners and academic institutions, we participated in the wind2hydrogen project in Auerstahl (Austria) that provided OMV with valuable insights into hydrogen production via electrolysis.

WHAT WE WILL DO IN 2018

- ▶ Initiate production within the new Re-Oil 100 plant to gain experience for further upscaling
- ▶ Conduct Co-Processing tests in Petrobrazi refinery (Romania)
- ▶ Steer and provide support in the implementation of SMATRICS' strategy
- ▶ Operationalize strategic positions for future fuels for transport into targeted growth for CNG, LNG and hydrogen



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Microbubble flotation technology

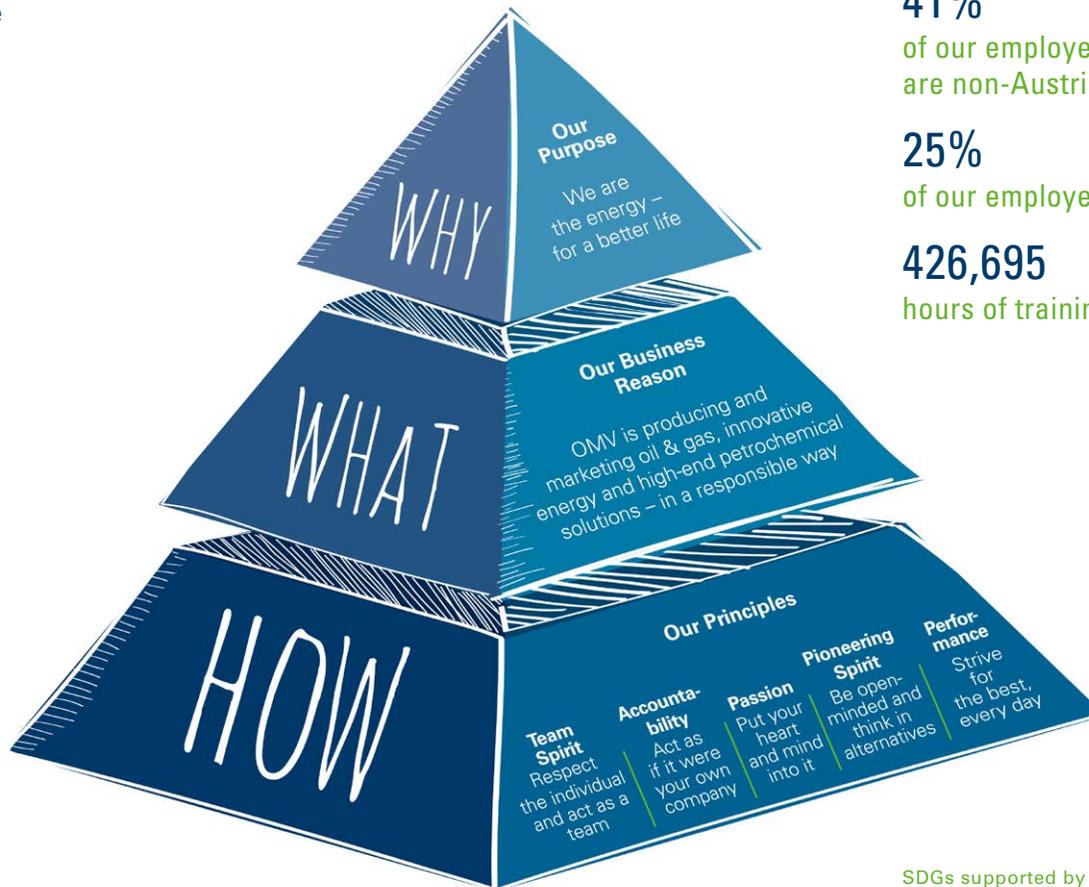
In the course of 60 years of OMV operation in Austria, the generation of produced water along with the oil has been continuously rising in the mature fields. OMV operates advanced facilities for treating the produced water amongst which is the microbubble flotation (MBF) technology, recently piloted by OMV Upstream. MBF technology separates oil and other impurities from water by injecting Nitrogen or other gas in the form of microbubbles in a multi-chamber flotation unit. MBF technology outperforms conventional flotation technologies in terms of cleaning efficiency and effectiveness, resulting in 99% separation efficiency, reduction of water clarifier chemical demand and absence of sludge for disposal. Such state-of-the-art technologies help to reduce operating expenses and improve the overall environmental performance.



Employees

Our employees are key to OMV’s sustainable business performance and success. We strive to create an environment in which every employee can learn, grow, connect and collaborate, as well as live a safe and healthy lifestyle. Through our activities, we support the “four fundamental principles and rights at work” outlined in the ILO (International Labor Organization) Declaration. Our Principles – Team Spirit, Accountability, Passion, Pioneering Spirit and Performance – foster the culture OMV aspires to thereby pursuing the transformation of OMV in the most sustainable way.

OMV Foundation



18%

of our employees at Senior Vice President level are women

41%

of our employees at Senior Vice President level are non-Austrians

25%

of our employees are women

426,695

hours of training provided¹

SDGs supported by our initiatives



¹ HSSE training hours included

OMV Culture and People Strategy

Our Leadership Expectations and our Winning Behaviors



Foundation roll-out

The year 2017 was one of transformation for OMV. We made significant progress in restructuring our business portfolio and primarily focused on value-added growth further underlined by strict financial discipline. We have redefined our Foundation and clearly articulated our Principles – **Team Spirit, Accountability, Passion, Pioneering Spirit and Performance** – within the organization. During the year we started anchoring our Principles within the organization. These Principles foster the culture OMV aspires to thereby pursuing the transformation of OMV in a sustainable way.

An employee survey in June 2017 showed at a glance – and considering that we are in the middle of the transformation process – an overall positive picture of Principles acceptance and applicability in the Company. In all five Principles we achieved an overall rating of 70% from our employees with highest 76% rating given to Accountability.

The outcome confirms that we have set the right priorities for our People Strategy to address key topics such as leadership, culture, engagement and development within our organization and underlines that the focus on simplicity for our processes is essential for the future.

OMV's People Strategy

With our Purpose “The energy for a better life” (the “Why”), we strive to contribute to making people’s lives better. Powered by our people, we translate energy into quality of life, and this is key to our People Strategy. We know that it is the experience, skills, attitude and commitment of our people at OMV that turn our strategy into results. To unlock our organization’s full potential, we primarily focus on the main pillars of our People Strategy:

- ▶ **Inspiring leaders:** building diverse and high-performance teams with a sustainable pipeline for critical positions
- ▶ **Performance-focused and principle-led behavior:** embedding our Principles in all our people processes and anchoring them in our

performance management – a principle-led culture as common ground for our identity

- ▶ **Organizational agility and excellence:** standardized operating models and efficient end-to-end processes as key factors for agility and process excellence
- ▶ **Great place to work:** creating an environment where people develop professionally and fulfill their personal aspirations in line with our business needs

There is an integrated plan in place to embed OMV Foundation into our daily work life. The following measures and activities took place in 2017 to bring our Foundation to life:

- ▶ OMV Foundation team workshops have taken place to discuss our Foundation and Principles within the team and to find out what they mean for each of us.
- ▶ A network of committed volunteers who develop ideas on how the Principles can be integrated into our daily lives and actions, has been established in Austria as a best-case practice. The colleagues-volunteers will share with the organization in 2018 the defined four Team Spirit ideas (Feedback, Communication Etiquette, Lunch2learn and Lunch2Meet) and will continue sharing ideas related to other Foundation Principles.
- ▶ One-day workshops for all senior leaders to foster leadership behavior took place and will be continued in 2018 for the next leadership level.
- ▶ Cross-functional team projects with the purpose of fostering collaboration and team spirit have been set up.
- ▶ Our Principles have been embedded into our HR processes, for example, by including a goal on behaviors into our Performance Management and Development processes.

Competence and skills development



Learning and Development



► Our employees were engaged in the topic of company culture by comprehensive communication activities, for example Foundation events in January 2017 for Top Leadership and Employees and communication campaigns launched for all five Principles.

Diversity

Diversity is of great importance within OMV. The OMV Group diversity strategy comprises two major focus areas: gender and internationality. Being active in an industry with a strong technical focus, it is particularly challenging for the Company to achieve a satisfactory gender balance in all fields of business activity. OMV is committed to supporting women’s advancement to managerial positions. The strategic objective is to achieve the best diversity mix at the senior management level, with a current share of 18%, and to continuously improve within the coming years. The proportion of women in the Group as a whole is about 25%. Within OMV’s leadership development programs, in 2017 the proportion of women was 22%. In the newly designed FirstTime Leaders program for new leaders, we reached a remarkable rate of 38% of female participants. Within OMV’s Upstream integrated graduate development program for technical skill pools, the proportion of women was 22% in 2017.

📖 More information on diversity and its criteria in the selection of the Supervisory Board members can be found in the Consolidated Corporate Governance Report.

Recruiting and onboarding

Our employees are the heart of our company. Warmly welcoming new colleagues and providing them with a structured and smooth induction process is key for us. In 2017, the new Group-wide onboarding concept was implemented. This program reaches from a pre-onboarding website to make employees familiar with OMV’s strategy, history and our Foundation, to classroom training to gain insights into OMV’s different business divisions, processes and tools, to onboarding booklets and induction plans.

One of our key priorities is to offer internal development opportunities to our colleagues. Newly designed internal staffing principles implemented in 2017 have increased the quality of the internal

recruiting process further. These principles cover, amongst other things, that all vacancies must be internally posted prior to an external search. This ensures an absolutely transparent process and encourages our colleagues to proactively drive their career.

