

# Results for the first nine months and third quarter 2021

Vienna, October 19, 2021

| A<sup>1</sup> Telekom Austria Group

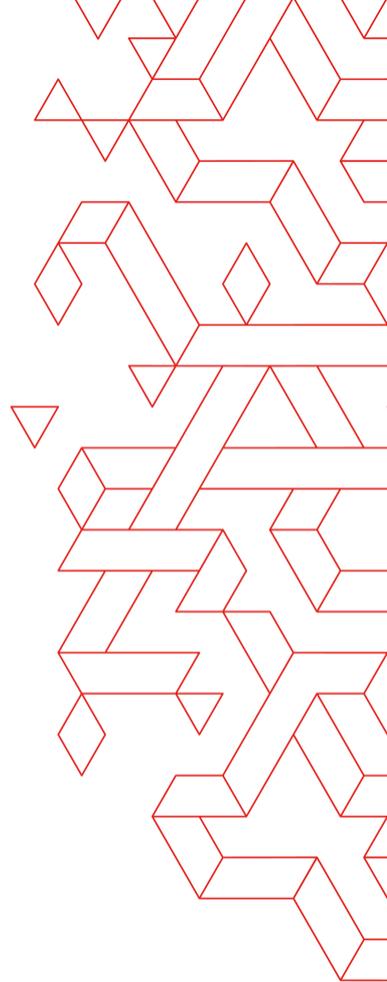


# Cautionary statement

'This presentation contains forward-looking statements. These forward-looking statements are usually accompanied by words such as 'believe', 'intend', 'anticipate', 'plan', 'expect' and similar expressions. Actual events may differ materially from those anticipated in these forward-looking statements as a result of a number of factors. Forward-looking statements involve inherent risks and uncertainties. A number of important factors could cause actual results or outcomes to differ materially from those expressed in any forward-looking statement. Neither A1 Telekom Austria Group nor any other person accepts any liability for any such forward-looking statements. A1 Telekom Austria Group will not update these forward-looking statements, whether due to changed factual circumstances, changes in assumptions or expectations. This presentation does not constitute a recommendation or invitation to purchase or sell securities of A1 Telekom Austria Group.'

Alternative performance measures are used to describe the operational performance. Please therefore also refer to the financial information presented in the Consolidated Financial Statements, as well as the reconciliation tables provided in the Earnings Release.

# Operational and financial highlights for the first nine months and third quarter 2021



# Highlights Q3 2021



- Group total revenues grew by 5.5%, predominantly driven by service revenues growth in all markets in both the mobile and the fixed-line businesses
  - Increased mobile contract subscribers base (+6.2%), Internet@home subscriber growth (+5.4%) and stable RGU base (-0.2%)
  - Solutions & connectivity business continued its strong momentum
  - Robust EBITDA before restructuring growth of +8.4% (excl. FX & one-offs + 9.0%) due to strong service revenue trends in all markets & including ~ 2% positive roaming impact on EBITDA
  - Solid FCF generation in first nine months of EUR 465.4 mn (+8.4%) as the positive operational performance and improved working capital outweighed higher CAPEX
- Spectrum acquired in Q3: 700MHz, 3.6 GHz and 26GHz for EUR 14 mn in Croatia
  - New customer-centric Internet@Home portfolio in Austria
  - ESG: Tackling reduction of CO<sub>2</sub> emissions with Green Electricity & Energy Efficiency initiatives
  - Outlook 2021 raised: 3-4% total revenue growth (before: +2-3%), CAPEX guidance unchanged

# Q3 2021: Solid service revenue trends with growth in all markets continue to drive EBITDA higher

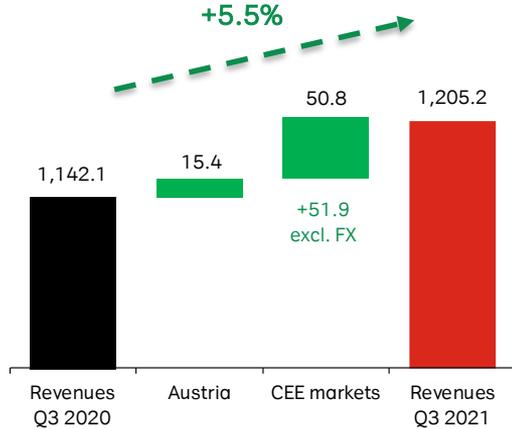
Group (in EUR million)	Q3 2021	Q3 2020	% change
Total revenues	1,205.2	1,142.1	5.5%
Service revenues	1,012.9	953.8	6.2%
EBITDA before restructuring*	501.3	462.5	8.4%
CAPEX	190.5	125.0	52.4%



