



Sustainability – At a glance

OMV Resourcefulness

About this brochure

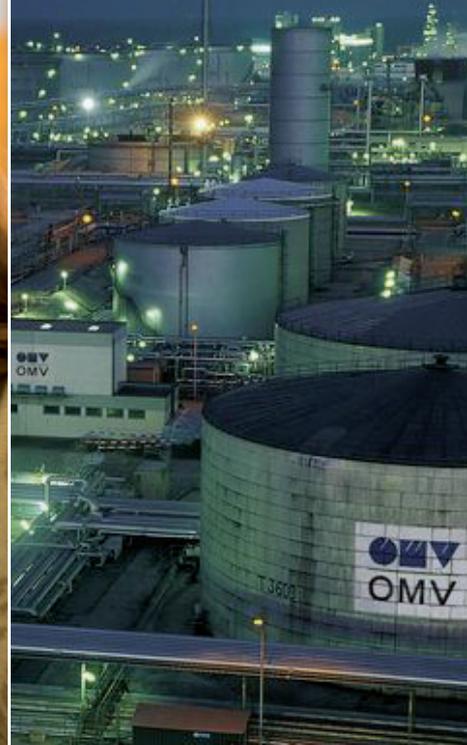
OMV Resourcefulness is our strategy for sustainable behavior. It helps us achieve long-term profitability in a responsible and sustainable manner.

This brochure provides insight into what has been most important to us in 2014. We also look back on our sustainability performance and highlight some of the major accomplishments we have achieved in recent months.

We are proud that our sustainability strategy has earned international recognition and has made us one of the most sustainable companies.

If you want to find out more, we recommend taking a look at the Sustainability Report 2014 on the OMV website: www.omv.com





Lasting benefits and win-win situations

OMV has a proud history of being at the forefront of innovative programs that create lasting benefits and long-term win-win situations for the environment, society and OMV. In 2014 alone, more than 82,000 people benefitted from about 300 Resourcefulness initiatives worldwide.

Resourcefulness is our strategy for responsible behavior – it is our way of achieving profitable growth in a sustainable and responsible way.

Employees throughout the Group have embraced Resourcefulness – they shoulder the responsibility for establishing an environment of trust and respect.

Sustainability is deeply rooted in what we do and how we do it. It helps us build a resilient business in the face of sluggish demand, increased scrutiny and more stringent environmental and social requirements. While last year's market price volatility added to the pressure, we continued to embed Resourcefulness across our operations and invested into people, the environment, innovation and efficiency.

We led over 400 internal and external stakeholder consultations to jointly define the most important material sustainability topics.

We carried out more than 281,000 HSSE¹ training hours and lowered our lost-time injury rate (LTIR) from 0.52 in 2013 to 0.44 in 2014.

As we strive to become even more resource-efficient, we invested EUR 108 mn in environmental protection and carried out 1,250 measures in our top 43 facilities.

Talented people are key to our success. We provided more than 700,000 hours of training and take care to identify the leaders of tomorrow.

To enrich our diversity mix, we aim for 30% female Senior Vice Presidents and 50% internationals (non-Austrian) by 2020.

We support local economies through employment, skills development and educational initiatives, focusing on women and entrepreneurship. Our Women's Empowerment Program in Pakistan has become an internationally recognized local flagship model.

We will continue to focus on proactive management, enhance safety and security for our people, reduce our environmental footprint and improve our energy efficiency.

We believe that we can only achieve sustainable growth by understanding and responding to the ways in which our activities impact our stakeholders, our people and the environment.

Our efforts will bring us one step closer to our ultimate goal – to secure a sustainable energy supply for today and for the future.

¹ Health, Safety, Security and Environment.

Our sustainability strategy

For us at OMV, responsible and sustainable business conduct comes naturally. That is why our sustainability strategy “Resourcefulness” lies at the heart of our business.

It unites our sustainability commitments under one overarching strategy. It embraces health, safety, security, environment, diversity, business ethics, human rights and stakeholder engagement. Three key focus areas drive our sustainability agenda, enabling us to protect our license to operate and supporting our business strategy “Profitable Growth”.