Organizational effectiveness

In 2017, we implemented a number of initiatives and processes to unlock the potential of our organization and support development of our people. Our newly developed Winning Behaviors and Leadership Expectations were the guiding framework for all our initiatives.

OMV successfully started to apply a new systematic career and succession planning based on the “Personal Impact x Potential” criteria. Additionally, the development of career paths showing necessary experiences and skills supports employees to be proactive and target-oriented in their career planning.

Learning and development

We have implemented a new competence framework. The four key areas outline the competencies that are essential to be an effective member of the OMV team.

As we continue to build our organization capability, we have updated our approach to development planning, providing a clear structure for individuals and their managers. The development plan structure helps people build development-oriented action plans that directly link to career paths, competencies and professional goals. It complements our Winning Behaviors and Leadership Expectations, where we aim for individuals to be accountable for their own performance and development and for leaders to support and challenge individuals in that journey.

We have continued to embed a 70:20:10 approach to learning and encourage employees to learn on the job as well as from colleagues and formal training.



Making sure that there are effective learning and development opportunities in each of our four competency areas, we have developed 17 new personal skills courses focused on enabling employees to build strengths that reflect our Winning Behaviors.

Within our learning and development portfolio, we already have a number of learning activities relating to technical and HSSE training. Maintaining a strong HSSE culture remains significant for OMV and accounts for a quarter of our training. Our functional and technical training is focused on maintaining a competent and capable workforce, and annually these are planned and delivered in line with our workforce requirements.

Leadership development

Management and leadership development is a key cornerstone of our People strategy. In 2017, a pilot program for FirstTime Leaders initiated the start of our new programs for all new leaders to assure continuous development. In the programs, leaders are equipped with skills that underpin our future activities.

A Group-wide initiative to enable leaders at all levels to drive the cultural transformation at OMV has been launched. Cross-divisional leadership workshops created a common engagement within our leadership community. 290 leaders attended our cross divisional workshops covering all Senior Leadership teams. With these workshops, we support a shared understanding on leadership and the role of leaders at OMV, foster cross-divisional learning and introduced our new leadership tools for employee development and succession planning. This is setting OMV up for future success. In addition, multi-perspective 360° feedback provided insights to our Senior Leaders on how they are perceived in living our Principles.

Talent pipeline

One of our core training programs is the Integrated Graduate Development (IGD) in Upstream, where technical graduates are trained over the course of three years. Our program is designed to ensure that we are maintaining strong technical capability in Petroleum Engineering – our core business activity.

We also focus on building up a good talent pipeline through cooperation with key universities. As well as offering internships, we have a sponsored program and long-term partnership with Montanuniversität Leoben (“MUL”), where in 2017, ten students from Austria, Romania and Russia joined our master’s degree course in Petroleum Engineering.

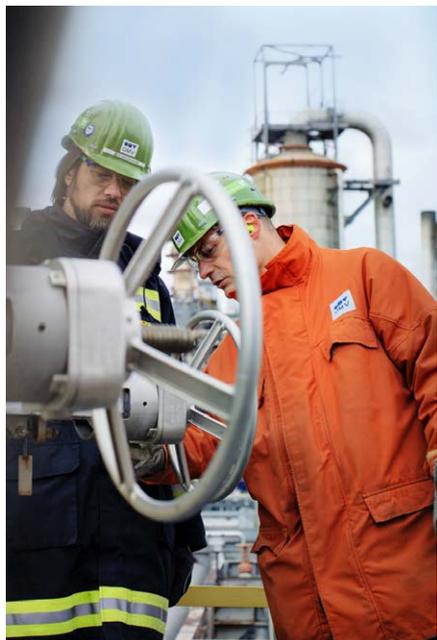
Reward management

OMV aims to ensure competitive compensation and benefits packages that best drive and support our strategy. We continuously monitor market trends and international best practices in order to attract, motivate and retain the best-qualified talent around the world. Long-lasting employment relationships are what we strive for. Furthermore, we encourage salary equality at all career stages by, for example, setting up standardized entry salaries for career starters that are reviewed each year in line with the local market situation.

We offer our employees the chance to participate in our “3+1” employee stock purchase plan. For every three shares an employee purchases, we provide an additional one free of charge. This enables our employees to be part of OMV’s long-term success and strengthens our employees’ loyalty.

We believe that all employees should benefit from an annual performance review with their manager. At OMV, we aim to optimize performance through principle-led culture and stronger focus on performance and development of our employees. To unlock the employee’s full potential, we look at what we do and how we do it. Both aspects are important when we set our performance and development goals, review our progress, evaluate our achievements and ultimately get rewarded and recognized for them. The purpose of our annual review process is to support our employees and our managers in a structured, systematic planning of performance and personal development within the Company. In 2017, performance and development talks were conducted with 11,596 employees (3,595 with Management by Objective bonus and 8,001 without bonus as part of their salary package).





OMV publishes a remuneration package for the Executive Board members in the remuneration report.

- 📖 Full information is provided in the Consolidated Corporate Governance Report, which is part of the Annual Report 2017.
- 📖 More information about Compensation and Benefits for OMV employees can be found on OMV webpage www.omv.com.

On the Spot Reward

In 2017, we continued our initiative to immediately recognize extraordinary commitment and outstanding results. Launched in 2014, the On the Spot Reward program gives the manager the possibility to immediately reward individual employees or entire teams with pre-paid credit cards as a “thank you.”

Rights and obligations

The rights and obligations of our employees are set out in employment contracts. The vast majority of our employees, 98.2% (2016: 98.7%), have the right to exercise their freedom of association and collective bargaining. For 97.0% (2016: 97.8%) of our employees, minimum wages or salaries are fixed by law or agreed upon in collective bargaining agreements.

86.7% (2016: 83.6%) of our employees are represented by local trade unions or works councils.

96.5% (2016: 96.9%) 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.



WHAT WE WILL DO IN 2018

- ▶ Roll out the Group-wide leadership upskilling initiative LEAD to the next leadership levels, with overall targeted 900 leaders attending
- ▶ Strengthen our learning and development portfolio, particularly within the Group Business Skills section of our competence framework, that covers areas including IT and project management
- ▶ Aligning with our goal of running smooth and efficient processes, we will update our HR technology, improving our effectiveness and efficiency in delivering learning and talent management processes globally
- ▶ Further development of job evaluation system in order to ensure consistency of grading and compensation, and to foster career paths across the Group

📖 KPIs related to employees in accordance with the GRI are provided in the chapter Performance in Detail.



Business Principles and Social Responsibility

OMV is defined by the way our people act. In our operations we strive to uphold equally high compliance standards at all locations. We comply with all relevant legislation and aim to ensure that our suppliers and contractors adhere to all standards laid out in our Code of Conduct. OMV is a signatory to the UN Guiding Principles on Business and Human Rights, conducts its activities in accordance with the OECD guidelines and aims to contribute to the UN's 2030 Agenda for Sustainable Development. We maintain a transparent and trustful relationship and have an active partnership with the communities around our business operations.



0
fines or sanctions were imposed on OMV in connection with violation of anti-bribery/corruption regulations and with anti-competitive behavior/anti-trust and monopoly legislation

423
employees participated in human rights training sessions

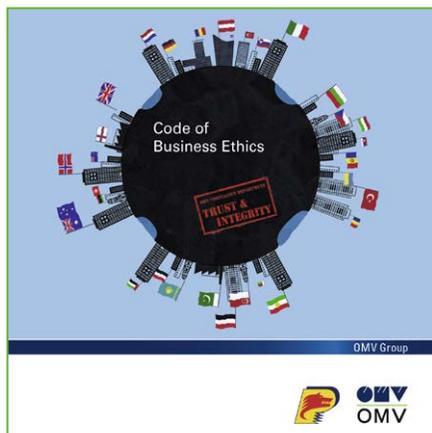
> 84%
spending with local suppliers

205
community relations and development initiatives in 17 countries

SDGs supported by our initiatives



Business Ethics and Anti-Corruption



 OMV brochure on Business Ethics is available on www.omv.com/sustainability

 OMV Code of Conduct is available at www.omv.com/sustainability

Management approach

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

The Code of Business Ethics is signed off by the OMV Executive Board. The Code sets out a zero tolerance policy towards bribery, fraud, theft and other forms of corruption, and covers:

- ▶ Conflicts of interest
- ▶ Bribes and facilitation payments
- ▶ Intermediaries and lobbyists
- ▶ Gifts and hospitality
- ▶ Donations
- ▶ Competition and anti-trust law
- ▶ Trade control and embargoes

The Code applies to all employees without exception, and is designed to comply with the standards set by Austrian as well as international anti-corruption legislation (mainly OECD Anti-Bribery Convention and UK Bribery Act).

Employees who violate the Code face disciplinary consequences, which could involve dismissal, and may expose OMV and themselves to criminal liability. In 2017, no fines or sanctions were imposed on OMV in connection with the violation of anti-bribery and corruption regulations.

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.

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

The Code of Conduct is regularly updated in line with the sustainable development of the Company.

Responsible governance

In 2017, our Internal Audit Department carried out 29 (thereof 13 within OMV and 16 within OMV Petrom) 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. The Data Protection Project and the implementation of the Markets in Financial Instruments Directive (MiFID) II provisions for non-financial counterparties in the execution of derivatives were fully completed.

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.

