



QUESTIONS ON KEY ISSUES 2014

This year, the Austrian investors' association IVA has again formulated 10 questions on key issues and is inviting the country's publicly listed companies to answer them. The responses are published online at www.iva.or.at.

The answers from STRABAG SE

1. In 2013, how many employees (excluding the management board) received a total annual remuneration of more than € 200,000 and, of these, how many received more than € 500,000?

The number of employees with a total annual remuneration (= fixed salary + performance-based bonus) of more than € 200,000 gross in the 2013 calendar year was in the high double digits, those with a total annual remuneration of more than € 500,000 gross was in the single-digit range.

2. What measurable performance criteria are used as a basis for the performance-related pay of management board members and other executives (top management level)? Which proportion of the entitlement will not be paid out until 2014, 2015 or later? At what percent of the fixed salary are the variable earnings capped?



The performance-related pay of the group management is based on the operating result according to internal management reporting. Starting with the 2011 financial year, 20 % of the performance-related pay of management board members and other executives is retained and transferred to a personal settlement account for the purpose of ensuring sustainable, long-term performance criteria over a period of several years. It is paid out after the end of the employee's contract term. The variable earnings are capped at a maximum of 200 % of the fixed salary.

3. In the year under report, how many employees received total annual remuneration of less than € 20,000 (full-time employment over the twelve-month period)?

A total of 28 employees in Austria received annual remuneration of less than € 20,000 in the reporting year. The total number of employees in Austria amounted to nearly 9,700.

4. **Enforcement:** internal company preparations, additional personnel and non-personnel expense, one-time or on a continuing basis

In 2013, the company began preparing for an enforcement procedure together with an external consulting firm. The preparations are being carried out using existing personnel; the consultancy costs amounted to T€ 16 during the 2013 financial year. The procedure is being continued in 2014.



5. How high are the supervisory board's ancillary costs for secretariat, travel, accommodation, representation, training?

The ancillary costs amounted to a total of € 19,067 (food, travel, board, translations, visas).

6. Amount of corporate taxes paid in Austria in 2013, impact of 2014 tax package (restrictions on group taxation, non-deductibility of annual remuneration of more than € 500,000)

Corporate taxes paid in Austria in 2013 amounted to T€ 183. Due to existing loss carryforwards, this is mostly due to the minimum corporate tax.

A detailed review is currently underway into the impact on STRABAG SE of the new rules of the Tax Code Amendment Act (Abgabenänderungsgesetz). No significant impact on the corporate tax payments is expected.

7. External expenses 2013 for training and further education, legal advice and PR/lobbying (please itemise).

The costs for external legal advice in 2013 amounted to € 17,758,284.

Public relations are handled centrally by STRABAG's own staff. Only an immaterial amount of external consulting is used on a case-by-case basis in those countries in which STRABAG's



Corporate Communications does not have its own staff or does not speak the local language; the resulting expenses amounted to less than € 1 million across the entire group.

The group costs for external training and further education in 2013 were between T€ 600 and T€ 700.

8. **Expense for investor relations.** Description of IR activities (including participation in road shows, other activities for investors, investor inquiries)

The costs for the participation in road shows (hotels, flights, etc.) amounted to about € 5,000 in the past year.

The external costs for the 2012 annual report (published in 2013) amounted to € 175,342.

In 2013, about € 7,500 were spent on (voluntary and mandatory) IR-related advertisements and other disclosures.

9. How many employees went into retirement in 2013 and what was their average age? As at 31 December 2013, how many employees were 60 years or older, how many in the 55–60 age group, and how many in the 50–55 age group (men and women listed separately)?



In the year under report, white-collar workers in Austria retired at an average age of 60.8, blue-collar workers at 59.8.

In the year under report, 547 employees in Austria were 60 years of age or older (86 % men, 14 % women), 1,031 were between 55 and 60 (86 % men, 14 % women) and 1,343 between 50 and 55 (86 % men, 14 % women).

10. Social media activities, cost-benefit comparison

External costs for social media observation in 2013: € 3,000.

STRABAG observed the various social media channels using an external provider but does not participate actively in the discussions. The observation is necessary to manage reputation risks.