Two governance bodies manage and oversee our strategy: **The Resourcefulness Executive Team** is chaired by the CEO and comprises representatives of each Resourcefulness topic. It implements Resourcefulness projects and drives the development of the strategy. It is advised by the **Resourcefulness Advisory Board’s** high-ranking external experts. They play a key role in challenging our activities and casting a critical eye on our plans and progress.



Methods and tools to make the effects of Resourcefulness measurable enable us to take the best decisions for OMV, the environment and society. A set of Key Performance Indicators (KPIs) helps us steer sustainability throughout the organization.

Ratings



Carbon Disclosure Project (CDP)



Ethibel EXCELLENCE



MSCI Global Sustainability Index



oekom research

How we operate safely



HSSE is our most important materiality topic. That is why we employ stringent corporate regulations, hazard identification and best risk management practices.

We invest in technology, programs and processes to ensure that our facilities and operations are safe. In 2014, we taught people to work safely in more than 281,000 HSSE training hours and we lowered our lost-time injury rate (LTIR) to 0.44.



A series of health promotion campaigns, a Group-wide HSSE Risk Management Package, our Golden Rules or the new harmonized Security Risk Assessment process exemplify our uncompromising approach.

When it comes to protecting the environment, we take an equally proactive approach – especially with regard to oil spills, our second materiality priority.

The coastal waters of Norway (OMV's second-largest country in terms of production¹ and one of the world's richest fishing grounds) are home to a wide variety of species. Preventing oil spills and leakages in this ecosystem is a top priority.



In 2014, we tested our ability to handle a serious offshore spill in a desktop exercise in Norway.

The exercise involved local authorities and media and optimally prepared us for our upcoming drilling operations in the Barents Sea. Besides that, we used the latest technology for oil spill detection and a 24/7 monitoring system that is far more efficient than traditional infrared cameras and oil spill radars.



- ✓ >281,000 HSSE training hours
- ✓ EUR 108 mn invested in environmental protection

Our Vision

"ZERO Harm – NO Losses"

Key safety principles guide the way we operate, how we treat each other and the environment. Loss prevention and proactive risk management secure our license to operate. Best practices and precautionary measures minimize our environmental impact.

¹ Daily production of up to 50 kboe/d (OMV Annual Report 2014, pg. 10).

How we deal with climate change



We acknowledge that OMV – as well as the other players in the oil and gas industry – faces tough challenges: sluggish demand, growing supply, volatility in oil prices, intense competition, increased scrutiny, and more stringent environmental and social requirements. But, these challenges also create new possibilities that could change the future of our business environment.

At OMV, we tackle these challenges proactively and use best practices in terms of our Group-wide environmental risk assessment, carbon and water management. Countermeasures help us manage risks and unlock future business opportunities.

The monitoring of environmental KPIs is embedded in our regular reporting processes. Topics such as a zero flaring and venting policy for new Upstream projects, energy and water savings or managing biodiversity feature prominently on our internal agenda.

Across our operations, we optimize processes, boost efficiency and implement projects that reduce greenhouse gas emissions, our energy consumption and its costs. To this end, we defined our Carbon Strategy in 2007, targeting a reduction of 1 mn t CO₂ equivalent by 2015. Until the end of 2014, our Group-wide initiatives generated savings of about 683,000 t CO₂ equivalent. The modernization of our Petrobrazi refinery alone has saved about 424,000 t CO₂ equivalent.

Our agenda focuses on further energy efficiency improvements to cut emissions, and refining the methods and measures we use.



Monica Mihai, Small Projects Coordination Expert, and George Petrescu, Department Manager FCC Section, both Petrobrazi Refinery (OMV Petrom), on a tour through the refinery after its modernization.



- ✓ 683,000 t CO₂ equivalent reduction Group-wide
- ✓ 25% energy efficiency improvement at Petrobrazi against 2009

Eco-Efficiency

At OMV we take great care in protecting and using our world's finite resources as efficiently and safely as possible. Advanced technologies and initiatives that improve processes and optimize operations reduce our carbon footprint, water and energy consumption.

We are convinced that our efforts will contribute to a cleaner future in an increasingly difficult market environment.

