



QUESTIONS ON KEY ISSUES 2017

This year, the Austrian investors' association IVA has again formulated 8 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.

1. In 2016, how many **employees** (excluding the Management Board) received a total annual remuneration of **more than € 200,000** and how many employees received a total annual remuneration of **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 2016 calendar year was in the low triple digits, those with a total annual remuneration of more than € 500,000 (gross) was in the low double-digit range.

2. In 2016, how many **employees** received a total **annual remuneration of less than € 25,000** (full-time employment, full year, excluding apprentices)? Indicate figures separately for **Austria and abroad**.

In 2016, 80 full-time employees in Austria (0.78 % of 10,314 employees) earned less than € 25,000.

In the rest of Western Europe (DE, BE, CH, NL, IT, SE), 226 full-time employees (0.72 % of 31,393 employees) earned less than € 25,000 in 2016.

For Eastern Europe and the non-European countries, a proper depiction is not possible due to the different earning levels.



3. **Shareholders (in %)** – to the extent that information is available;
otherwise provide estimate

- **Employees** (excluding the Management Board)
- **Management Board, Supervisory Board**
- **Retail shareholders** – separately for Austria and abroad
- **foreign investors**

The STRABAG SE Group has no employee stock option programme. No member of the Management Board of STRABAG SE directly holds STRABAG SE shares. The Vice Chairman of the Supervisory Board, Mag. Erwin Hameseder, holds 210 shares (<0.01 %).

Retail shareholders:

Austrian: 5.92 %

Foreign: 0.76 %

Institutional investors:

Austrian: 1.50 %

Foreign: 4.42 %

4. **External costs of listing**

- Wiener Börse AG, OePR (Austrian Financial Reporting Enforcement Panel), FMA, memberships
- Annual General Meeting
- Road shows, presentations, other activities
- Consultancy expenses

The external costs of the listing – including the costs for preparing the reports – amount to slightly more than € 400,000 annually for STRABAG SE.



5. External **consultancy expenses** (excluding audit services) paid to the “Big Four” (Deloitte, EY, KPMG, PwC) and BDO

External consultancy expenses (excluding audit services) paid to the “Big Four” and BDO in 2016 amounted to € 2.3 million (KPMG € 1 million, Deloitte € 0.7 million, PwC € 0.4 million, EY € 0.1 million and BDO € 0.1 million).

6. Amount of **corporation tax (and/or income tax) payments** made in 2016 in **Austria** and in the three major **foreign markets**.

In Austria, no income tax was due in 2016 due to the existing loss carryforward. The income tax in 2016 in the three major foreign markets amounted to € 89 million, thereof € 68 million in Germany (incl. trade tax), € 11 million in Poland and € 10 million in the Czech Republic.

7. How many employees retired in 2016, and what was their **average age of retirement**? State number of employees as at 31 December 2016: indicate how many were born in or before 1956, between 1957 and 1961, and between 1962 and 1966 (indicate figures separately for women and men); state the number of apprentices and the rate of employment of persons with disabilities.

Number of retirements internationally: 1,013
Average age of retirement: 63.65

Number of employees (indicated separately for women and men)

	<i><=1956</i>	<i>1957–1961</i>	<i>1962–1966</i>
<i>M</i>	<i>4,479</i>	<i>7,697</i>	<i>9,274</i>
<i>W</i>	<i>427</i>	<i>866</i>	<i>1,160</i>
<i>Total</i>	<i>4,906</i>	<i>8,563</i>	<i>10,434</i>



Apprentices: 1,489

A depiction of the rate of employment of persons with disabilities is not possible due to the different circumstances in the respective countries.

8. Potential effects of **BREXIT** and the **TRUMP** administration in 2017 and the following years.

The Brexit will not affect the STRABAG Group directly, as the output volume of the group in the United Kingdom is insignificant in comparison to the group's total output volume. However, STRABAG does expect to see indirect effects: As the United Kingdom is a net contributor to the European Union, a Brexit is expected to result in smaller budgets for the EU infrastructure funds, which could have a negative effect on the financeability of large infrastructure projects in Central and Eastern Europe – core markets of the STRABAG Group.

From today's point of view, the Trump administration is not expected to have any noticeable direct effects for the STRABAG Group.