Compliance

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 local compliance officers in all countries where OMV Group companies are active. The dedicated cross-regional compliance organization comprises 38 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 with the comprehensive IDW Assurance Standard 980, the benchmark certification standard for DAX and ATX companies. In April 2017, OMV was recertified under IDW PS 980 by KPMG auditors. This assures that OMV is suitable for detection of business ethics risks and any possible violations.

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 and Business Ethics compliance. Initiatives in OMV Petrom such as Compliance and Beyond, Compliance Case Clinics, Compliance Open Doors workshops or the Treasure Hunt contest helped to reach a larger audience.

In 2017, a total of 688 employees were trained on business ethics, 236 on competition law, 317 on capital markets law and a further 28 on Regulation of Energy Market Integrity and Transparency (REMIT), with a focus on market integrity compliance in the gas and power wholesale markets.

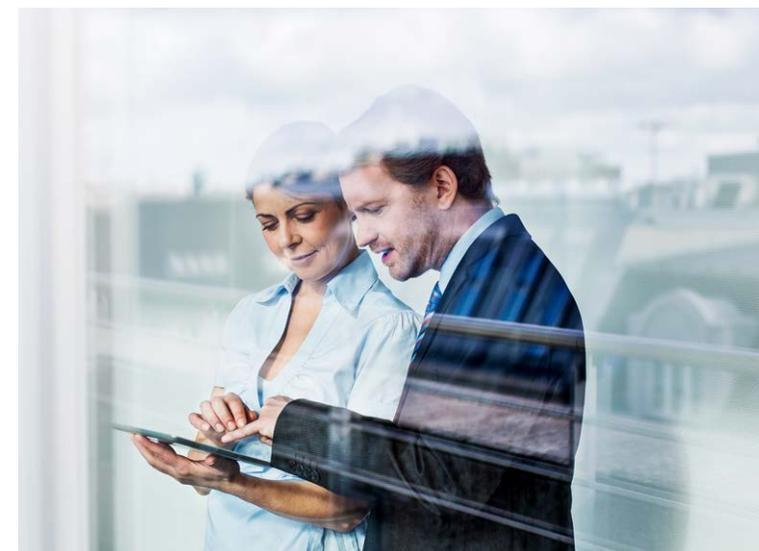
Risk analysis to ensure compliance

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.

Biannual risk analysis is part of the Enterprise-Wide Risk Management (EWRM) system and is conducted in cooperation with local compliance officers and the Risk and Insurance Management Department, with a focus on business ethics.

WHAT WE WILL DO IN 2018

- ▶ Improve the electronic communication platform for compliance topics to foster the speak-up culture within OMV
- ▶ Roll out of training on compliance topics with a focus on OMV's key Upstream investment areas



Product Responsibility



To comply with the 2014 EU standard on emissions from vehicles – Euro 6 – OMV is offering a product that assists in achieving new European standards in an economical way. AdBlue® is injected into the catalyst, where a Selective Catalytic Reduction process converts exhaust gases into water and harmless gases.



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 sulfur-free (sulfur 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 oil, 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. Furthermore, in some of our operating countries (Austria, Germany) we provide our clients with consultation on energy efficiency topics.

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, Labeling and Packaging of substances and mixtures (CLP). We are committed to maintaining and updating our mandatory registrations, so as to keep up with relevant regulatory developments. For this, we participate in the Substance Information Exchange Forums (SIEFs) and REACH consortia (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.

In VIVA, OMV's filling station coffee shops, we introduced, for example, environmentally friendly reusable cups made of porcelain, as an alternative to takeaway paper cups. Not only does it help to reduce waste from used cups, it also allows the drink to stay warm for longer, without adding any taste to the coffee. For the small extra cost of purchasing a porcelain cup, combined with an offer of a discounted coffee drink, OMV customers are introduced to the concept of making little steps to achieve a larger sustainability goal. This new reusable system is developed in line with the OMV brand promise "We Care More".

Moreover, the content of the coffee cup is also linked to promoting more sustainable form of coffee trading business. Every cup of VIVA Cafe is made of 100 percent FAIRTRADE beans – the system that OMV has been a partner to since 2006. Participants in the FAIRTRADE system ensure that a fair minimum price is paid for coffee procured, in addition to the premium paid and directed to the social needs of the local coffee producing community.

OMV is efficiently serving its markets with a high demand of premium fuels, producing OMV MaxxMotion performance fuel at the Schwechat refinery (Austria) and also at the Petrobrazi refinery (Romania) since 2011. OMV MaxxMotion fuels, both gasoline and diesel, maximize vehicle performance while protecting the environment. Diesel products are particularly popular in the cold season, allowing engines to start smoothly. OMV filling stations offer traditional OMV gasoline and diesel together with alternative fuels like hydrogen, natural gas or electrical power.

 More information about our low-carbon products can be found in sections Carbon Efficiency on page 32 and Innovation section and in the OMV Annual Report 2017.

Human Rights



Management approach

Human rights are universal values that guide our conduct in every aspect of our activities. As a signatory of the UN Global Compact and fully committed to the UN Guiding Principles on Business and Human Rights, we respect, fulfill and support the realization of human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties.

In 2017, we revised the OMV Human Rights Policy Statement with the support of external and internal experts in order to align it with international best practices. We have developed an OMV Human Rights Management System that includes the due diligence process and tools and the Human Rights Matrix. This matrix maps our concrete responsibilities in the fields of equality and non-discrimination, security, work-related rights, local communities and indigenous peoples' rights, and acts as the basis for all our human rights-related activities.

Human rights due diligence

Professional tools and techniques enable us to assess the risks of human rights violations with respect to our business, even before we are active in a new country. Together with internationally recognized experts and local, national and international stakeholders we derive measures to reduce and avoid the risk of direct and indirect involvement in human rights violations. Our yearly work plan is based on an initial human rights risk assessment and maps all planned assessments and training in our operational countries. Locally based human rights experts implement due diligence at the operational sites, while being supported by two human rights experts at Corporate level (at OMV and OMV Petrom).

How we performed

In 2017, no incidents of child labor, harm to indigenous people, discrimination or other violation of human rights were reported.

In order to implement our commitment to human rights, professional training sessions and awareness building are essential. An internal campaign informed all our employees about the relevance of human rights to our activities and invited them to complete an e-learning

training course, classroom training or informational meetings. In 2017, a total of 423 employees participated in human rights training sessions (2016: 104) which constitutes 2% of OMV personnel, investing a total time of 276.5 hours in the topic.

OMV requests the private security providers to follow a preventive, defensive and community-oriented approach to security and makes use of its influence to promote the compliance with human rights among security forces. A human rights clause is included in the contracts with private security providers. With all the public security forces in high-risk countries, OMV has secured a Memorandum of Understanding also referring to human rights. OMV follows the International Association of Oil and Gas Producers (IOGP) guidelines on the principles of discharging Duty of Care in insecure environments and on the use of force and firearms.

UK Modern Slavery Act

OMV strongly opposes forced labor, slavery, child labor and human trafficking, and therefore fully supports the aims of the UK Modern Slavery Act 2015. OMV's Statement on Modern Slavery and Human Trafficking presents the steps OMV has taken to ensure that modern slavery or human trafficking are not occurring within OMV's supply chain and associated businesses.

Country checks

In 2017, we performed several country entry checks and human rights impact assessments. Triggered by OMV's interest in Upstream activities in Iran, OMV has started a human rights impact assessment in the country. By the end of 2017, in-depth desktop research by external experts has been concluded. An in-country and international stakeholder consultation is planned for 2018. OMV will develop further due diligence steps to manage all human rights-related risks and opportunities in its projects. Country entry checks are an integral part of OMV's business decision process.

More information on supplier requirements can be found in the section Supply Chain.

The Human Rights Policy Statement and Statement on Modern Slavery can be found at www.omv.com/sustainability.

WHAT WE WILL DO IN 2018

- ▶ Continue training on human rights through e-learning tool and classroom sessions in selected focus regions
- ▶ Review the human rights assessment for two operational countries

Supply Chain



Management approach

OMV applies its sourcing and logistics expertise to ensure the best quality of the materials and services. Corporate Procurement acts as a valuable partner for the business and aims to foster innovation, to maximize value contribution and to enable growth while staying fully committed to compliance in the procurement process.

Requirements for our suppliers

Our suppliers must comply with the applicable laws and governance regulations and with our internal standards (e.g. HSSE, business ethics, human rights), while corresponding to our business objectives.

OMV has a Code of Conduct in place that ensures that suppliers support OMV's principles, and mitigates supply chain risks such as forced labor, slavery, human trafficking or corruption. Suppliers are obliged to fully comply with the content of the Code of Conduct.

OMV reserves the right to terminate the relationships with suppliers, if issues of non-compliance with applicable policies are discovered, or non-compliance is not addressed in a timely manner.

In order to promote high safety standards for our chartered vessels, OMV Supply & Trading screens every vessel before a voyage against our OMV Minimum Selecting Criteria, physically inspects the vessels during discharge and frequently performs management audits of tanker operators to ensure compliance with our requirements. Additionally, OMV constantly reviews its selection criteria and safety requirements to proactively avoid any incidents during loading, sailing and discharge of our crude.

OMV has a process in place aimed at ensuring that sanctioned parties (e.g. by EU, United Nations) are not accepted as business partners for our procurement activities.