Petrobrazi sets the pace

In 2010, a EUR 600 mn modernization program was launched at the Petrobrazi refinery to allow 100% of OMV Petrom E&P's crude oil production in Romania to be processed and to significantly improve efficiency levels. The refinery was taken offstream twice – a real technical feat – with virtually no chance of meeting the tight deadlines. Muchan Betram, Operations Manager at Petrobrazi, and his team rose to the challenge.

In the 2012 turnaround, 28 projects were concluded to revamp machinery and installations in only 34 days. "According to our benchmark data, this would normally have taken 54 days," adds Monica Mihai, Small Projects Coordination Expert.

Other 16 projects were concluded during the second turnaround in 2014, when 27,800 activities were performed in 24 days by 90 different contractors. At peak times, 6,000 people worked simultaneously. The performance of Atmospheric and Vacuum Distillation's furnaces¹ was improved to reduce CO₂ emissions by about 30,000 t/year, the heat integration in the Fluid Catalytic Cracking² was enhanced and the fuel gas consumption optimized.

The greatest achievement though is finishing both turnarounds on time in 3.1 mn man-hours with ZERO lost-time incidents.

¹ Used to separate crude oil into fractions, such as gasoline, kerosene and other fractions.

² One of the most important conversion processes used in a refinery.

How we tackle the future

Research on new technologies is essential to addressing the challenges of climate change and building a bridge between the present situation and the EU's climate targets. By 2050, the EU aims to cut its emissions to 80% below 1990 levels. This may require a 95% decarbonization of the road transport sector. To achieve this, hydrogen is one of the most promising energy carriers of the future. Today's highly efficient fuel cell vehicles, using hydrogen produced from natural gas, already emit significantly less CO₂ than conventional cars. Besides, hydrogen offers exactly what drivers and the car industry need: similar mileage and short fueling stops.



First OMV hydrogen fuel station in Vienna

Hydrogen has long been part of OMV's daily business. Our refinery in Schwechat produces around 100,000 tons of hydrogen per year. In 2009, we opened a hydrogen filling station in Stuttgart, and in 2012 Austria's first public hydrogen filling station in Vienna. More stations will soon follow suit in Austria. Together with our partners¹ in the H2 Mobility

initiative, we will set up a network of 400 hydrogen filling stations in Germany by 2023.

Aside from the provision of initial hydrogen fueling stations and in addition to the conventional hydrogen production methods of steam methane reforming, a new suite of renewable production options is crucial for OMV's research activities. Only competitive and sustainable production methods will ensure the long-term sustainability of mobility.

As part of the research project wind2hydrogen, OMV is working with partners on ways to transform wind-generated electricity into hydrogen. This electricity is used to split water into hydrogen and oxygen, using electrolysis. Together with EVN, HyCentA² and the Energy Institute at the Johannes Kepler University in Linz, we have developed a wind2hydrogen pilot plant based on a new high-pressure PEM³ electrolyzer. The goal of the project is to set up the conditions needed to produce "green hydrogen" from renewable electricity so that the energy can be stored or used, whenever it is convenient for customers.

OMV has also started preparing options for the long-term future. At the Christian Doppler Laboratory for Sustainable Syngas⁴ Chemistry in Cambridge, Erwin Reisner and his team are researching ways to convert sunlight into usable energy – Syngas. The young and enthusiastic scientists have already managed to produce hydrogen from water with sunlight under laboratory conditions. By 2019, the research team wants to develop a prototype of a reactor to produce larger amounts of hydrogen.



- ✓ 72% Eco-Innovation share of total research expenditures in 2014
- ✓ EUR 25 mn research and development expenses in 2014

Eco-Innovation

Eco-Innovation is an important building block in reducing greenhouse gases by 2050 and securing tomorrow's energy supply.

¹ OMV, Air Liquide, Daimler, Linde, Shell and Total.

² Energie-Versorgung Niederösterreich, Hydrogen Center Austria.

³ Proton Exchange Membrane.

⁴ Today, Syngas (a gas mixture of carbon monoxide and hydrogen) is extracted from fossil fuels in a non-renewable process.

