



## FOCUS QUESTIONS 2019

This year, as in previous years, IVA prepared 8 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](http://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 2018, and how many of these earned a total annual income of **more than EUR 500,000**?

In 2018, **29 executives** earned a total basic income (excl. lump sums and severance payments) in excess of EUR 200,000 in Austria.

In 2018, **0 (no) executive** earned more than EUR 500,000 (excl. lump sums and severance payments) in Austria.

2. How many employees **retired** in 2018, and at which **average age** did they retire? Number of employees as per December 31, 2018 (separately for **men** and **women** and for each **country**, number of apprentices, number of full-time **Works Council members**), sorted by domestic – abroad

In 2018, **35** employees went into (early) retirement at an average age of **62** in Austria.



Headcount per regions as of 31.12.2018					
Employees	Austria	Romania/Rest of Europe	Middle East/Africa	Rest of the World	Total 31.12.2018
<b>Total</b>	3 632	15 232	684	683	20 231
thereof employees in training					
Apprentices	102	0	0	0	102
Gender					
Male	2 719	11 184	591	527	15 021
Female	913	4 048	93	156	5 210

There were **9** legal full-time Works Council members as per December 31, 2018 in Austria.

3. **Ancillary costs**, such as travel expenses, secretarial services, consulting, exams, further training for the **Supervisory Board**?

In 2018, compensation for the Supervisory Board, attendance fees, and travel costs amounted to EUR 0.8 million. Other ancillary costs amounted to EUR 0.9 million.

4. **Cost of Annual and Sustainability Report?**

- Circulation: in German and English
- Distribution: private investors, institutional investors, banks, other.

**Annual Report 2018**

Circulation: German 1,000, English 750

Distribution: sent on demand

Cost: approx. EUR 200,000

**Sustainability Report 2018**

Circulation: online

Distribution: online



Cost: EUR 70,000

## 5. Investor relations activities

- Road shows, domestic and abroad
- Contact with institutional and private investors
- Expenditures for research and analysis
- Costs for publication of notices in the Wiener Zeitung and other media

In 2018, OMV participated in around 50 **road shows** and conferences, domestic and abroad, and organized a Capital Markets Day. Meetings took place with more than 300 **institutional investors** (some repeats), and there were numerous occasions for contact with **private investors**. OMV is covered by more than 20 **analysts** but pays no fees for this.

In 2018, the costs for **publication of notices in the Wiener Zeitung** amounted to around EUR 60,000.

## 6. Consulting costs, digitalization costs

- Sorted into legal services, IT consulting/digitalization, advertising, public relations, hiring, other
- Description of activities related to digitalization

In 2018, **digitalization costs including consulting costs** amounted to around EUR 38 million. This includes costs for **cross-departmental digitalization projects**, which are sorted as follows:



- **“Digit Up” project**  
Total costs of EUR 11.14 million, of which EUR 1.47 million were consulting costs
- **“Information Security Program 4.0” project**  
Total costs of EUR 3.15 million, of which EUR 2.43 million were consulting costs
- **“SAP S/4 Hana Phase 1” project**  
Total costs of EUR 4.19 million, of which EUR 2.38 million were consulting costs

**Digitalization** is a present topic that people and businesses are now heavily engaged in. OMV aims to optimally support its growth strategy and to climb into the league of digital leaders with a broad digital offensive encompassing all divisions. Innovation and digital transformation will take place across the company to strengthen value chains. Currently the divisions and corporate are starting from different positions. For this reason the divisions are driving their digitalization based on their specific needs and requirements. Above all, a common denominator is essential: the “Digital Journey”.

## 7. Contributions/donations/sponsorships, representation

- sorted into culture, sports, philanthropy

In 2018, sponsorships of OMV Aktiengesellschaft were as follows:



**Cultural sponsorships** OMV AG: EUR 1.8 million

**Sports sponsorships** OMV AG: EUR 3.1 million

Spending on **philanthropy** OMV AG: EUR 1.2 million  
(philanthropic spending includes social projects, social sponsorships, and donations to social causes.)

8. **Insurance expenses** (excluding motor vehicles),  
**claims payments received** (excluding motor vehicles)  
in the past three years

Cumulative **insurance expenses** for the period 2016 to 2018:  
around EUR 113 million

**Claims payments received** for the period 2016 to 2018:  
around EUR 67 million

**Insurance expenses** only include paid premiums and is exclusive of any insurance taxes, service charges, or remuneration to insurance brokers.

**Claims payments** only include amounts that were directly paid to OMV AG or its subsidiaries and excludes compensation to third parties from liability insurance payouts.