

Number of training participants^{1,2,3}

	2022	2021
Austria	5,599	5,632
Romania/Rest of Europe	14,659	13,762
Middle East/Africa	664	709
Rest of the world	700	784
Total	21,622	20,887

Money spent on training per region^{1,2}

In EUR

	2022	2021
Austria	3,435,294	2,672,471
Romania/Rest of Europe	5,670,768	5,094,527
Middle East/Africa	614,903	342,242
Rest of the world	369,132	243,485
Total	10,090,097	8,352,725

¹ Excluding conferences and training for external employees

² Excluding DUNATÁR, SapuraOMV, OMV Russia, DYM Solutions, MTM, and Rosier

³ Number of employees who received at least one training

We have also started to work on a shared set of values across OMV, OMV Petrom, and Borealis, which we will use to guide us through this transition and in the future. These new values have been co-created together with our employees to help shape the future of the OMV Group and how we all work together. The new values will then be launched in 2023 alongside a campaign. Moreover, we are also developing leadership competencies closely linked to the newly defined values, to help in identifying and developing future and present leaders.

To achieve the OMV Group's Strategy 2030, we will roll out dedicated global initiatives on Purpose and Values and a new transformational leadership program in 2023. We will also set up a Sustainability Academy that offers an ever-growing selection of varied, pre-selected learning material to support our employees in expanding their knowledge and enhancing their mindset when it comes to OMV's journey to net zero. Additionally, we plan to offer specific training initiatives to support the upskilling of technical employees, for example training on low-carbon energy, geothermal energy, decision quality, and data science.

Diversity

An employee survey on diversity, equal opportunities, and inclusion was launched at the end of 2021. Through this, the OMV Group was able to further strengthen the culture of listening to unheard voices in our Company, and collect feedback from employees on diversity, equal opportunities, and an inclusive environment in the Company. The survey's findings played an important part in developing OMV's new Group-wide Diversity, Equity, and Inclusion strategy 2030, which was launched in 2022.

Our focus on diversity is also being actively nurtured throughout the organization today, supported by a range of training sessions, activities, and awareness campaigns. We also continued our series of online events with external guest speakers on relevant diversity topics. International Women's Day is a day to focus on equality and women's rights worldwide. In 2022, the motto #BreakTheBias directed the focus toward prejudices that still stand in the way of women's equality. OMV fully supports this approach and therefore organized events in March 2022, including a presentation of Diversity, Equity & Inclusion (DEI) quick poll insights and a discussion on the topic. The DEI Awareness Month took place in October 2022, with various events focusing on the topics of interest as determined by the DEI survey conducted in 2021 (gender, generations, parenting, disabilities, and unconscious bias).

OMV is committed to ensuring fair treatment and equal opportunities for all employees and has zero tolerance for discrimination and harassment of any kind. In line with our commitment to equality and non-discrimination, we began working on a formal non-discrimination policy in 2022. This will be introduced in 2023.

We have designed and implemented targeted training programs, such as SHEnergy, a blended learning program for women at OMV, to support women's leadership skills. The program focuses on active inclusion skills and also emphasizes the power of mentoring and networking in developing female leaders.

As a result of these measures, the percentage of women in the Group is about 27% (2021: 27%). A total of 21.6% (2021: 20.9%) of employees in advanced and executive positions are female.