WIN





WIN





How sustainability lives through people

Our aim is to be recognized as an employer of choice. To this end, we invest in the training and personal development of our workforce and the economic development of the communities in which we operate. Community Relations helps us understand and identify actual local needs. These determine how we invest because ultimately, we aim to create win-win benefits for local communities and OMV.

Our Skills to Succeed programs focus on creating local employment, enhancing skills, training and educational initiatives. That way, we strengthen our talent pipeline and meet our demand for tomorrow's local experts. We encourage our employees to take ownership of individual projects. Their active engagement is key to the continued success of Resourcefulness.

female students from five different countries received IPA scholarships funded by OMV.

The bachelor program includes a two-year study period in the home country, one-year at MUL, summer courses as well as an obligatory internship at OMV. The graduate Petroleum Engineers can then either jump-start their OMV career (ideally in their home country) or embark on a Master program.



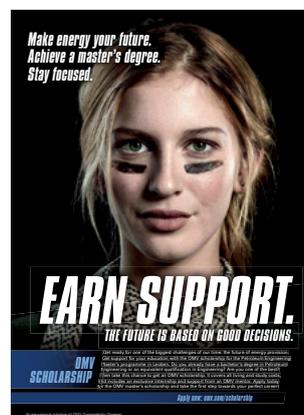
- ✓ 723,445 training hours in 2014
- ✓ 3,404 Resourcefulness targets built into Management by Objective plans

Skills to Succeed

Our people play a decisive role in advancing Resourcefulness by actively engaging in initiatives and taking responsibility for individual projects. As mentors, they assist others in developing the skills and knowledge they will need for their personal growth and success – a key aspect of Skills to Succeed initiatives.



Our partnership with the Montanuniversität Leoben (MUL) echoes our commitment to equip the next generation of petroleum engineers with the interdisciplinary skills needed in the mineral oil industry. In tandem with MUL, we set up the International Petroleum Academy (IPA) to broaden our recruitment base. Last year, 16 male and



Arafat AISalat from Yemen is one of the 16 students who is now living in Leoben to finish his studies. He receives guidance from his mentor, an OMV employee, who helps him to adjust living in Austria, supports him in

his personal development, gives him first-hand insights into our industry, and shows him what a career at OMV is all about. In turn, Arafat tells his mentor more about Yemen's rich culture.

The 2012 students are set to graduate in October 2015; the class of 2013/14 will receive their degree in June 2016. Scholarships are important to us – after all, outstanding and motivated employees are the key to achieving profitable growth in a sustainable and responsible way.



How we build up local content in our communities

We develop community projects that promote self-sufficiency, job growth and economic development in the communities impacted by our business operations. To achieve this, we assess the local economic needs and design our projects accordingly.



The Women's Empowerment Program (WEP) in Pakistan started in 2013. It aims to empower women in the communities around OMV's operational sites and within the company by providing them with access to quality education and equal economic opportunities.

The WEP is OMV's answer to the educational situation in Pakistan. According to the Global Gender Gap Report 2014, Pakistan comes second last (ranked 141) in terms of gender equality worldwide. UNESCO states that the literacy rate for girls and women is a mere 12%.

In 2014, OMV supported the first secondary school facility for 180 girls and 180 boys at Kathore. OMV also provided scholarships to eight girls to attend high school and

five young women to study engineering at university to create female role models in their communities. In addition, OMV initiated microfinance services as well as business development and management training programs with the aim to encourage 2,000



women to become entrepreneurs. More than 1,000 women have already benefitted from this program. Other milestones achieved include the very first appointment of women engineers at OMV Pakistan fields and an increased ratio of women in professional and management positions.

The girls and women in OMV communities have a bright future ahead of them. Some might become role models, teachers or even fellow petroleum engineers.

For us, education is the key to developing and uplifting local communities. Our WEP has thus not only become a flagship model for the industry in the country, it has also received significant international recognition.



- ✓ 4 KPIs for local economic development
- ✓ >82,000 beneficiaries from Skills to Succeed projects

Community development

We believe that economic development helps empower local communities and improve living conditions. To achieve this, we have initiated technical education and vocational training programs worldwide, focusing in particular on girls. Our key education and skills development projects help boost entrepreneurship among men and women.