In order to review the level of compliance, in addition to specific audits (e.g. HSSE), OMV started in 2017 a comprehensive Environmental, Social and Governance (ESG) assessment of the suppliers. The assessment was carried out through a questionnaire consisting of human rights, occupational health and safety, social responsi-

bility, business ethics, compliance and environmental performance topics. A road map to achieve 100% ESG assessment of the target group was established. The related target assessment defined for 2017 was fully reached. Following this assessment all the suppliers assessed have met our requirements. Further optimization and improvement areas were identified and communicated.

Local procurement

We encourage local procurement in order to create shared value in communities where we have operations (e.g. supporting local spending, employment, business growth). Spending with local suppliers accounted for more than 84% of total expenditures in 2017 (2016: 85% including OMV Petrol Ofisi – entity not reflected anymore in the 2017 local purchasing figure due to divestment).

Furthermore, we support local suppliers by improving their capabilities to meet higher HSSE, technical and business standards. In November 2017, we organized a contractors' forum in Austria where a range of topics, such as general business operations, HSSE, legal issues and procurement, were discussed. Around 50 participants attended the successful event.

Another initiative was implemented in Tunisia for the Nawara project. A capability building project was implemented with the local companies with the aim of developing their capabilities in order to meet OMV's requirements.

WHAT WE WILL DO IN 2018

- ▶ Continue our efforts to purchase services from local suppliers
- ▶ Follow up road map defined for the ESG assessments of the suppliers in the target group

More information about our approach to contractors' safety can be found in the section Safety on page 22.

More information about OMV requirements to observe human rights can be found in sections Human Rights.

OMV Code of Conduct is published on our webpage www.OMV.com/sustainability.

Community Relations and Development



Move2School project, Austria

“It’s a lot of fun to inspire young people for natural sciences”

Christian Schweinzer, OMV volunteer in Move2School project.



Campaign “Suppe mit Sinn”

Management approach

Good community relations and development is an integral part of OMV’s business and key pillar of its social responsibility. We aim to establish and maintain a transparent and trustful relationship with the communities where we have operations and add value to these societies. We have an active partnership with the communities around our business operations. Together with them, we aim to build capacity in order to support local development. We have a new management process for community relations and development in place that is now integrated into the management systems of business projects. The process begins with Social Impact Assessments (SIAs) in order to make sure that the views of the local communities are incorporated and addressed throughout the project life cycle. In the SIAs, we include baseline study, community needs assessments, stakeholders analysis and the social risks associated. Based on the outcome community relations and development strategy and community grievance mechanisms are developed and implemented.

Community grievance management

OMV has been successful in promoting the social benefits of its operations while running an efficient business in the countries of operation. In order to do so, OMV has a consistent approach in receiving, registering and solving grievances in all operating countries. A grievance is an expression of dissatisfaction stemming from a real or perceived impact of the Company’s business activities. In managing its grievance mechanisms, OMV aims to be fully aligned with the requirements of GRI and IPIECA. In 2017, the community grievance mechanism was fully operational in Upstream, in the three OMV refineries (Schwechat in Austria, Burghausen in Germany and Petrobrazi in Romania) and two power plants (Samsun in Turkey and Brazi in Romania). During the year, none of our operational sites reported having significant potential or actual negative impacts on local communities. However, we have received 1,226 grievances (646 grievances related to impact on society received/429 resolved; 580 grievances with impact on environment received/454 resolved, zero human rights grievances). The open cases will be handled during 2018.

Community development projects

OMV continues to implement community development projects that contribute to the local needs and UN Sustainable Development Goals (SDGs). In 2017, the SDGs that we supported the most were SDG 3: Good Health and Well-being, SDG 4: Quality Education, SDG 5: Gender Equality, SDG 6: Clean Water and Sanitation and SDG 8: Decent Work and Economic Growth.

In 2017, more than 5,100 members of local communities received education and training in order to succeed in the job market or in setting up their own businesses. In total, more than 565,000 people benefited from 205 community development initiatives in 17 operating countries.

OMV values the contribution of the employees who support on a voluntary basis the community development projects. The skills and knowledge of our employees are shared through volunteering activities with the communities where we have operations. They act, for example, as mentors for young people with the aim of improving their educational and employment opportunities. In 2017, more than 250 volunteers were engaged in skill-based volunteering activities Group-wide.

OMV also runs campaigns where employees can support different social initiatives. The “Suppe mit Sinn” is a winter aid campaign in Vienna (Austria) aiming to provide people suffering from poverty with food in social facilities. OMV participated for the first time in the “Suppe mit Sinn” campaign. Employees had the option to donate EUR 0.5 for each soup consumed in the OMV employee restaurant. 1,700 employees supported this campaign and a total of EUR 4,402 was handed over to the beneficiaries.

In **Austria**, we are collaborating with universities for an ongoing exchange of information and knowledge in the fields of innovation, sustainability and business performance. OMV Austria aims to contribute to the social development of the areas where it has operations. The Move2School project, launched in 2013, supports the Austrian schools in Lower Austria and Vienna in implementing their curricula related to science and technology. So far, the project has

“In the Vocational summer camp I learned how to become better and how to manage the opportunities in my life. It was and will be a unique experience”

Eduard Canea, student and participant in the summer camp in 2017



Vocational Summer Camp, Romania

been implemented in around 50 schools. Annually, about 30 OMV experts voluntarily participate in around 90 events and reach more than 5,000 pupils, teachers and parents, as well as other stakeholders.

In **Romania**, OMV Petrom provides know-how and financial support that help local communities to develop their skills. OMV Petrom focuses on technical and vocational education, entrepreneurial development, leadership and career orientation programs. 2017 represented the anniversary of one decade of permanent involvement of OMV Petrom in social responsibility projects. In the last ten years more than 62,000 pupils and teachers benefited from OMV Petrom’s support through programs like “Vocational Romania,” “Oilmen’s School,” “Vocational Summer Camp” and “Petrom Olympics,” and more than 55,000 volunteers, including 12,000 OMV Petrom employees, were involved in the company’s volunteering activities.

In **Libya**, substantial contributions were made to the resilience of local communities after the restoration of production in 2017. The essential equipment, infrastructure and supplies were provided in order to improve the health, education, water and sanitation services of communities.

In **Tunisia**, more than 1,300 direct beneficiaries were trained and coached during the last five years through the Skills to Succeed project. The project, initiated with the aim of boosting employability and income generation in Southern Tunisia, is now fully operational as an independent non-profit organization.

In **Kazakhstan, Madagascar, Norway, Pakistan and Yemen** a positive impact on the local socio-economic development was made through projects aimed at supporting inclusive and equitable quality education and entrepreneurial development. In **New Zealand**, we continued to support the Better Homes project that provides insulation for the homes of low income families.

In **Downstream**, we focus our efforts on building and maintaining successful relationships with the neighboring communities. Based on local needs, social donations are provided to schools, hospitals

and local NGOs for the well-being of disadvantaged families and for promoting lifelong learning opportunities. **Bulgaria, Germany, Hungary, Serbia, Slovakia, Slovenia and Turkey** primarily supported educational and health services.

In **Serbia**, young people from socially vulnerable groups are given the opportunity to acquire practical knowledge and technical skills at OMV filling stations. The young teenagers participating in the project also get the opportunity to socialize with their colleagues. Most importantly, they get the chance to gain and develop working habits. They learn to be responsible and improve their communication skills while interacting with customers and colleagues.

More information on community development projects can be found on our webpage www.omv.com/sustainability.



WHAT WE WILL DO IN 2018

- ▶ Continue supporting the UN Sustainable Development Goals through our community development initiatives
- ▶ Assess the community relations and development portfolio against the new community relations and development procedure
- ▶ Assess the effectiveness of the community grievance mechanism based on the UN Guiding Principles on Business and Human Rights criteria at one pilot operational site

3

PERFORMANCE IN DETAIL

Stakeholders' Engagement Details – 52

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Stakeholders' Engagement Details

We engage with our stakeholders in a broad range of ways. For all of them, our website, social media activities, Annual Report, Sustainability Report, materiality analysis survey and other things provide transparent information sharing and opportunities to engage. OMV's engaged key internal and external stakeholders in the identification and prioritization of material topics in the course of the materiality analysis performed in 2017. Our ways of engagement with stakeholders are mapped in the following table and reflected in correspondent chapters of this Report.

