



## QUESTIONS ON KEY ISSUES 2018

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](http://www.iva.or.at).

1. In 2017, 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 2017 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 2017, 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 2017, 102 full-time employees in Austria (0.97 % of 10,574 employees according to the 2017 Annual Report) earned less than € 25,000.**



**In the rest of Western Europe (DE, BE, CH, NL, IT, SE), 482 full-time employees (1.51 % of 32,018 employees according to the 2017 Annual Report) earned less than € 25,000.**

<b>COUNTRY</b>	<b>Group</b>	<b>&lt; €25,000</b>	<b>in %</b>
<b>Austria</b>	<b>10,574</b>	<b>102</b>	<b>0.97 %</b>
<b>Western Europe</b>	<b>32,018</b>	<b>482</b>	<b>1.51 %</b>

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

**3. Costs of the Annual Report and of the Sustainability Report?**

- Number of copies
- Distribution: private investors, institutional investors, banks, other.

**Number of copies: 3,000 copies German, 2,000 copies English**

**Costs of report production: approx. € 131,000**

**The Consolidated Non-Financial Report is published as part of the Annual Report.**

**Distribution: STRABAG subsidiaries, private investors, institutional investors, analysts, banks as well as anyone who signs up on the website for a free subscription of the printed report.**

**4. Costs of transition to IFRS 9 (Financial Instruments) and IFRS 16 (Leasing), especially for external consulting?**



**The new requirements under IFRS 9 are of only minor importance for the consolidated financial statements of STRABAG SE. The external consulting costs to date amounted to about € 25,000.**

**IFRS 16 becomes mandatory on 1 January 2019. Transition projects are currently ongoing. The costs to date amount to about € 15,000.**

**The internal costs for the IFRS transition projects are not indicated separately and are not included in the above-stated values.**

5. Amount of **corporation tax (and/or income tax) payments** made in 2017 in **Austria** and in the three major **foreign markets**?

**The actual tax expense reported in the consolidated financial statements of STRABAG SE amounts to € 70 million; of this amount, € 3 million apply to Austria, € 35 million to Germany, € 3 million to Poland and € 5 million to the Czech Republic.**

6. Amount of **mandatory contributions** to the **Economic Chamber**, **contributions to the Chamber of Labour** made on behalf of employees, **voluntary contributions to interest groups**, **municipal taxes** (only Austria)?

**The expenses in Austria in 2017 amounted to: € 1.3 million for mandatory contributions to the Economic Chamber; € 2.0 million for contributions made to the Chamber of Labour on behalf of employees;**



**€ 0.3 million for voluntary contributions to interest groups; and  
€ 16.0 million for municipal taxes.**

7. How many employees retired in 2017, and what was their **average age of retirement**? State number of employees as at 31 December 2017. Indicate figures separately for **women and men** and **by country**. State the number of apprentices and the number of **employee representatives** released from their work duties without loss of pay. Indicate figures separately for Austria and abroad.

**Number of retirements internationally: 1,146**

**Average age of retirement 63.98**

**Number of employees (indicated separately for women and men and by country):**

COUNTRY	Women	Men	TOTAL
Germany	5,031	24,686	29,717
Austria	1,550	9,024	10,574
Americas	241	4,957	5,198
Poland	882	3,869	4,751
Middle East	65	3,795	3,860
Czech Republic	573	3,086	3,659
Hungary	435	2,309	2,744
Slovakia	430	1,484	1,914
Romania	258	1,103	1,361
Rest of Europe	189	1,077	1,266
Africa	168	954	1,122
Switzerland	71	996	1,067
Serbia	167	869	1,036
Russian Federation	219	665	884
Croatia	131	727	858
Asia	111	635	746
Benelux	94	540	634



<b>Sweden</b>	<b>67</b>	<b>341</b>	<b>408</b>
<b>Denmark</b>	<b>53</b>	<b>301</b>	<b>354</b>
<b>Bulgaria</b>	<b>72</b>	<b>274</b>	<b>346</b>
<b>Slovenia</b>	<b>45</b>	<b>168</b>	<b>213</b>
<b>Italy</b>	<b>35</b>	<b>157</b>	<b>192</b>
<b>TOTAL</b>	<b>10,886</b>	<b>62,018</b>	<b>72,904</b>

**Number of apprentices: 1,538**  
**-Austria: 269**  
**-abroad: 1,269**

**Number of full-time employee representatives: 130**  
**-Austria: 24**  
**-abroad: 106**

8. Impact of **MiFID II**, including, but not limited to **research/analyses**?

**STRABAG could not determine any significant impact from MiFID II.  
The share continues to be covered by eight banking institutions.**