

# THOMAS GANGL

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## PROFILE

27 years of international experience in Industrial/Oil & Gas and Chemicals sectors focused on strategic growth/M&A, restructuring/organizational change, operational excellence and innovation, successfully managing P&Ls >€10 billion and teams of up to 7,600 FTEs across Europe, the Americas, and Asia.

Proven expertise in navigating complex stakeholder landscapes in political/ regulated environments. Recognized by ICIS as one of the Top 40 Power Players in the global chemicals industry, ranked #8 in 2023.

Experienced Supervisory Board Member across multiple OMV group subsidiaries, providing strategic oversight, governance und fiduciary supervision in Bourouge; Borealis and OMV Petrom as well as EREMA Group.

- **Strategic growth/M&A:** Transformed and shaped OMV's footprint significantly through multibillion acquisition (Borealis 39% stake; transaction value 4.7bn \$) and major divestments (European fertilizer business EV 810m €; Gas distribution network Austria transaction value 437m €).
- **Restructuring and organizational change:** Executing mothballing of non-performing assets; PMI of Borealis and defining operating models for refining business; OMV downstream; Borealis after acquisition and for Liberty Steel Europe.
- **Operational Excellence:** Improved competitiveness applying lean, focusing on continuous improvement tracked with benchmarked KPI's; executing on productivity and therewith delivered on challenging targets in several cost and profit improvement programs (>200m € each) and post-merger synergies (>700 m€).
- **Innovation:** Driven by customers demand, defined target areas and led the implementation of new green technologies to introduce products like SAF (Sustainable Aviation Fuel) and green hydrogen; significant CO2 reductions in OMV refining business.
- **Leadership:** Resilient, value-driven leader creating safe and can-do work environments to build high performing teams and drive ambitious goals through clear, effective and transparent communication across all levels; catalyst for change, at ease with complexity, calm during tense moments; focused on complex stakeholder management building trustful relationships with customers, investors and regulators; establishing strong/stable external representation.

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## PROFESSIONAL EXPERIENCE

Since 05/2025

**arcTrust GmbH**

**Vienna, Austria**

*Consulting services and strategic investments company. The firm focuses on delivering expert advice and actively participating in promising business ventures.*

**Founder and managing director**

Established a company specializing in consulting services focused on the oil & gas and chemical industries, while actively managing strategic investments and equity participations.

2024 – 2025

**LIBERTY STEEL Europe**

**Vienna, Austria**

*Subsidiary of Liberty Steel that offers a wide range of products, with capabilities ranging from liquid steel making through to downstream value-add products from plants located in 6 countries with 17,000 FTEs and 3bn+ € [FY 2021] revenues.*

**CEO Liberty Steel Europe**

Direct and indirect (as Board Member of EUROFER) interaction with members of EU Commission/Parliament for the European Steel Action plan to safeguard steel production in Europe.

