



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.

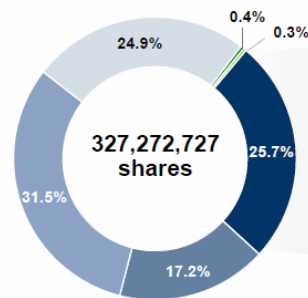
No employee earned a total annual basic income of less than EUR 25,000 in Austria in 2016.

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**

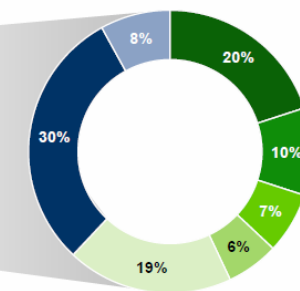


Diversified international shareholder base

Shareholder structure ¹



Geographical distribution of institutional investors ¹



¹ As of December 2016

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.

Headcount per 31.12.2016	
≤ 1956	94
male	91
female	3
1957 - 1961	365
male	327
female	38
1962 - 1966	386
male	290
female	96
Total	845



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.