Stakeholders' Engagement Details

Stakeholder groups	Type of OMV engagement	Key topics and concerns raised by stakeholders	Engagement channel and approach to tackle the topics
Capital markets	<ul style="list-style-type: none"> ▶ Regular reports and presentations ▶ Roadshows, Annual General Meetings, conferences, investor meetings and other events 	<ul style="list-style-type: none"> ▶ Share price and overall company performance ▶ Creditworthiness ▶ External credit ratings ▶ Financial returns ▶ Management credibility ▶ Valuation compared to peers ▶ Competitiveness 	<ul style="list-style-type: none"> ▶ Regular reporting about performance ▶ Regular investor relations activities ▶ Targeted investor approach ▶ Regular contact through Investor Relations managers regarding results and press releases ▶ Transparent communication policy according to the stock market regulations ▶ Communication strategy with overarching targeted messages
Peers	<ul style="list-style-type: none"> ▶ Industry meetings 	<ul style="list-style-type: none"> ▶ Industry-wide standards for sustainability topics 	<ul style="list-style-type: none"> ▶ Participation in working groups such as IPIECA, IOGP
Consortium partners	<ul style="list-style-type: none"> ▶ Contracts ▶ Consortium meetings 	<ul style="list-style-type: none"> ▶ Good practice in exploration, development and production activities 	<ul style="list-style-type: none"> ▶ Compliance with relevant standards, principles and contracts
Customers	<ul style="list-style-type: none"> ▶ Advertising ▶ Contracts ▶ Events ▶ Point of sale 	<ul style="list-style-type: none"> ▶ Price and quality of products and services ▶ Customer service 	<ul style="list-style-type: none"> ▶ See chapters Product Responsibility and Innovation

Stakeholder groups	Type of OMV engagement	Key topics and concerns raised by stakeholders	Engagement channel and approach to tackle the topics
Employees	<ul style="list-style-type: none"> ▶ Events for employees such as townhall events for information, small update events with an Executive Board member, Vienna City Marathon running event, loyalty ceremony ▶ Internal communication channels such as employee magazine, internal newsletters, infosccreens, Intranet, internal blog ▶ New Employee Orientation introduction for new employees ▶ Foundation engagement initiatives ▶ Employment contracts 	<ul style="list-style-type: none"> ▶ Legal framework ▶ Adequate working conditions ▶ Career opportunities ▶ Development possibilities ▶ Competitive salaries ▶ Transparent communication and information ▶ Supportive management 	<ul style="list-style-type: none"> ▶ See chapter Employees
Government authorities	<ul style="list-style-type: none"> ▶ Information exchange ▶ Relationship management ▶ Regular reporting (as required per legislation) 	<ul style="list-style-type: none"> ▶ Regulatory framework ▶ Business environment ▶ Security of (energy) supply 	<ul style="list-style-type: none"> ▶ Transparent and active communication and information exchange in compliance with laws and regulations
Industry associations/networks	<ul style="list-style-type: none"> ▶ Information exchange ▶ Relationship management 	<ul style="list-style-type: none"> ▶ Regulatory framework ▶ Business environment 	<ul style="list-style-type: none"> ▶ Information exchange and regular contact with industry associations
Media	<ul style="list-style-type: none"> ▶ Press releases and conferences ▶ Interviews ▶ Media database ▶ Company glossary ▶ Press kit 	<ul style="list-style-type: none"> ▶ Overall company performance and results ▶ Company strategy ▶ Timely access to company information ▶ Regular engagement with the spokespersons and senior representatives 	<ul style="list-style-type: none"> ▶ Regular contact through authorized company spokespersons ▶ Transparent communication policy according to the stock market regulations

Stakeholder groups	Type of OMV engagement	Key topics and concerns raised by stakeholders	Engagement channel and approach to tackle the topics
NGOs/NPOs	<ul style="list-style-type: none"> ▶ Social projects, sponsorings and donations ▶ Stakeholder dialogue 	<ul style="list-style-type: none"> ▶ Environmental risks ▶ Social performance and risks ▶ Human rights risks ▶ Long-term OMV strategy ▶ Responsiveness 	<ul style="list-style-type: none"> ▶ See chapter HSSE ▶ See chapter Carbon Efficiency ▶ See chapter Business Principles and Social Responsibility
Science/research	<ul style="list-style-type: none"> ▶ Project cooperations with industry partners, scientific organizations and universities ▶ Conferences ▶ Lectures ▶ Sponsorings ▶ Targeted internships and recruitment 	<ul style="list-style-type: none"> ▶ Information and best practice on new technologies 	<ul style="list-style-type: none"> ▶ See chapter Employees and Innovation
Society	<ul style="list-style-type: none"> ▶ Sustainability projects such as educational/vocational programs ▶ Stakeholder dialogue ▶ Sponsorings and donations ▶ Grievance mechanism 	<ul style="list-style-type: none"> ▶ Social and environmental standards and impacts ▶ Responsible business practice ▶ Engagement with local communities 	<ul style="list-style-type: none"> ▶ See chapter Community Relations and Development
Suppliers and contractors	<ul style="list-style-type: none"> ▶ Negotiations and contracts ▶ Supplier audits and assessments ▶ Field visits and management walk arounds ▶ Suppliers' events ▶ Contractors management meetings ▶ Conferences 	<ul style="list-style-type: none"> ▶ Procurement regulations ▶ Stipulations of Code of Conduct ▶ Fair contract ▶ On time payment ▶ Adequate working conditions 	<ul style="list-style-type: none"> ▶ See chapter Supply Chain

Additional Performance Figures

Value creation and distribution to stakeholders

Revenues generated¹

In EUR mn	2017	2016
Net sales	20,222	19,260
Dividends, income from at-equity accounted investments and interest income	589	532
Other income	201	278
Gains from sale of fixed assets	15	131
Total	21,028	20,201

¹ Due to restructuring of income statement in line with industry best practice to reflect comprehensively the operations of the group and to enhance transparency for investors the structure of the value creation and distribution to stakeholders in the sustainability report has been adjusted as well.

Distribution to stakeholders

		2017 in EUR mn	2016 in EUR mn	2017 in %	2016 in %
Suppliers	Operating expenses (excl. royalties; incl. depreciation, impairment & write-up; FX result)	17,777	18,654	84.54%	92.34%
Governments	Taxes (income + royalties)	804	420	3.82%	2.08%
Employees	Employee wages and benefits	1,116	1,169	5.31%	5.79%
Capital providers	Interest expense and other financial result	326	305	1.55%	1.51%
Shareholders (and hybrid capital holders)	Dividend distribution	668	466	3.18%	2.31%
Society	Social spending	11	13	0.05%	0.06%
Total		20,702	21,027		
Value retained		326	(826)	1.55%	(4.09)%

Significant financial assistance received from governments or governmental organizations in 2017

Company name	in EUR mn	Details
OMV Refining & Marketing GmbH	3	EUR 0.5 mn – grant for Re-Oil project EUR 0.5 mn – research premium EUR 0.7 mn – grant for crude oil unloading station EUR 1.3 mn – grant for hydrogen filling stations (project COHRS & HyFive)
OMV PETROM SA	19	EUR 1.3 mn – Reduction of quota for green certificates EUR 17.4 mn – 2017 received payments out of 2016 signed financing contract in accordance with European Directive 2003/87/CE and national legislation for Brazi power plant investments

Significant monetary fines in 2017¹

In EUR	
Monetary value of fines for non-compliance concerning provision and use of products	0
Monetary value of fines for non-compliance with environmental laws and regulations	0
Monetary value of other fines for non-compliance with laws and regulations	57,720
Total	57,720

¹ Reported only the fines above EUR 10,000, paid in 2017. The other fines, for which OMV started a lawsuit in the Court are not reported

Additional Performance Figures

Safety

OMV Group safety KPIs

		2017	2016	2015
OMV employees				
Fatalities	number	0	1	1
Lost-Workday Injuries ¹	number	9	14	11
Restricted work injury	number	3	n.r.	n.r.
Medical treatment injury	number	15	n.r.	n.r.
Fatal commuting accidents	number	0	0	0
Commuting accidents ²	number	15	8	6
Lost-Time Injury Rate	per mn hours worked	0.24	0.37	0.26
Total Recordable Injury Rate ³	per mn hours worked	0.73	0.66	0.59
Fatality Rate	per 100 mn hours worked	0.00	2.46	2.20
Lost-Time Injury Severity ⁴	per mn hours worked	9.95	16.92	15.20
Contractors				
Fatalities	number	2	1	1
Lost-Workday Injuries ¹	number	29	37	26
Restricted work injury	number	11	n.r.	n.r.
Medical treatment injury	number	23	n.r.	n.r.
Fatal commuting accidents	number	2	1	0
Commuting accidents ²	number	9	8	4
Lost-Time Injury Rate	per mn hours worked	0.39	0.42	0.28
Total Recordable Injury Rate ³	per mn hours worked	0.82	0.72	0.79
Fatality Rate	per 100 mn hours worked	2.52	1.10	1.03
Lost-Time Injury Severity	per mn hours worked	19.37	21.60	12.95
Combined (OMV employees and contractors)				
Lost-Time Injury Rate	per mn hours worked	0.34	0.40	0.27
Fatality Rate	per 100 mn hours worked	1.71	1.52	1.40
Total Recordable Injury Rate	per mn hours worked	0.79	0.70	0.73

¹ Lost-Workday: calendar day. Lost-Workday Injuries: incidents with more than one lost workday

² Accidents that occur on the usual, direct job-related route from the private home to the workplace or on the return journey, resulting in personal injury that leads to Lost-Workdays (LWVDI)

³ The Total Recordable Injury Rate includes lost-time injuries, any injuries resulting in fatalities, permanent total disabilities, Lost-Workday cases, restricted work cases and medical treatment cases

⁴ Lost-Time Injury Severity is used to report the Lost Day Rate, in accordance with the GRI Indicator 403-2-a

OMV Group safety KPIs by region in 2017

	Austria	Romania	Rest of Europe	Middle East/Africa	Rest of world
Fatality					
Company	0	0	0	0	0
Contractor	1	0	1	0	0
Lost-Workday Injury (Commuting Accident) (LWVDI)					
Company	5	4	0	0	0
Contractor	14	7	4	3	1
Restricted Work Injury (RWI)					
Company	1	1	1	0	0
Contractor	3	3	3	2	0
Medical Treatment Injury (MTI)					
Company	3	10	0	1	1
Contractor	6	5	4	6	2
Lost-Workdays (LWDs)					
Company	128	242	0	0	0
Contractor	475	406	207	279	172
LTIR					
Company	0.81	0.16	0	0	0
Contractor	1.94	0.18	0.28	0.25	0.25
TRIR					
Company	1.46	0.59	0.75	0.4	0.53
Contractor	3.1	0.4	0.67	0.93	0.75
Lost-Time Injury Severity (LTIS)					
Company	20.77	9.57	0	0	0
Contractor	61.36	10.73	11.52	23.48	42.94

