



QUESTIONS ON KEY ISSUES 2015

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 questions:

1. In 2014, 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 2014 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. 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, excl. apprentices)?

A total of 52 employees in Austria received annual remuneration of less than € 25,000 in the reporting period.



3. What is the **proportion of shares held by employees** (if known) directly or indirectly (e.g. via employee foundation) **in the company?**

How many **shares** were acquired by **employees** under **the tax incentive scheme** (tax-free allowance of € 1,460 per employee) in the reporting period?

The company does not know how many shares of STRABAG SE are held by employees.

4. **Enforcement:** Did the company subject itself to a **review by AFREP (Austrian Financial Reporting Enforcement Panel)** in the year under report? If yes, duration, additional material and personnel cost, **results** (concerns)

An AFREP review was not performed.

5. **Number of company cars**, expenses for **representation**, for **cultural, social** and **sports sponsoring**, book value of **art objects**

There are 22,786 vehicles under 3.5 t in use within the group; of this amount, about half (54 %, 12,345 passenger cars) are assigned to individual persons due to the scattered nature of locations in the construction sector.

Expenses for representation amounted to about € 4.4 million in the 2014 financial year, donations to € 0.5 million. Cultural sponsoring



activities accounted for expenses of about € 4.1 million. The book value of art objects in the STRABAG SE Group is of minor importance.

6. Amount of **corporate taxes** paid in Austria in 2014, amount of tax loss carry-forward (Austria), probable impact of **2015 tax reform**, **mandatory contribution to the Austrian Economic Chamber**, **contributions to the Austrian Chamber of Labour made on behalf of employees**

Corporate taxes paid in Austria amounted to about € 170,000 in 2014.

On 31 December 2014, there was a tax loss carry-forward of € 390

million in Austria, recognised as deferred tax assets in the

consolidated financial statements. No substantial impact on the

consolidated financial statements is expected from the 2015 tax

reform. The expenses for legally required and voluntary contributions

to interest groups (e.g. mandatory contributions to the Economic

Chamber) in Austria amounted to about € 1.8 million in 2014;

contributions made to the Chamber of Labour on behalf of employees

in Austria amounted to about € 2 million

7. **Number of employees by region: Austria – EU (without Austria) – Russia – USA – Asia – Rest of World**, number of full-time employee representatives

Austria: 9,860

EU (without Austria): 45,084



Russia and Neighbouring Countries: 1,972

USA: 4

Asia: 716

Rest of World: 15,270

Number of full-time employee representatives:

Austria: 19

Germany: 113

Hungary: 1

8. Description of the **investor relations activities** (e.g. roadshows, inquiries from private and institutional investors, other activities for investors) and **number of printed annual reports** (German, English)

As we pursued our investor relations activities as persistently in 2014 as in the years before, investor interest grew slightly despite the low free float. In addition to the prescribed quarterly reports, we informed 100 capital market participants (2013: 79) in 65 (52) one-on-ones, telephone conferences and group talks. We took part in eleven (eight) road shows and investor conferences organised by Baader Bank, Deutsche Bank, Erste Group, GBR Financial Services, Kepler Cheuvreux, MainFirst, Raiffeisen Centrobank, Wiener Privatbank and WOOD & Company and engaged in investor talks in places such as Frankfurt, Berlin, Munich, Milan, Zurich, Warsaw, Prague and Vienna.

A total of 7,000 annual reports (DE: 4,000, EN: 3,000) were printed.



9. How many employees **went into retirement at what average age** in 2014? Number of employees as at 31 December 2014 grouped into the following categories by year of birth: 1954 and older; 1955–1959; 1960–1964 (further grouped according to sex); number of apprentices

Retirements across the group: 505

Average retirement age: 62.6 years

Number of apprentices: 1,365

Number of employees by year of birth:

	≤1954	1955–1959	1960–1964
M	4,212	7,549	9,713
W	364	831	1,228
Σ	4,576	8,380	10,941

10. Impact of **euro-dollar exchange rate**, the **Ukraine crisis**, the development of the **oil price** and the **energy prices** in 2014 and 2015 (expected)

The euro-dollar exchange rate had only a minor impact in the group. The situation is similar with regard to the development of the energy prices, as lower costs for e.g. diesel are relatively quickly passed on to the clients.



The political developments in Ukraine since February 2014 are having no significant influence on the situation of the STRABAG Group from today's perspective: STRABAG's output volume in 2014 in Ukraine amounted to less than 1 % of the annual figure, and to just about 2 % in the RANC region (Russia and neighbouring countries). As construction is an export non-intensive industry in which most of the services are provided locally, and the STRABAG Group provides its services almost exclusively for private clients, the company does not expect the political developments to have any immediate impact on its business in Russia – even if the investment climate has cooled significantly. In 2015, no significant output volume is expected to be achieved in Ukraine.