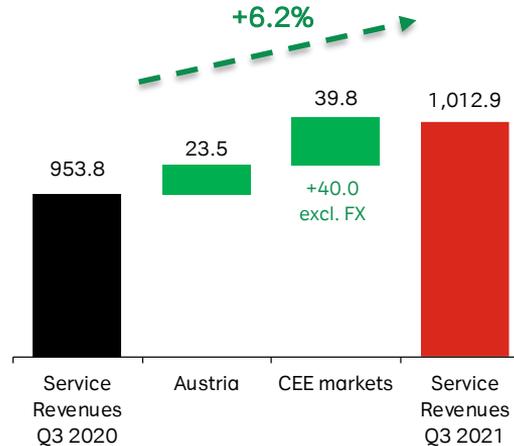
- Group total revenues benefited from strong service revenue growth in all markets as well as higher equipment revenues
- Service revenues increased throughout the footprint, driven by mobile core business – supported by a rebound in roaming- and a continuing strong performance of mobile WiFi routers; as well as solid traction of the solutions & connectivity business
- Total OPEX rose by 3.5%, mostly related to revenue growth and also due to low comparable 2020 amidst COVID-19 related savings (maintenance, advertising...)
- Group EBITDA before restructuring driven by encouraging service revenues, more than outweighed the higher cost base. Excluding FX, one-offs and restructuring, EBITDA rose by 9.0%
  - In Austria, EBITDA before restructuring charges increased by 5.0% (reported: +5.4%) driven by a successful translation of strong service revenue growth into EBITDA as well as an improved equipment margin
  - In CEE, EBITDA rose (+11.3%) driven by growth in all markets except for a slight decline in Slovenia

# Austria and CEE markets in Q3 2021

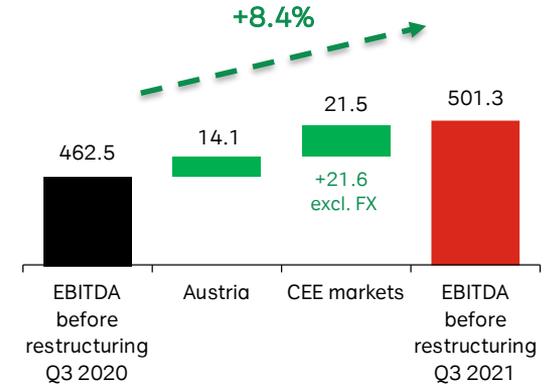
**Total revenues**  
(in EUR mn)



**Service revenues**  
(in EUR mn)



**EBITDA before restructuring**  
(in EUR mn)



Deviation between A1 Group and the sum of Austria and CEE markets due to Corporate & Eliminations.

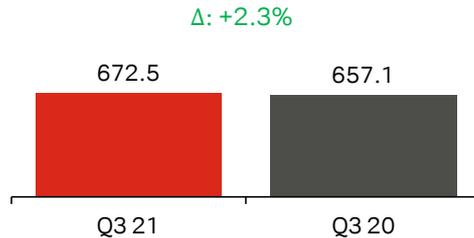
Restructuring charges: EUR 21.1 mn (Q3 2020: EUR 20.9 mn)  
Negative FX effects of EUR 1.1 mn in total revenues, EUR 0.2 mn in service revenues and EUR 0.1 mn in EBITDA



# Austria: Continued strong service revenue trends translated into solid EBITDA growth, despite increased core OPEX

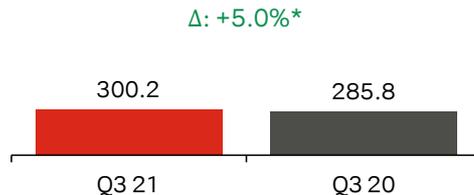
## Total revenues

(in EUR mn)



## EBITDA before restructuring

(in EUR mn)