Additional Performance Figures

Environmental management

Environmental figures at a glance

		2017	2016	2015
Energy				
Energy consumption ¹	PJ	130.8	126.8	137.8
Fuel consumption within the organization	PJ	157.5	n.r.	n.r.
Electricity consumption ²	PJ	2.9	n.r.	n.r.
Heating, cooling and steam consumption	TJ	14.8	n.r.	n.r.
Electricity sold	PJ	26.2	n.r.	n.r.
Heating, cooling and steam sold	PJ	3.3	n.r.	n.r.
GHG Emissions				
GHG (direct, Scope 1) ³	mn t CO ₂ equivalent	11.1	11.0	12.2
CO ₂	mn t	10.2	9.7	10.4
CH ₄ ⁴	t	38,807	54,753	70,741
N ₂ O	t	52	60	72
GHG (indirect, Scope 2) ⁵	mn t CO ₂ equivalent	0.3	0.4	0.4
GHG (indirect, Scope 3) ⁶	mn t CO ₂ equivalent	108	113	112
Other air emissions				
SO ₂	t	2,995	3,105	2,918
NO _x	t	12,730	12,050	12,951
NM-VOC ⁴	t	8,689	10,229	11,585
Particulate emissions	t	145	139	155
Ozone-depleting substances	t	0.5	0.5	0.4
Flaring and Venting				
Hydrocarbons flared	t	185,832	180,452	299,825
Hydrocarbons vented ⁴	t	32,834	50,173	61,443
Water				
Water withdrawn ⁷	mn m ³	38.1	38.2	39.0
thereof groundwater	mn m ³	24.5	23.9	24.0
thereof surface water	mn m ³	12.1	12.7	13.2
thereof water from public supply systems	mn m ³	1.5	1.6	1.8
Water withdrawn (other than Total water withdrawal by source) ⁸	mn m ³	411.9	397.9	466.1
Water recycled and reused	mn m ³	6.9	6.7	6.7

Environmental figures at a glance

		2017	2016	2015
Waste Water				
Waste water	mn m ³	19	20	20
Chemical Oxygen Demand	t	936	853	824
Hydrocarbons	t	15	15	18
Total nitrogen	t	104	91	80
Waste⁹				
Total waste	t	460,247	923,709	832,017
thereof non-hazardous waste ¹⁰	t	224,008	662,153	493,285
thereof hazardous waste	t	236,239	261,556	338,731
Transboundary movement of hazardous waste (Basel convention)	t	0	0	0
Spills				
Spills	number	2,403	2,138	2,333
Spills volume	liters	173,909	103,490	158,000
Environmental expenditures				
Environmental protection expenditures, excluding depreciation	mn EUR	197	208	210
Environmental investments for assets put into operation	mn EUR	57	105	104

¹ Refers to the total energy used for operations based on site calculations with specific data and methodology. Increase mainly due to higher electricity production of CCPP Samsun

² Includes only electricity purchased and consumed. Electricity consumed from own generation is included in fuel consumption

³ Data from operations under management control have been fully taken into account. Since 2016 OMV is applying global warming potentials of the IPCC Fourth Assessment Report (AR4 – 100 year); CH4:25 and N2O:298. 2015 GHG emissions have been re-calculated accordingly

⁴ Continuous decrease mainly due to venting reduction projects as well as an increase in reporting accuracy in OMV Petrom

⁵ Market-based calculation with specific emission factors and energy mix where available (location-based: 0.2 mn t CO₂ equivalent). Decrease mainly due to the divestment of Petrol Ofisi

⁶ Includes Scope 3 emissions from the use of sold processed products. These include total sales amounts from companies, which are under operational or financial control by OMV; 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

⁷ Excluding water withdrawn for once-through use (reported separately)

⁸ 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). Changes over the years due to fluctuating cooling water demand of CCPP Samsun

⁹ Total waste amounts including those from one-time projects

¹⁰ Decrease due to fewer demolition activities in OMV Petrom

Additional Performance Figures

Environmental management

GHG intensity of the OMV product portfolio

		2017	2016	2015
Oil to energy ¹	mn t CO ₂ equivalent	73.8	85.5	83.4
Oil for non-energy use ²	mn t CO ₂ equivalent	6.6	5.1	5.3
Gas to energy ²	mn t CO ₂ equivalent	25.9	20.3	21.2
Gas for non-energy use	mn t CO ₂ equivalent	0.9	0.7	0.6
Chemicals	mn t CO ₂ equivalent	0.01	0.01	0.01
Total GHG (indirect, Scope 3)	mn t CO ₂ equivalent	107.2	111.5	110.5
GHG intensity	mn t GHG per mn t oil equivalent	2.6	2.7	2.7

¹ Decrease due to the divestment of Petrol Ofisi

² Increase in Upstream direct sales and related GHG emissions due to corrected application of boundaries

GHG intensity of OMV's purchased goods and services and capital goods (indirect, Scope 3)

		2017	2016	2015
Purchased goods and services	mn t CO ₂ equivalent	1.14	1.08	1.29
Capital goods	mn t CO ₂ equivalent	0.14	0.16	0.19
Total GHG (indirect, Scope 3)	mn t CO ₂ equivalent	1.28	1.24	1.49
GHG intensity	mn t GHG per bn USD	0.66	0.63	0.63

Additional Performance Figures

Human resources

Total headcount by employment type and region per December 31, 2017

	Austria ¹	Romania/ Rest of Europe ¹	Middle East/ Africa	Rest of world	Total
Total	3,482	15,722	1,093	424	20,721
Status					
White-collar workers	2,706	8,051	805	270	11,832
Blue-collar workers	667	7,671	288	154	8,780
Apprentices	109	0	0	0	109
Employment type					
Full-time	3,213	15,642	935	421	20,211
thereof male	2,555	11,563	840	321	15,279
thereof female	658	4,079	95	100	4,932
Part-time ²	269	80	158	3	510
thereof male	56	50	141	0	247
thereof female	213	30	17	3	263
Gender					
Male	2,611	11,613	981	321	15,526
Female	871	4,109	112	103	5,195
Employment type					
Temporary ³	62	46	41	1	150
thereof male	31	24	30	1	86
thereof female	31	22	11	0	64

¹ Including Gas Connect Austria GmbH and FE Trading GmbH

² In OMV Petrom, 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

Net employment creation, average turnover and contract terminations segmented by region 2017

	Austria ¹	Romania/ Rest of Europe ¹	Middle East/ Africa	Rest of world	Total
New recruitments	174	480	82	88	824
thereof new jobs created	78	143	47	43	311
thereof replacements	96	337	35	45	513
Contract terminations²	177	1,456	37	70	1,740
Thereof voluntary terminations	25	159	27	36	247

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

² Including Social Plan terminations and retirements

Additional information¹

In %

Percentage of employees who have the right to exercise freedom of association and collective bargaining	98.17
Percentage of employees represented by local trade unions or works councils	86.69
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining	97.04
Percentage of employees covered by mandatory periods of notice under employment law or collective bargaining agreements for cases of restructuring	96.45

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

Details new recruitments by region and age 2017

	Age						Total	
	<30		30-50		>50		Abs.	in %
	Abs.	in %	Abs.	in %	Abs.	in %		
Austria¹								
Male	64	36.78	53	30.46	10	5.75	127	72.99
Female	28	16.09	19	10.92	0	0.00	47	27.01
Total	92	52.87	72	41.38	10	5.75	174	100.00
Romania/Rest of Europe¹								
Male	90	18.75	150	31.25	41	8.54	281	58.54
Female	96	20.00	97	20.21	6	1.25	199	41.46
Total	186	38.75	247	51.46	47	9.79	480	100.00
Middle East/Africa								
Male	44	53.66	27	32.93	0	0.00	71	86.59
Female	9	10.98	2	2.44	0	0.00	11	13.41
Total	53	64.63	29	35.37	0	0.00	82	100.00
Rest of world								
Male	9	10.23	40	45.45	5	5.68	54	61.36
Female	6	6.82	28	31.82	0	0.00	34	38.64
Total	15	17.05	68	77.27	5	5.68	88	100.00
Total OMV	346		416		62		824	

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

Additional Performance Figures

Human resources

Details contract terminations by region and age 2017

	Age						Total	
	<30		30–50		>50			
	Abs.	in %	Abs.	in %	Abs.	in %	Abs.	in %
Austria¹								
Male	64	36.78	53	30.46	10	5.75	127	72.99
Female	28	16.09	19	10.92	0	0.00	47	27.01
Total	92	52.87	72	41.38	10	5.75	174	100.00
Romania/Rest of Europe¹								
Male	90	18.75	150	31.25	41	8.54	281	58.54
Female	96	20.00	97	20.21	6	1.25	199	41.46
Total	186	38.75	247	51.46	47	9.79	480	100.00
Middle East/Africa								
Male	44	53.66	27	32.93	0	0.00	71	86.59
Female	9	10.98	2	2.44	0	0.00	11	13.41
Total	53	64.63	29	35.37	0	0.00	82	100.00
Rest of world								
Male	9	10.23	40	45.45	5	5.68	54	61.36
Female	6	6.82	28	31.82	0	0.00	34	38.64
Total	15	17.05	68	77.27	5	5.68	88	100.00
Total OMV	346		416		62		824	

