



FOCUS QUESTIONS 2015

This year, as in previous years, IVA prepared 10 focus 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.

The questions are:

1. How many **employees** (but not counting the Executive Board) earned a total annual income **in excess of EUR 200,000** in 2014, and how many of these earned a total annual income of more than **EUR 500,000 Euro**?

In 2014, **47 executives** earned a total annual basic income in excess of EUR 200,000.

0 (no) executives earned more than EUR 500,000.

2. How many **employees** earned a total annual income **of less than EUR 25,000?** (full-time equivalents, entire year, not counting apprentices)

No employee earned less than EUR 25,000.00 in Austria in 2014 (excluding apprentices).



3. What is the direct or indirect **share held by employees** (as far as is known) (employee foundation) **in the company?**

How many **shares qualifying for a tax incentive** did **employees** (tax allowance: EUR 1,460 per employee) buy during the reporting year?

The total share held by employees in the company resulting from the various employee participation schemes amounts to 0.3978%.

In 2014, the employees of the company acquired 238,580 shares on favorable tax terms under the “3+1” employee participation model.

4. **Enforcement: Did the der AFREP (Austrian Financial Reporting Enforcement Panel) perform a review during the reporting year?** If the answer is yes, how long did it take, which additional material and personnel expenses were incurred, what was the **outcome** (objections)?

During the reporting year, AFREP did not subject OMV Aktiengesellschaft to an enforcement review.

5. **Number of company cars**, entertainment expenses, expenses for **culture, social, and sports sponsoring**, book value of **objects of art**

Number of company cars

In Austria, there are currently 122 company cars; of these approximately 1/3 are “functional cars”, especially for field staff; the remainder are “status cars” as part of the pay package.



Entertainment expenses

The entertainment expenses of the OMV Group amounted to EUR 1.3 mn in 2014.

Culture sponsoring

The expenses of the OMV Group for culture sponsoring in Austria in 2014 amounted to EUR 1.1 mn (e.g. general sponsor Vienna State Opera, Wiener Konzerthaus, Museum of Applied Arts).

Social sponsoring

The expenses of the OMV Group for social sponsoring in 2014 amounted to EUR 2.9 mn.

Internationally, the OMV Group spent EUR 13.3 mn for social projects.

Sports sponsoring

The OMV Group spent EUR 2.4 mn for sports sponsoring projects in Austria in 2014 (e.g. Austrian Skiing Federation, ski jumping events, young talents sponsoring projects, Vienna City Marathon, as well as local sports projects in Schwechat and Gaenserndorf).

The OMV Group spent approximately EUR 3.6 mn for sports projects outside Austria (national skiing associations in Romania, Norway, the Czech Republic, and Slovenia; and various sports projects in other OMV countries).

Book value of works of art



The book value of OMV-owned objects of art in 2014 amounted to EUR 537,000.00 (= works of art in the Head Office).

6. Amount of the **corporation tax payments** in Austria in 2014, presumable impact of the **tax reform 2015, compulsory contributions to the Austrian Federal Economic Chamber, assessment and payment of the employee contribution to the Chamber of Labor**

The **corporation tax payments** of the fully consolidated Austrian companies included in the financial statements of the OMV Group in 2014 amounted to EUR 17.1 mn.

A first analysis of the currently published status of the plans for the **tax reform 2015** does not suggest that there will be any major negative impact on the OMV Group. However, it remains to be seen how this reform will be implemented.

The **compulsory contributions to the Austrian Federal Economic Chamber** in 2014 amounted to EUR 5.1 mn.

In 2014, the **contribution paid for employees to the Chamber of Labor** amounted to EUR 800,000.00.



7. **Breakdown of the number of employees: Austria – EU (without Austria) – Russia – USA – Asia – Rest of the World, number of full-time works council members**

Total head count by employment type and region per 31.12.2014						
Employees	Austria*	Romania/Rest of Europe	Middle East/Africa	Rest of the World		Total
Total	3.603	19.025	2.352	521		25.501
Status						
White-collar workers	2.761	9.113	1.697	315		13.886
Blue-collar workers	721	9.912	655	206		11.494
apprentices	121	-	-	-		121
Employment type						
Full-time	3.407	19.003	2.350	521		25.281
Part-time**	196	22	2	-		220
Gender						
male	2.743	14.350	2.010	394		19.497
female	860	4.675	342	127		6.004
Employment type						
Temporary***	134	323	449	-		906

* including Gas Connect Austria GmbH, Econgas GmbH, Adria Wien Pipeline GmbH

** in Petrom, employees have the option to reduce the daily working-time to raise a child up to the age of 2, respectively 3 years. These employees are reported as full-time

*** 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

Number of **full-time works council members** as of December 31, 2014:

9

(excl. Gas Connect Austria GmbH, EconGas GmbH, Adria-Wien Pipeline GmbH)

8. Expenses for **Investor Relations**. Description of the IR activities (for instance, participation in roadshows, other activities for investors, investor enquiries).

The Executive Board and Investor Relations Team were able to maintain and intensify their contacts with analysts and investors at many roadshows and conferences in Europe and America. In 2014, there were approximately 290 personal meetings and presentations in which some



530 fund managers and buy-side analysts participated. Overall, the members of the Executive Board spent some 250 hours in direct meetings with investors and analysts to provide information to them. The IR travelling expenses in 2014 amounted to approximately EUR 60,000.00.

In the interest of transparency, service, and up-to-dateness, all significant information and news for analysts and investors are regularly published on the Internet at www.omv.com. The presentation of the quarterly results is broadcast live on the Internet by webcast.

9. How many employees **retired** in 2014, and at which **average age** did they retire? As per 31 December 2014, how many employees of the company were born in 1954 or earlier, between 1955 and 1959, between 1960 and 1964 (shown separately for men and women), how many apprentices were employed?

In 2014, **14** employees with an average age of **61 years** retired in Austria.*

Headcount as per December 31, 2014	
Clustering IVA	Employees
1960–1964	413
Male	314
Female	99
1955–1959	390
Male	372
Female	18
≤ 1954	80
Male	78
Female	2
Total	883



Number of **apprentices** as per December 31, 2014: 113*

**excl. Gas Connect Austria GmbH, EconGas GmbH, Adria-Wien Pipeline GmbH*

10. Impact of the **EURO/USD exchange rate**, the **Ukraine crisis**, the development of the **oil price**, and the **energy prices** in 2014 as well as presumable development in 2015

As product prices in the oil business are usually linked to the oil price in USD but the functional currency of OMV is the EUR, a stronger USD compared to the EUR affects the results of OMV positively while a lower oil price affects the results of OMV negatively. By approximation, these effects on the result can be calculated as a function of so-called sensitivities. If the USD vs. EUR relation moves up 10 US cents, EBIT will increase by approximately EUR +200 mn and the operative cash-flow by approximately EUR +170 mn.

The marked downward development of the oil price in recent months will have a pronounced negative effect on the results of the OMV Group. A decrease of the Brent oil price by USD 1/bbl results in an EBIT reduction by approximately EUR -40 mn and a cashflow reduction by approximately EUR -35 mn. For the year 2015, it is expected that the Brent price will be around USD 50–60/bbl – in the previous year, the annual average had still been just below USD 100/bbl.

OMV does not have any significant business activities in the Ukraine. However, the transport route of the gas purchased in Russia crosses the



Ukraine. Due to the mild winter, the Ukraine crisis did not have any significant impact on OMV as yet.