\* excl. restructuring charges of EUR21.1 mn in Q3 2021 (Q3 2020: EUR20.9 mn)

## Operational data

- New A1 Internet@Home portfolio launched in September, while the internet market continued to be mainly driven by mobile WiFi routers
- High value tariffs, mobile WiFi routers, some pricing adjustments as well as a rebound in roaming drove ARPU higher
- ARPL increased on the back of successful upselling efforts and some pricing measures
- Solutions & connectivity continued its growth trajectory from previous quarters

## Financial performance

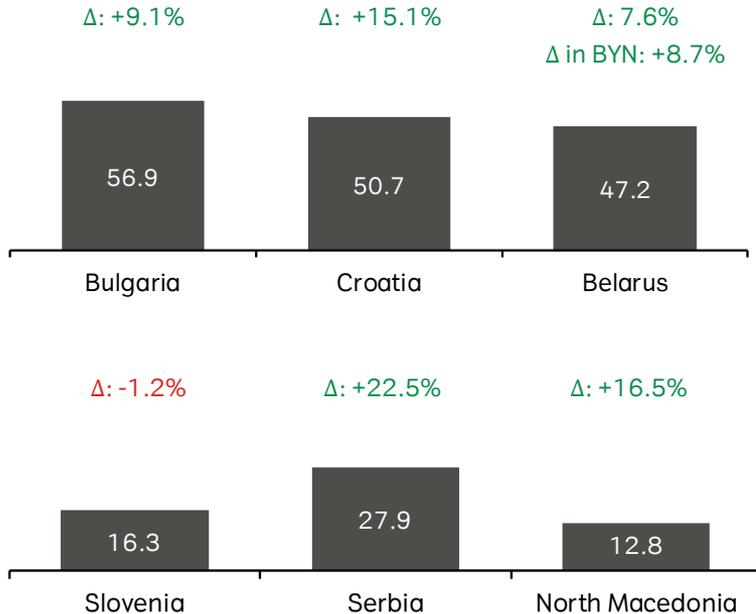
- Service revenues increased by 4.1%:
  - Mobile service revenues increased owing to the continued strong demand for high value tariffs and mobile WiFi routers as well as inflation-linked price increases from April 2021 and a partial recovery of roaming revenues
  - Fixed-line service revenues higher, entirely driven by the solutions & connectivity business, more than compensating for lower retail fixed-line revenues due lower voice after strong comps
- Core OPEX slightly up related to revenue growth as well as increased maintenance and advertising costs after COVID-19 related savings in the comparison period



# CEE: Operational service revenue and EBITDA growth in almost all international markets

## EBITDA

(in EUR mn; Q3 21%-change vs. PY)



## Highlights CEE

### Bulgaria:

- Service revenues increased by 11.9% in Q3 2021 on the back of:
  - mobile WiFi routers, roaming
  - strong solutions & connectivity business and successful upselling
- Premium for recently introduced 5G tariffs portfolio still in place
- Equipment revenues grew due to a higher number of sold devices
- OPEX increased driven by workforce, electricity and product-related costs

### Croatia:

- Total revenues increased by 8.7% due to strong service revenue growth driven by mobile core, supported by increased visitor roaming and a strong performance of mobile WiFi routers
- EBITDA driven by service revenue growth; OPEX higher yoy due to positive one-off effect in Q3 2020 (EUR +2.6 mn) as well as higher advertising and commission costs in the period under review

### Belarus:

- Total revenue growth in LCY (+11.2%) as well as in EUR (+9.9%) terms since BYN depreciated only slightly by 1.3% vs. EUR (period-average) compared to Q3 2020
- Service revenues increased on the back of upselling and monetization of the growing subscriber base, supported by pricing measures

### Other segments:

- Slovenia: EBITDA declined as higher service revenues could not outweigh increased advertising and maintenance costs
- Serbia: strong EBITDA growth due to solid service revenue growth, supported by improved equipment margin
- North Macedonia: robust EBITDA growth on the back of higher service revenues



# 1-9M 2021: Free cash flow increased by 8.4% yoy

(in EUR million)