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

Fluctuation rate¹ by region and gender 2017

In %	Male								Female		Total 2017			
	<30		30–50		>50		Total	<30		30–50		>50		Total
	<30	30–50	>50	Total	<30	30–50	>50	Total	<30	30–50	>50	Total		
Austria ²	2.63	2.20	13.98	5.58	6.12	4.63	14.29	6.34				5.77		
Romania/Rest of Europe	14.46	6.06	12.58	8.50	16.72	6.57	12.87	9.51				8.76		
Middle East/Africa	2.17	3.19	5.66	3.36	0.00	4.71	0.00	3.39				3.36		
Rest of world	14.81	15.60	7.69	13.87	38.46	30.43	5.88	27.27				17.11		
Total 2017	8.52	5.54	12.55	7.86	14.13	6.71	12.85	9.26				8.21		

¹ Including all exits in reporting period 2017 compared to Headcount as of December 31, 2016 excl. Petrol Ofisi

² Excluding Gas Connect Austria GmbH and FE Trading GmbH

Average hours and spending on training and education by region and position 2017¹

	Austria ²	Romania/Rest of Europe ²	Middle East/Africa	Rest of the World	Total
Senior management					
Number of training participants	37	26	3	1	67
Hours per category	1,165	925	144	10	2,244
Average Training Hours	31	36	48	10	33
Management					
Number of training participants	356	930	110	32	1,428
Hours per category	6,810	21,650	3,039	1,065	32,564
Average Training Hours	19	23	28	33	23
Experts					
Number of training participants	999	4,531	210	115	5,855
Hours per category	21,717	81,857	3,491	4,489	111,554
Average Training Hours	22	18	17	39	19
Project managers					
Number of training participants	41	235	31	3	310
Hours per category	825	3,924	781	168	5,698
Average Training Hours	20	17	25	56	18
Technicians					
Number of training participants	686	6,337	299	182	7,504
Hours per category	15,601	243,619	6,311	7,128	272,659
Average Training Hours	23	38	21	39	36
Administrators					
Number of training participants	39	90	38	5	172
Hours per category	349	767	716	144	1,976
Average Training Hours	9	9	19	29	11
Grand Total					
Number of training participants	2,158	12,149	691	338	15,336
Money spent on training per region in EUR	1,439,500	2,928,900	213,700	324,800	4,906,900
Total hours by region	46,467	353,151	14,073	13,004	426,695
Average Training Hours	22	29	20	38	28
Gender Split of Training Hours					
Total Training Hours – Female	8,795	57,880	544	2,834	70,053
Total Training Hours – Male	37,672	295,271	13,529	10,170	356,642
Average Training Hours – Female	22	18	8	38	18
Average Training Hours – Male	21	33	22	41	30

¹ Excluding conferences and training for external employees

² Excluding Gas Connect Austria GmbH and FE Trading GmbH

Additional Performance Figures

Human resources

Diversity in 2017 (Headcount as per December 31, 2017)

	Gender				Age						Nationality		Total
	Women		Men		< 30		30 – 50		> 50		Non-Austrian		
	Abs.	in %	Abs.	in %	Abs.	in %	Abs.	in %	Abs.	in %	Abs.	in %	
Super- visory Board	2	20.00	8	80.00	0	0.00	2	20.00	8	80.00	3	30.00	10
Executive Board	0	0.00	4	100.00	0	0.00	0	0.00	4	100.00	1	25.00	4
Senior Manage- ment	7	17.50	33	82.50	0	0.00	19	47.50	21	52.50	21	52.50	40
Austria ¹	808	25.31	2,384	74.69	470	14.72	1,961	61.43	761	23.84	442	13.85	3,192
Romania	3,681	25.45	10,785	74.55	519	3.59	8,159	56.40	5,788	40.01	14,458	99.94	14,466

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

Parental leave during 2017

	Austria ¹	Romania/ Rest of Europe	Middle East/ Africa	Rest of the World	Total
Entitled employees as per 12.31.2017					
Male	2,384	11,371	437	317	14,509
Female	808	3,918	110	100	4,936
Took parental leave during 2017					
Male	42	50	17	3	112
Female	106	216	7	15	344
Returned from parental leave during 2017					
Male	39	30	17	1	87
Female	54	70	5	9	138

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

Vienna, April 20, 2018
The Executive Board

Rainer Seele m.p.

Johann Pleininger m.p.

Reinhard Florey m.p.

Manfred Leitner m.p.

Percentage of female employees in 2017

In %	
Austria	
Austria ¹	25.3
Romania/Rest of Europe	
Romania	25.5
Bulgaria	49.1
Czech Republic	35.9
Germany	13.5
Hungary	44.8
Netherlands	0.0
Norway	36.3
Republic of Moldova	50.9
Russia	56.3
Serbia	61.9
Slovakia	74.3
Slovenia	61.3
Switzerland ²	10.1
Turkey	22.8
United Kingdom	31.3
Middle East/Africa	
Abu Dhabi	0.0
Libya	15.4
Pakistan	4.3
Tunisia	20.9
Yemen	7.3
Rest of World	
Kazakhstan	22.3
Madagascar	33.3
New Zealand	32.1

¹ Excluding Gas Connect Austria GmbH and FE Trading GmbH

² OMV International Oil & Gas GmbH

Percentage of local employees in 2017

In %	
Austria	
Austria ¹	86.2
Romania/Rest of Europe	
Romania	99.4
Bulgaria	100.0
Czech Republic	94.9
Germany	88.2
Hungary	94.3
Netherlands	100.0
Norway	85.0
Republic of Moldova	100.0
Russia	93.8
Serbia	100.0
Slovakia	96.5
Slovenia	100.0
Switzerland ²	2.9
Turkey	98.9
United Kingdom	56.3
Middle East/Africa	
Abu Dhabi	0.0
Libya	100.0
Pakistan	100.0
Tunisia	100.0
Yemen	100.0
Rest of World	
Kazakhstan	100.0
Madagascar	100.0
New Zealand	66.7

4

FURTHER INFORMATION

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Assurance Statement

To the Board of OMV Aktiengesellschaft

Independent Assurance Report

Limited assurance over selected indicators in the Sustainability Report 2017 of OMV Aktiengesellschaft

Engagement

We were requested to perform a limited assurance engagement related to selected indicators in the "Sustainability Report 2017" in accordance with the GRI Standards CORE Option of OMV Aktiengesellschaft (hereafter "OMV").

The assurance engagement covers the following subject matter (hereafter "Reporting"):

- ▶ "Sustainability Report 2017" in pdf-format
- ▶ "GRI Content Index 2017" in pdf-format

The selected indicators covered by our assurance engagement are marked with "X" in the "GRI Content Index 2017", which can be downloaded at www.omv.com/sustainability-report.

Our assurance engagement solely covers references directly specified in the Reporting. It does not cover any further references.

Our assurance engagement covers the following selected indicators in connection with the Austrian Sustainability and Diversity Improvement Act (NaDiVeG):

- ▶ Environmental indicators: Direct GHG emissions scope 1 (GRI 305-1), Indirect GHG emissions scope 2 (GRI 305-2), Indirect GHG emissions scope 3 (GRI 305-3), Hydrocarbon spills volume (GRI 306-3)
- ▶ Workplace safety indicators (employees and contractors): Fatalities, Fatality rate, Lost workday injuries, Lost time injury rate, Lost time injury severity, Total recordable injury rate (GRI 403-2)

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.

Limitations to our Review

- ▶ We did not test data derived from external surveys. We only verified that relevant disclosures and data are correctly quoted in the Reporting.

- ▶ The objective of our engagement was neither a financial audit nor a financial audit review. We did not perform any further assurance procedures on data, which were subject of the annual financial audit, the corporate governance report or the risk reporting. We merely checked that data was presented in accordance with the GRI Standards.

- ▶ Limited assurance over prospective information was not subject to our engagement.

- ▶ Neither the detection and investigation of criminal offenses, such as embezzlement or other fraudulent actions, nor the assessment of effectiveness and efficiency of management were subject to our engagement.

Criteria

The information included in the Reporting was based on the criteria applicable in the year 2017 ("The Criteria"), consisting of:

- ▶ GRI Standards¹ in connection with the Austrian Sustainability and Diversity Improvement Act (NaDiVeG) for the selected indicators

We believe that these criteria are suitable for our assurance engagement.

Management responsibilities

OMV's management is responsible for the Reporting and that the information therein is in accordance with the criteria mentioned above. This responsibility includes designing, implementing and maintaining internal controls. These are essential for the elimination of material misstatements in the Reporting.

Our responsibilities

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

Our assurance engagement has been planned and performed in accordance with the International Federation of Accountants' ISAE3000² and the Code of Ethics for Professional Accountants, issued by the International Federation of Accountants (IFAC), which includes requirements in relation to our independence.

The objective of our engagement is not to account for the interests of any third parties.

¹ <https://www.globalreporting.org/standards/>

² 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

Our work solely serves the client and his purpose. Our engagement is thus not destined to be used as a basis of decision-making for third parties.

The “General Conditions of Contract for the Public Accounting Professions”³, are binding for this engagement. According to that, our liability is limited and an accountant is only liable for violating intentionally or by gross negligence the contractual duties and obligations entered into. In cases of gross negligence the maximum liability towards OMV and any third party together is EUR 726,730 in the aggregate.