<b>2021 – 2024</b>	<b>BOREALIS</b> <i>Global provider of advanced and sustainable polyolefins, base chemicals, and fertilizers, serving industries such as automotive, energy, packaging, and agriculture. Borealis is headquartered in Vienna, Austria with ~6,200 FTEs across its footprint of 120 Countries of operations and 7bn+ € [FY 2023] revenues.</i>	<b>Vienna, Austria</b>
	<b>CEO, Chairman of the Executive Board</b> Committee memberships: Vice President World Energy Council Austria; Vice Chairman of Borouge.	
<b>1998 – 2021</b>	<b>OMV</b> <i>Integrated sustainable chemicals, fuels and energy company with a focus on circular economy solutions. OMV is headquartered in Vienna, Austria with 23,557 FTEs across its 28 offices across Europe and globally, and 34bn € in revenues [FY 2024].</i>	<b>Vienna, Austria</b>
<b>2019 – 2021</b>	<b>Chief Downstream Operations Officer, Member, Executive Board</b> Responsible for OMV Downstream business incl. refining & petrochemical operations (3 refineries incl. infrastructure to buy, transport, store crude oil and refinery products); manage 15% stake in ADNOC refining/UAE and 51% stake in GCA GmbH.	
<b>2016 – 2019</b>	<b>Senior Vice President, BU Head Refining &amp; Petrochemicals</b> Mission to achieve safe, reliable and profitable operations in all 3 refineries. Responsible for refining & petrochemical operations (3 refineries incl. infrastructure to transport, store crude oil/refinery products); R&D for OMV downstream activities.	
<b>2014 – 2016</b>	<b>Site Manager, Schwechat Refinery</b> <i>(in addition to SVP Asset Development role)</i> Responsibilities: Managed Schwechat refinery.	<b>Schwechat, Austria</b>
<b>2013 – 2016</b>	<b>Senior Vice President, Asset Development for Refining &amp; Petrochemicals</b> Responsible for R&D, product quality assurance, technology and CAPEX projects (up to 500m €/a) for all European OMV refining & petrochemical assets (~ 360,000 bbl/d crude processing capacity).	<b>Vienna, Austria</b>
<b>2011 – 2012</b>	<b>General Manager OMV Germany GmbH</b> <b>Site Manager Burghausen Refinery</b> <i>(incl. retail and commercial business)</i> Responsibilities: Managed Burghausen refinery – governance for the entire business in Germany incl. commercial (supply of Munich airport with kerosene) and retail business (~300 retail stations) as well as shareholding in Bayernoil (45% stake).	<b>Burghausen, Germany</b>
<b>2007 – 2010</b>	<b>Head of Operations, Centre of Excellence</b> Responsibilities: In matrix function optimized business and lift synergies of 4 refineries; defined best practices and ensured experience exchange via expert networks for the respective refining processes.	
<b>2006 – 2007</b>	<b>Head of Tank Farm, Lobau</b> Responsibilities: operated fuels blending facility, storage of intermediate/final products and Lobau harbor; truck and rail loading facilities.	
<b>2003 – 2006</b>	<b>Head of HSEQ, Schwechat refinery</b> Responsibilities: Managed health, safety, environment and quality topics of Schwechat refinery incl. tank farm Lobau and St. Valentin.	<b>Schwechat, Austria</b>
<b>1998 – 2002</b>	<b>Process Engineer/Shift Supervisor, Schwechat refinery</b> Responsibilities: Optimized processes and ensuring safe and profitable operations; commissioned and ramped-up Multan refinery/Pakistan.	<b>Schwechat, Austria</b>

## PROFESSIONAL MEMBERSHIPS

- Since 2025**      **EREMA AG**      **Ansfelden, Austria**  
*Leading company specializing in the development and manufacture of plastic recycling systems. Founded in Austria, it offers innovative technologies for the efficient processing of post-consumer and industrial plastic waste. EREMA's solutions help reduce environmental impact by promoting circular economy practices. The company serves a global customer base across various industries with high-quality, sustainable recycling equipment.*  
**Board Member**
- Since 2019**      **Österreichischer Verband Creditreform (ÖVC)**      **Vienna, Austria**  
*Provider of credit risk management, debt collection, and business information services for companies operating in Austria and Central Europe; headquartered in Vienna with approx. 130 employees across its national offices; part of the international Creditreform network operating in >20 countries in Europe.*  
**Member, Advisory Council**
- Since 1999**      **Kindernothilfe Österreich**      **Vienna, Austria**  
*Austrian charity organization dedicated to supporting children in need and focusing on education, child protection, and poverty reduction. Kindernothilfe Österreich is headquartered in Vienna, Austria with around 15 FTEs, and is part of the global Kindernothilfe network.*  
**Member, Advisory Council & Foundation Board Member**
- Since 2017**      **Association Schloss Klaus**      **Klaus an der Pyhrnbahn, Austria**  
*Christian nonprofit organization focused on youth and adult education, spiritual retreats, and leadership training rooted in evangelical values, headquartered in Klaus an der Pyhrnbahn, Austria, with around 30 FTEs and functions under the umbrella of the Evangelical Alliance Movement in Austria.*  
**Board Member**

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## EDUCATION

- 1991 – 1998**      **TU Vienna**      **Vienna, Austria**  
Chemical Engineering
- Focus on pressurized fluidized bed process
  - 1996–1997 Studies abroad: University of Salford, Manchester (UK), Mechanical Engineering
  - Diplom-Ingenieur, (Dipl.-Ing.)

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## ADDITIONAL SKILLS

- Languages: German (*native*), English (*business fluent*)

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## PERSONAL

- Date of Birth: October 9th, 1971
- Nationality: Austrian; Married, one son
- Interests: Philanthropy, passionate about exploring world cuisines, fine wine culture, and discovering new places.