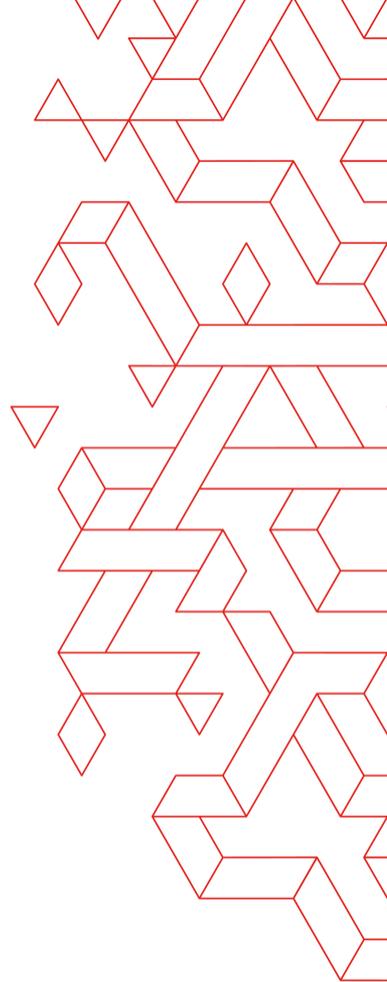
	Q3 2021	Q3 2020	% change	1-9 M 2021	1-9 M 2020	% change
EBITDA	480.2	441.6	8.7%	1,306.3	1,212.3	7.7%
Restructuring charges and cost of labor obligations	23.6	25.0	-5.6%	67.5	68.3	-1.2%
Lease paid (principal, interest and prepayments)	-37.1	-37.7	1.7%	-133.7	-136.2	1.9%
Income taxes paid	-42.2	-27.0	-56.4%	-67.8	-45.9	-47.6%
Net interest paid	-10.5	-11.7	10.2%	-41.8	-45.9	8.9%
Change working capital and other changes	-37.9	-73.0	48.1%	32.7	-97.5	n.m.
Capital expenditures	-190.5	-125.0	-52.4%	-632.7	-448.5	-41.1%
Free Cash Flow (FCF) before social plans	185.5	192.1	-3.4%	530.5	506.6	4.7%
Social plans new funded*	-17.9	-19.6	8.7%	-65.1	-77.4	15.9%
<b>Free Cash Flow</b>	<b>167.6</b>	<b>172.5</b>	<b>-2.8%</b>	<b>465.4</b>	<b>429.2</b>	<b>8.4%</b>

- Free cash flow increased to EUR 465.4 (+8.4% yoy) in the first nine months of 2021, as:
  - positive operational performance and improved working capital more than outweighed
  - higher capital expenditures as a consequence of low 2020 comparable as well as acquired frequencies in the reporting period (Bulgaria, Slovenia and Croatia) and higher income taxes paid
- Change in working capital and other changes mainly driven by:
  - increase in accounts payable as investments returned back to normal levels

\* reconciliation of free cash flow to previous view is provided on the slide 32.

# Focus Points

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# The 'E' of ESG: Dedicated initiatives to reduce A1 Group's CO<sub>2</sub> emissions with electricity as key lever

## Targets



Net carbon neutral by 2030



Increase energy efficiency by 80% vs 2019

## Challenges



Consumption driven by increasing data usage



Electricity accounts for 90% of CO<sub>2</sub> emissions

Tackle the reduction of CO<sub>2</sub> emissions via initiatives in  
**Green Electricity & Energy Efficiency**



## Green Electricity

Adoption of Group-wide **green electricity strategy**

Available green **electricity instruments**:



Guarantees of origin



Green tariffs



On-site self-production



Power purchasing agreements (PPA)



## Energy Efficiency

Ambition to use **less energy for constant production** through:

- Reducing energy losses
- Efficient heating / cooling
- **New technologies**: more energy-efficient
- **Examples**: Dynamic Cell Sleep, Free cooling, Hot aisle containment, Cloudification



## TCFD Analysis



Assessment of **climate-related risks & opportunities** for A1 Austria



**Climate scenarios as key tool**



**Results:**

Minimal impact (<2.5% of EBITDA in 2030-50)