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 the company’s headquarters in Vienna, as well as at the site in Schwechat. Our main procedures were:

- ▶ Obtained an overview over the industry as well as the characteristics and governance of the organisation;
- ▶ Reviewed OMV’s Corporate Regulations (directives, standards and procedures) related to the selected indicators

- ▶ Reviewed corporate processes for defining material topics and indicators for sustainability reporting
- ▶ Reviewed stakeholder dialogue minutes, as well as a media and peer review to assess the adequate reporting on material topics
- ▶ Held structured, directional interviews with group and functional leadership in Austria 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
- ▶ Understood the management and reporting processes related to the selected indicators at site and group level
- ▶ Visited the site in Schwechat, Austria to review processes and progress to obtain evidence of performance across the selected indicators

- ▶ Reviewed the application of group guidance to scope 1 and scope 2 greenhouse gas emissions, workplace safety and environmental incidents, as well as reporting at site level by performing data walkthroughs at site level
- ▶ Reviewed data samples for scope 1 and scope 2 greenhouse gas emissions, workplace safety and environmental incidents, at site level to test for accuracy and completeness
- ▶ Reviewed data samples for scope 1, scope 2 and scope 3 greenhouse gas emissions, workplace safety and environmental incidents at group level to test whether they have been collected, consolidated and reported appropriately at group level
- ▶ Performed a formal GRI Content Index check
- ▶ Assessment whether the reporting related to the defined indicators (Environmental and Safety KPIs) adequately addressed the NaDiVeG requirements.

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 Reporting were not prepared, in accordance with the criteria identified above.

Vienna, April 26th 2018

Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H

Gerhard Schwartz m.p. Stefan Uher m.p.

³ version of February 21th 2011 (AAB 2011) issued by the Chamber of Public Accountants and Tax Advisors, section 8 http://www.kwt.or.at/PortalData/1/Resources/aab/AAB_2011.pdf

Abbreviations and Definitions

A

ATX Austrian Traded Index

B

bcm Billion cubic meters

bn Billion

boe Barrel oil equivalent

C

CCS Current Cost of Supply

CEO Chief Executive Officer

CFO Chief Financial Officer

CH₄ Methane

CNG Compressed Natural Gas

CO₂ Carbon Dioxide

D

DAX German Stock Index

E

EU European Union

EU ETS EU Emissions Trading Scheme

EUR Euro

ESG Environmental Social Governance

EWRM Enterprise Wide Risk Management

G

GHG Greenhouse Gas

GHG Scope 1 Direct emissions from operations that are owned or controlled by the organization

GHG Scope 2 Energy indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling or steam

GHG Scope 3 Other indirect emissions that occur outside the organization, including both Upstream and Downstream emissions

GJ Gigajoule

GRI Global Reporting Initiative

H

H₂ Hydrogen

HSSE Health, Safety, Security and Environment

I

IDW Institute of Public Auditors in Germany

IPIECA Oil and Gas Industry Association for Environment and Social Issues

ISO International Organization for Standardization

IT Information Technology

K

kboe/d 1,000 barrel oil equivalent per day

kg/h Kilogram per hour

KPI Key Performance Indicator

kW Kilowatt

L

LNG Liquefied Natural Gas

M

m² Square meter

m³ Cubic meter

mg/kg Milligram per kilogram

mn million

MW Megawatt

MWh Megawatt hour

N

Nm³ Normal cubic meter

N₂O Nitrous oxide

NM-VOC Non-Methane Volatile

NO_x Nitrogen oxide

NOK Norwegian Krone

n.r. not reported

O

OECD Organization for Economic Co-operation and Development

OHSA Occupational Health and Safety Assessment

P

PEM Polymer Electrolyte Membrane

PJ Petajoule

R

R&D Research and Development

REMIT Regulation on Wholesale Energy Market Integrity and Transparency

REACH Registration, Evaluation, Authorisation and Restriction of Chemicals

ROACE Return On Average Capital Employed

RON Romanian lei

S

SDG Sustainable Development Goal

SO₂ Sulfur dioxide

SVP Senior Vice President

T

t Tonnes

TJ Terajoule

TW Terawatt

TWh Terawatt hour

TRY Turkish lira

U

UN United Nations

USD US Dollars

Memberships

- OMV Group**
- ▶ AEB – Association of European Business
 - ▶ Aktienforum
 - ▶ American Association of Cost Engineering
 - ▶ APPAM (Association Professionnelle des Pétroliers Amont de Madagascar)
 - ▶ APPEA – Australian Petroleum Production and Exploration Association
 - ▶ ARCEX – Arctic Exploration Research Centre
 - ▶ ARGE Biokraft
 - ▶ Association of the German Petroleum Industry
 - ▶ Association of International Petroleum Negotiators
 - ▶ Austrian Agency for Alternative Propulsion Systems
 - ▶ Austrian Association for Research and Innovation
 - ▶ Austrian Association for Transport
 - ▶ Austrian Business Council Dubai and the Northern Emirates
 - ▶ Austrian Economic Chambers (WKO)
 - ▶ Austrian Energy Agency
 - ▶ Austrian Geological Society
 - ▶ Austrian Institute of Economic Research
 - ▶ Austrian Standard Institute
 - ▶ Aviation Initiative for Renewable Energy in Germany e.V.
 - ▶ BaSEC – Barents Sea Exploration Collaboration
 - ▶ BaSMIN – Barents Sea Metocean and Ice Network
 - ▶ Bergmännischer Verband Österreichs – Technical association for the scientific support of the mining industry
 - ▶ Bergschulverein “Bohrmeisterschule Celle” e.V. – State approved technical school for professionals in the oil and gas industry
 - ▶ BUSINESSEUROPE
 - ▶ Business Leaders’ Health and Safety Forum
 - ▶ Business New Zealand Major Companies Group
 - ▶ CEDIGAZ
 - ▶ Cercle Investor Relations Austria
 - ▶ Christian Doppler Research Association
 - ▶ CIFRA – Centre for Integrated Remote Sensing and Forecasting for Arctic Operations
 - ▶ Clean Energy Partnership
 - ▶ 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
 - ▶ EITI – Extractive Industry Transparency Initiative
 - ▶ Energy Community
 - ▶ Energy Skills New Zealand
 - ▶ European Energy Forum
 - ▶ European Turbine Network
 - ▶ Federation of Austrian Industries
 - ▶ Forum “Technik und Gesellschaft” of the Technical University Graz
 - ▶ FuelsEurope
 - ▶ Gas Industry Council
 - ▶ Gas Infrastructure Europe
 - ▶ Gas Naturally
 - ▶ Geological Society
 - ▶ Geopressure Management Network
 - ▶ Global Gas Centre
 - ▶ GPA Europe
 - ▶ GSV – Austrian Association for Transport and Infrastructure
 - ▶ H2 Mobility
 - ▶ IBC – International Business Congress
 - ▶ IFP Energies Nouvelles
 - ▶ Independent Project Analysis
 - ▶ Inflow Control Technology Forum
 - ▶ Initiative natural gas storage Germany
 - ▶ International Association of Drilling Contractors
 - ▶ International Association of Oil & Gas Producers (IOGP)
 - ▶ International Gas Union
 - ▶ IPIECA – Oil and Gas Industry Association for Environment and Social Issues
 - ▶ IWO Österreich-Institut für Wärme und Öltechnik
 - ▶ Montanhistorischer Verein für Österreich – Association to maintain cultural assets of the mining industry
 - ▶ Norwegian Oil and Gas Association
 - ▶ Norwegian Energy Partners
 - ▶ NUMOV (Nah- und Mittelost-Verein e.V.)
 - ▶ Oil and Gas Industry Energy Access Platform
 - ▶ Oil Spill Response Limited (OSRL)
 - ▶ OG21 – Oil & Gas in the 21st century
 - ▶ Österreichische Gesellschaft für Erdolwissenschaften (Austrian Society of Petroleum Engineering)
 - ▶ Österreichische Vereinigung für das Gas- und Wasserfach
 - ▶ PAF – Petroleum Advisory Forum
 - ▶ PEPANZ – Petroleum Exploration and Production New Zealand
 - ▶ Petro Arctic
 - ▶ Production Engineering Association
 - ▶ Professional Petroleum Data Management Association
 - ▶ Public Relations Verband Austria
 - ▶ PWRI OPNet – Produced Water
 - ▶ Re-Injection Operational Network
 - ▶ Round Table on Sustainable Palm Oil
 - ▶ Russian Gas Society (RGS)
 - ▶ Society of Petroleum Engineers
 - ▶ St. Petersburg International Business Association (SPIBA)
 - ▶ Technology Management Network
 - ▶ The Hugo Group
 - ▶ TÜV Austria
 - ▶ United Nations Global Compact
 - ▶ VFFI (Verein zur Förderung von Forschung und Innovation)
 - ▶ VGB PowerTech e.V.
 - ▶ Wirtschaftsverband Erdöl- und Erdgasgewinnung – Business Association of Oil and Natural Gas Production
 - ▶ World Energy Council
 - ▶ Vienna Institute for International Economic Studies

Contacts and Imprint

OMV Aktiengesellschaft

Trabrennstrasse 6–8
1020 Vienna, Austria
Tel. +43 1 40440-0
info@omv.com
www.omv.com

Sustainability & Reporting

Bernhard Heneis
OMV Aktiengesellschaft
Trabrennstrasse 6–8
1020 Vienna, Austria
Tel. +43 1 40440-21746
info.sustainability@omv.com

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