



FOCUS QUESTIONS 2018

This year, as in previous years, IVA prepared 9 key questions and invites 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 2017, and how many of these earned a total annual income of **more than EUR 500,000**?

In 2017, **37 executives** earned a total basic income in excess of EUR 200,000 in Austria.

In 2017, **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.

3. **Cost of Annual and Sustainability Report?**
 - Circulation
 - Distribution: private investors, institutional investors, banks, other.



Annual Report:

Circulation: 4,000 copies

Cost: approx. EUR 240,000

Distribution: sent on demand

Sustainability Report:

Circulation: only available online

Cost: approx. EUR 50,000

4. **Cost of IFRS 9 conversion** (financial instruments) and **IFRS 16** (leasing), in particular that of **external consulting**?

In 2017, external and training cost for the conversion to IFRS 9 amounting to some EUR 54,000 as well as the cost for software licenses, software implementation, and external consulting for the implementation of IFRS 16 amounting to some EUR 134,000 was incurred.

5. Amount of **corporation tax payments (profit tax)** in **Austria** and in the three **most important foreign markets** in 2017?

The corporation tax payments of the fully consolidated companies included in the financial statements of the OMV Group amounted to EUR 0.2 million for the 2017 financial year in Austria, EUR 93.7 million in Romania, EUR 133.5 million in Germany, and EUR 9.6 million in Norway.



6. **Compulsory contributions to the Austrian Economic Chambers, calculated and paid Chamber of Labour levies for employees, contributions to voluntary representations of interest, municipal tax (only Austria)?**

The pay-related compulsory contributions to the Austrian Economic Chambers amounted to EUR 1.9 million in 2017, the Chamber of Labour levies calculated and paid for the employees were EUR 0.8 million, and the municipal tax paid to the municipalities EUR 9.5 million.

7. How many employees **retired** in 2017, and at which **average age** did they retire? Number of employees as per December 31, 2017 (separately for **men** and **women** and for each **country**, number of apprentices, number of full-time **Works Council members**), sorted by domestic – abroad

In 2017, **49** employees went into (early) retirement at an average age of **62** in Austria.

Headcount per regions as of 31.12.2017					
Employees	Austria ¹	Romania/Rest of Europe ¹	Middle East/Africa	Rest of World	Total 31.12.2017
Total	3.482	15.722	1.093	424	20.721
thereof employees in training					
Apprentices	109	0	0	0	109
Gender					
Male	2.611	11.613	981	321	15.526
Female	871	4.109	112	103	5.195

¹ Including Gas Connect Austria GmbH and FE Trading GmbH



There were **10** legal full-time Works Council members as per December 31, 2017 in Austria.

8. Effects of **MiFID II**, in particular with regard to **research/analyses**?

To date, there have been no direct/visual effects of MiFID II. The number of sell-side analysts who regularly inspect/cover OMV is unchanged.

9. The five most important **wishes** to the new Kurz/Strache **government**?

1. Give priority to the functioning of the market economy according to the principles of competitiveness, affordability, sustainability, and security of supply in all legislative processes.

- The energy-intensive industry needs planning security in order to create impetus for growth. As the backbone of the Austrian economy, it is therefore necessary to secure the international competitiveness of the Austrian industrial sector and to counteract the migration of countless jobs.
- This includes
 - an attractive location policy, competitive economic policy;
 - clear commitment to the energy-intensive industry in Austria and in Europe;
 - attractive, long-term, stable framework conditions;



- more streamlined approval procedures, no excessive regulations, above all in the implementation of EU directives.

2. **Attractive, long-term, stable framework conditions under the premise of technological neutrality**

- **for the exploration and production of hydrocarbons from domestic deposits.** OMV production in the Weinviertel region currently covers around 10% of the annual crude oil and 15% of the annual natural gas supply. The exploration and production of domestic natural oil and gas make a significant contribution to the secure supply of energy in Austria, ensure a high level of added value and employment, and reduce our country's dependence on imports.
- **to promote investment and the inherent innovation that is a consequence thereof.**

That means:

- incentives and realistic goals in line with market potential and all involved sectors;
- technological neutrality both with regard to legal regulations and measures and the topic of energy research – this must take place where there are new, useful ideas and not exclusively in the area that is preferred from a political perspective. Innovative processing methods that comply with the sustainability criteria in particular, should be recognized solely on the basis of their greenhouse gas reduction potential regardless of the processing method.



3. Objective discourse as well as strategies and objectives that can be realistically implemented

- The chosen course towards more environmental compatibility, higher efficiency, and lower greenhouse gas emissions must be pursued, can, however, only be successful if the chosen strategies and objectives can be realistically implemented and are in line with affordability and social compatibility.
- What is indispensable is a well-functioning energy system based on a balanced energy mix – of renewable and conventional sources of energy – considering the improved standard of living of a growing world population and the consequent rise in demand for energy.

4. Political commitment to the important role of hydrocarbons, especially natural gas

- Natural gas is the least expensive way of achieving higher energy efficiency and a significant reduction in greenhouse gases.
- Unlike electricity, natural gas can be economically stored in large amounts and can therefore balance extreme peaks in demand quickly and inexpensively.
- Natural gas is therefore also the ideal and indispensable partner for renewable energies and should be promoted for an Austrian and European energy mix accordingly – because natural gas is available, affordable, and environmentally friendly.



5. Energy supply has to be viewed in the international context too.

- The fall in gas production in Europe means that the supply of sufficient natural gas has to be secured. This can be facilitated by extending reliable, long-standing energy partnerships – above all with Russia.
- A modern, efficient infrastructure is required for the pan-European supply of energy. The increasing amounts of gas imports can only be guaranteed through a modern, efficient gas infrastructure. In this context, individual infrastructure projects may not be politicized. A reinforced energy infrastructure secures the energy supply of Austria and of Europe.
- Austria is a key hub for the European oil and gas market (amongst others thanks to the Schwechat refinery, the crude oil and product pipelines, key gas transit pipes, and natural gas storage, or the gas trading platform). This fact must be taken into account when securing the energy supply in Austria.