Risks: floods & increased operating costs

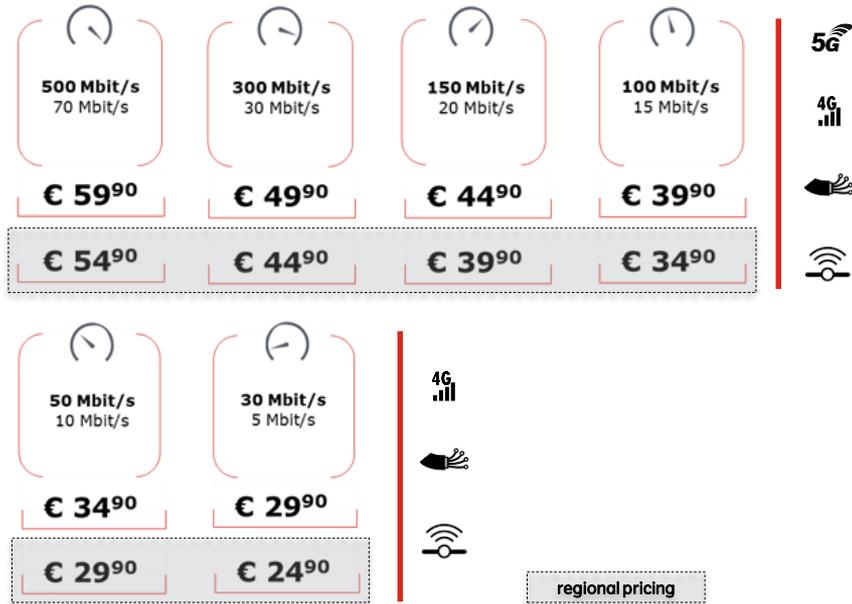


**Next steps:**

TCFD gap analysis, quantitative deep-dive analysis & TCFD analysis for CEE operations

# New Internet@Home portfolio in Austria: **Customer-centric approach based on technology agnostic broadband products**

## New Internet@Home portfolio



## Key considerations

- Reducing complexity of the Internet@Home portfolio with **technology agnostic approach**  
Standardized internet portfolio with best technology for each location
- Flatten the price curve while slightly increasing the entry level with a **more-for-more approach**  
Facilitate upselling in the base & high bandwidth products
- Pushing fiber migration & penetration  
Increase FTTH penetration in new buildings
- Regional offers

# Spectrum auction roadmap: Main part of 5G spectrum auctions in A1 Group's footprint successfully closed

	Austria	Bulgaria	Croatia	Slovenia
Acquired spectrum	1.5 GHz / 2.1 GHz / 3.5 GHz	2.1 GHz / 2.6 GHz / 3.6 GHz	700 MHz / 3.6 GHz / 26 GHz	700 MHz / 1.4 GHz / 2.1 GHz / 3.6 GHz / 26 GHz
Timing	Q1 2019 / Q3 2020	Q1 / Q2 2021	Q3 2021	Q2 2021
Price (EUR mn)	130.2	5.6	14.0	43.6
				<b>=193.5</b>



- 5G spectrum auctions done
- 5G spectrum assignment format/timing not yet defined



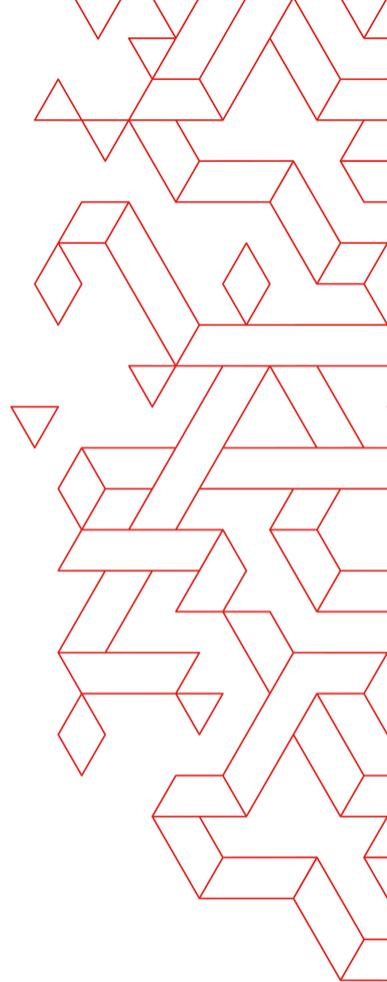
Network roll-out CAPEX envelop unchanged due to transition from 4G to 5G CAPEX