Diversity at OMV

We are 25,501 colleagues from more than 60 nations scattered around the globe. We speak about 30 different languages. We are globetrotters and homebodies, creative minds and dedicated analysts, artists and athletes, sensitive career moms and dads – we are OMV.

Our diversity gives us the strength to combine our energies, to be even more innovative, productive, and successful. Mutual respect, a sense of responsibility, fairness and open-mindedness define how we treat each other and go about our daily business.



Diversity is a key competitive factor for OMV. We actively encourage it and optimally use it to achieve corporate and personal goals. Training and development opportunities help attract and retain the best mix of talented people at all levels. Among colleagues, we value and support each other in reaching our full potential – every day.

At OMV, we have put a strategic focus on gender diversity and internationality. To enrich our workforce and achieve the best

mix, we aim for a higher share of female senior leaders and a sound mix of local and non-local nationalities within Senior Management. While we constantly monitor our achievements and evaluate the progress, short, medium, and long-term KPIs define our goals.

In particular, OMV encourages girls and women to explore and develop key skills. Our Resourcefulness initiative “Austria is looking for the Technikqueens” is an initiative led by us to encourage girls to choose a technical career. The OMV Girls’ Day opens girls’ minds to new educational paths in technical fields. Through scholarships, we boost the rate of women graduating in technical fields and raise our proportion of women in technical professions.

Setting the framework for diverse needs is essential to us. Through flexible working models and job sharing opportunities, we encourage men and women to think differently. This offers also men the opportunity to go on parental leave or improve their work-life balance.

Diversity is an organizational asset and includes different experiences and perspectives as well as different cultural backgrounds. This is also mirrored in international and diverse teams and will definitely help us to successfully tackle the challenges of tomorrow.



- ✓ 14.6% female Senior Vice Presidents in 2014
- ✓ 47.9% international Senior Vice Presidents in 2014

Diversity means variety

As an internationally integrated company, we are committed to implementing our Group's Diversity Strategy which outlines two focus areas until 2020: gender diversity and internationality. Our focus is to attract, retain and develop the best mix of talented people at all levels, set up an inclusive environment and thus create business value.

Mastering the challenge of business ethics



Trust, honesty and integrity are the basis of all our business dealings.

OMV is active in numerous countries with different cultures and laws. To ensure that our operations comply with the laws in every country, we uphold equally high compliance standards across the Group. International best practices and standards guide our behavior.

As a UN Global Compact signatory, we are committed to its ten principles in the areas of human rights, labor, environment and anti-corruption.

Our Code of Conduct applies to all employees in all business segments, and to all contractors. It outlines how we fulfil our tasks, implement our strategy and achieve its goals. It covers all aspects of sustainability management, yet emphasizes stakeholder relations, HSSE, human rights, employees, and governance. In 2014, 38 compliance audits were carried out across the full range of business ethics issues.

Our Code of Business Ethics helps protect the trust placed in us. It defines a clear set of rules for conflicts of interest, anti-corruption and facilitation payments, lobbying and third-party contracts, gifts and hospitality, donations, prohibition of insider trading and market abuse, trade embargos, and data protection.

OMV was Austria's first listed company to implement a Compliance Management System in line with the German IDW Assurance Standard 980. In 2014 alone, 17 local compliance officers were nominated

in various OMV countries to support the compliance organization at a local level.

A total of 41 employees are dedicated to compliance tasks in the organization. To promote compliance, a total of 1,376 employees were trained on business ethics in 2014, 516 employees on competition law and a further 547 on capital markets law.

OMV Petrom launched PetrOmbudsman in 2014 as an independent, neutral, informal and confidential resource which acts according to the International Ombudsman Association's Standards of Practice and Code of Ethics.



There is always room for improvement. Ongoing risk analyses help lessen the impact of regulatory framework changes, developments or incidents on OMV's risk exposure.

Our bi-annual risk analysis is part of the Enterprise Wide Risk Management. Its focus: business ethics.



- ✓ 1,376 employees trained on business ethics in 2014
- ✓ 41 employees dealing with compliance issues

Trust – honesty – integrity

Our Code of Business Ethics helps preserve these three values and applies to everyone working for OMV, without exception.

We have a ZERO tolerance policy towards bribery, fraud, theft and other forms of corruption.



