



## FOCUS QUESTIONS 2016

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](http://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 2015, and how many of these earned a total annual income of more than **EUR 500,000 Euro**?

In 2015, **45 executives** earned a total annual basic income in excess of EUR 200,000 in Austria.

**0 (no) executives** earned a total annual basic income in excess of 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 a basic annual income of less than EUR 25,000.00 in Austria in 2015.



3. **Are there any plans to take advantage of the amendments introduced by the 2016 tax reform in 2016?**

- **Employee shares** (personal allowance: EUR 3,000)

At present there are no plans to adapt the existing employee stock ownership program.

- **Abolition of capital duty** (capital market transactions, release of “grandparent subsidies”)

The abolition of the capital duty makes equity financing easier.

4. **Enforcement: Did AFREP (the 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 (published objections)?**

In 2015, AFREP carried out a spot check of the consolidated financial statements 2014 and the half-year financial statements 2014 and 2015 of the OMV Group pursuant to Article 2 (1) num. 2 of the Austrian law on financial reporting enforcement. On April 2, 2015 AFREP notified OMV of its intention to perform an enforcement review. On January 12, 2016 OMV was notified of the outcome of the review, which was published together with the preliminary annual results for 2015. In addition to external consulting fees, the review also involved internal costs. Although no time records of the internal labor costs were



prepared, the affected departments reported partly considerable capacity loads.

5. Internal expenses for **IT, IT consulting expenses**, external **press, public relations**, and **lobbying** expenses.

The **internal IT expenses** amounted to just under EUR 179 mn.

The **IT consulting expenses** amounted to EUR 900,000.

The **external expenses for press, public relations**, and **lobbying** amounted to EUR 1.4 mn. in 2015.

6. Amount of the **corporation tax payments** in Austria in 2015, amount of the tax losses carried forward (Austria), salary-dependent **compulsory contributions to the Austrian Federal Economic Chamber, assessment and payment of the employee contribution to the Chamber of Labor, municipal tax, property tax**.

The **corporation tax payments** of the fully consolidated Austrian companies included in the financial statements of the OMV Group in FY 2015 amounted to EUR 300.000.

The fully consolidated Austrian companies **carried forward tax losses** of EUR 1,452.2 mn.



The **salary-dependent compulsory contributions to the Austrian Federal Economic Chamber** in FY 2015 amounted to EUR 1.3 mn.

In 2015, the **contribution assessed and paid for employees to the Chamber of Labor** amounted to EUR 800,000.

EUR 9.8 mn. in **municipal tax** and EUR 400,000 in **property tax** were transferred to the municipalities.

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

Total headcount by employment type and region per 31.12.2015					
Employees	Austria <sup>1</sup>	Romania/Rest of Europe	Middle East/Africa	Rest of the World	Total
<b>Total</b>	3.515	17.967	2.155	487	24.124
<b>Status</b>					
White-collar workers	2.703	8.970	1.532	295	13.500
Blue-collar workers	692	8.997	623	192	10.504
Apprentices	120	0	0	0	120
<b>Employment type</b>					
Full-time	3.310	17.937	2.154	487	23.888
Part-time <sup>2</sup>	205	30	1	0	236
<b>Gender</b>					
Male	2.664	13.392	1.844	370	18.270
Female	851	4.575	311	117	5.854
<b>Employment type</b>					
Temporary <sup>3</sup>	111	56	254	1	422
<small> <sup>1</sup>Including Gas Connect Austria GmbH, EconGas GmbH and Adria Wien Pipeline GmbH.  <sup>2</sup>In OMV Petrom, employees have the option to reduce the daily working-time to raise a child up to the age of two, respectively three years. These employees are reported as full-time.  <sup>3</sup>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.         </small>					



**Number of full-time works council members in Austria: 10**

*(excl. Gas Connect Austria GmbH, Econ Gas GmbH, Adria Wien Pipeline GmbH)*

8. Description of the **compliance activities**, number of employees in the compliance organization. Which compliance activities were outsourced, and what was the cost of the outsourced activities?

The key areas of the compliance activities include: business ethics, capital market compliance/issuer compliance, competition law, data protection (privacy) law, foreign trade law, as well as energy and financial market regulation.

The compliance organization consists of a compliance department at OMV Aktiengesellschaft with group-wide responsibility. At OMV Petrom it is supported by the Corporate Affairs & Compliance Department, and at OMV Petrol Ofisi by the Compliance department. Furthermore, 16 local compliance officers who support the compliance organization locally were appointed in the various countries with OMV locations in 2015. In total 41 persons are fully or partly dedicated to the fulfillment of the compliance agendas. The Chief Compliance Officer reports directly to the Executive Board and the Supervisory Board.

In 2015, OMV did not outsource any compliance activities.

9. How many employees **retired** in 2015, and at which **average age** did they retire? As per 31 December 2015, how many employees of the company were born in 1955 or earlier, between 1956 and 1960,



between 1961 and 1965 (shown separately for men and women), how many apprentices were employed, how many persons with disability were employed?

In 2015, **23** employees with an average age of **62 years** went into early retirement or retirement in Austria.

Headcount as of 31.12.2015	
Row Labels	Headcount
≤ 1955	86
male	83
female	3
1956-1960	387
male	360
female	27
1961-1965	397
male	298
female	99
<b>Grand Total</b>	<b>870</b>

Number of **apprentices** as per December 31, 2015: 116

As per December 31, 2015 the Austrian companies employed **66 registered disabled persons**.

*\* All figures exclude Gas Connect Austria GmbH, Econ Gas GmbH, Adria Wien Pipeline GmbH*

- Opportunities and risks:** Iran, Cuba, China, impact of the development of the **oil price** and the **energy prices** in 2015, and their presumable development in 2016.

Due to its significant oil and gas resources, **Iran** is a country of interest to OMV, and a country with which it had cooperated successfully in the



past. This cooperation can now resume since the sanctions have been lifted. Potential joint projects in the upstream segment include the Cheshmeh Kosh and Band-E-Karkeh fields.

**Cuba** and **China** are not in the defined regional focus of OMV's business operations. However, we are monitoring the economic developments of all large national economies, in particular China, because they represent important indicators for our market assessments.

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 cash-flow reduction by approximately EUR 35 mn. For the year 2016 it is expected that the Brent price will be around USD 40/bbl – during the previous year the annual average had still been just below USD 50/bbl.