FOCUS QUESTIONS 2017

This year, as in previous years, IVA prepared 8 key questions and invites the listed companies to answer them. The answers of the companies will be published on the Internet at www.iva.or.at.

1. How many employees (but not counting the Executive Board) earned a total annual income in excess of EUR 200,000 in 2016, and how many of these earned a total annual income of more than EUR 500,000?

In 2016, 38 executives earned a total annual basic income in excess of EUR 200,000 in Austria.

In 2016, 0 (no) executive earned more than EUR 500,000.

2. How many employees earned a total annual income of less than EUR 25,000 in the reporting year? (full-time equivalents, entire year, not counting apprentices) domestic – abroad separately.

No employee earned a total annual basic income of less than EUR 25,000 in Austria in 2016.

3. Shareholders (in %) – insofar as information is available or estimation

   - Employees (without Executive Board)
   - Executive Board, Supervisory Board
   - Retail shareholders – domestic – abroad separately
   - Foreign investors
4. External cost of stock market listing
   - Vienna Stock Exchange: EUR 7,500; AFREP (Austrian Financial Reporting Enforcement Panel) EUR 54,000; FMA (Financial Market Authority): EUR ~443,000; memberships
   - Shareholders’ general meeting: EUR ~245,000
   - Road shows, presentations, other activities: EUR 2 million including other investor relations activities

5. External consulting fees (without auditing services) to the “Big Four” (Deloitte, EY, KPMG, PwC) and BDO

In 2016, external consulting fees (without auditing services) to the “Big Four” (Deloitte, EY, KPMG, PwC) and BDO amounted to EUR 6,879,000.
6. **Amount of corporation tax payments (profit tax) in Austria** and in the three **most important foreign markets** in 2016.

The **corporation tax payments** of the fully consolidated companies included in the financial statements of the OMV Group amounted to EUR 0.3 million for the 2016 financial year in Austria, EUR 45.3 million in Romania, and EUR 3.7 million in Germany. No corporation tax payments were made in Norway in the financial year 2016 due to losses.

7. **How many employees retired** in 2016, and at which **average age** did they retire? **Number of employees as per December 31, 2016**, sorted by year of birth 1956 and older, 1957–1961, 1962–1966 (shown separately for men and women), **number of apprentices, disabled employment rate.**

In 2016, **44 employees** went into (early) retirement or started receiving an occupational accident/disability pension at an average age of **62** in Austria.
Number of apprentices as per December 31, 2016: 112 (excl. Gas Connect Austria GmbH). A total of 62 registered disabled persons were employed in the Austrian companies as per December 31, 2016.

*All numbers excl. Gas Connect Austria GmbH, Gas Marketing & Trading GmbH & FE Trading GmbH.

8. Potential effects of BREXIT and the TRUMP administration in 2017 and in subsequent years.

There have been no effects from BREXIT and the Trump administration to date (Q1/2017). Potential future effects of BREXIT can only be estimated after negotiations between the UK and EU have been completed. OMV has no operational activities in the USA. Political developments in the USA are being monitored in the international context.