Business and human rights

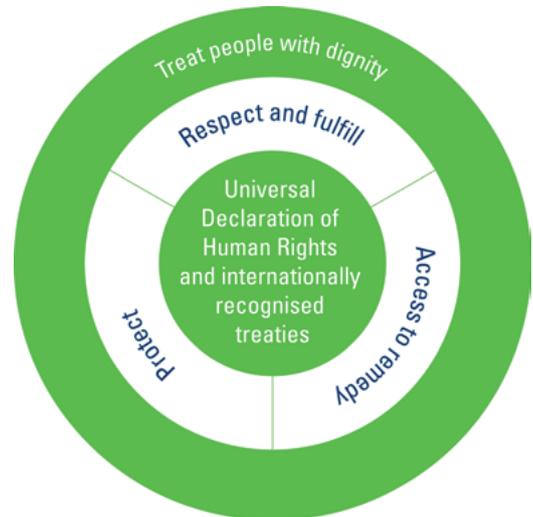
The respect for human rights plays an important role in our business. It is one of the core elements of our Resourcefulness strategy.

Back in 2002, we faced significant criticism from human rights advocates, parliaments and the media for our presence in Sudan. After internal discussions, we developed a clear exit strategy on a commercially viable basis and opted to sell our business stakes in Sudan. This experience was one of the determining factors that led OMV to look at the issue of human rights and to join the UN Global Compact in 2003 – marking the start of the “1st Decade of Professional Human Rights Risk Management at OMV”. Today, human rights are an indispensable part of our business conduct and key to our risk management.

We are fully committed to respecting and supporting the fulfillment of human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, such as those of the International Labour Organization (ILO). In line with the UN Guiding Principles on Business and Human Rights, we have incorporated a well-structured due diligence process and grievance mechanisms into our Human Rights Management System. A comprehensive Human Rights Matrix guides our human rights activities.

As part of our Human Rights Due Diligence, we assess the human rights risk associated with current and future business activities and pro-actively take risk management actions. It is an ongoing process with regular updates and varies from country to country, depending on

the prevalent human rights situation. We make use of external resources and involve external stakeholders, in particular those representing impacted groups. Apart from a country entry check, impact assessments or audits, our tool box includes self-assessments.



In 2014, we also developed a Community Grievance Toolkit and standardized effective operational-level Community Grievance Mechanisms at all operated E&P sites. Furthermore, we defined KPIs to increase human rights awareness among OMV employees and “A” suppliers. We conducted human rights trainings for 324 employees, all external supply chain auditors of our “A” suppliers, and for 14 employees of a potential supplier in Romania. At OMV Petrom, some 30 employees were trained to identify the impacts of human rights violations within an organizational culture as well as strategies and structures to prevent discrimination.



- ✓ 324 human rights training participants in 2014
- ✓ 3 KPIs introduced in 2014

Treating people with dignity

Human rights are universal values. Our human rights approach focuses on awareness-raising, the integration of human rights in our business conduct, due diligence processes to prevent human rights-related harm, and effective grievance mechanisms.

Who we are

Focused, integrated and profitable

■ Current position

- Grow Upstream 1
- Optimize Downstream 2



OMV is an integrated, international oil and gas company active in the Upstream (Exploration & Production) and Downstream (Gas & Power; Refining & Marketing, incl. petrochemicals) businesses in about 30 countries.

With 25,501 employees worldwide and a market capitalization of EUR 7 bn in 2014, OMV Aktiengesellschaft is one of Austria's largest listed industrial companies.

In October 2014, the company's Supervisory Board reconfirmed our "Profitable Growth" strategy which continues to focus on growth in Upstream (Exploration & Production).

Furthermore, the decision was taken to optimize the Gas & Power and Refining & Marketing business segments by combining them into a new business segment Downstream.



- ✓ 309 kboe/d¹ oil and gas production
- ✓ EUR 35,913 mn Group sales
- ✓ 1,090 mn boe² proven reserves

¹ 1,000 Barrel oil equivalent per day.
² Barrel oil equivalent.

OMV Aktiengesellschaft
Head Office
Trabrennstrasse 6–8
1020 Vienna
Austria

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