Mobile core 5G tariffs with a premium in place

# Outlook for the full year 2021

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# Outlook for the full year 2021 raised

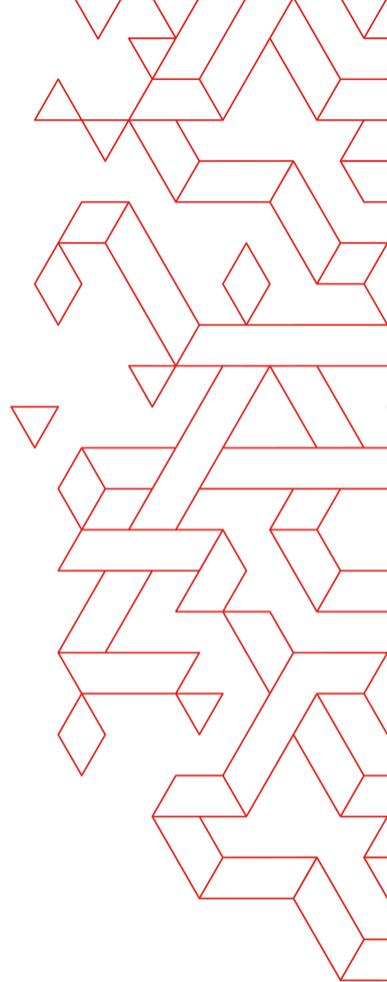
	July 14 , 2021	October 19, 2021	Consensus 2021
Total revenues	approx. +2-3%	approx. +3-4%	EUR 4,692 mn (+3.1% yoy)
CAPEX	approx. EUR 800 mn	approx. EUR 800 mn	EUR 811 mn*

\*CAPEX consensus excl. spectrum

- Ongoing strong operative performance and positive service revenue trends in basically all markets – on the back of strong performance in the mobile business as well as solutions & connectivity
- Assumed depreciation of ~ 10% (previously 10-15%) avg. BYN vs. EUR FX rate
- CAPEX does not include investments in spectrum or acquisitions

# Appendix 1

ESG



# One.Strategy

“Environmental, Social & Corporate Governance (ESG)” was introduced as **Strategy Enabler**

The A1 Telekom Austria Group aims to foster more efficient, resource-preserving and thus more sustainable ways of working and living.



# ESG Strategy – Enabling the potential of digitalization for climate, people and society

## Targets – our ambition



### Climate & Environment - Ambition 2030

- Reach net carbon neutrality by decreasing the own carbon footprint & switching to energy from renewables<sup>1</sup> (CO<sub>2</sub>-emissions: +3% yoy)
- Increase energy efficiency by 80%<sup>2</sup> (Improvement of +22% from 2019 to 2020)
- Recycling around 50,000 old devices a year (84,880 collected devices in 2020)



### People & Society - Ambition 2023

- Address 100,000 people – especially children and young people – as part of the focus on digital education. To give people the confidence and skills to actively shape digital worlds. (9,239 participations in 2020)



### Corporate Governance – Ambition 2023

- Increase the proportion of women in management to 40% (2020: 36%) and raise and maintain the proportion of women at the company at 40% (2020: 40%)
- Maintain a best-practice and (externally) certified compliance management system<sup>3</sup> to ensure an integer and trustworthy A1 Group



Results for the first nine months and third quarter 2021

<sup>1</sup> Scope 1 and Scope 2

<sup>2</sup> Improvement 2030 vs. 2019 (base year), where „energy efficiency“ is defined as electricity consumed/transported data volumes fixed and mobile (data carried).

<sup>3</sup> Certifications will be done every three to five years

# The ,E' of ESG



## CO<sub>2</sub>-emission 2030

Reach net carbon neutrality from own operations by

- decreasing the own carbon footprint and
- gradually switching to energy from renewable sources



## Energy efficiency 2030

The long-term aim is to increase energy efficiency by 80 % compared with 2019.



## Circular economy 2030

To promote the circular economy at the company: recycling around 50,000 old devices a year.

- Approx. more than **100 mobile base stations powered by self-generated electricity** from wind or solar power
- **Phase-out** of diesel generators
- Procurement of **100% of renewables in electricity** in AUT und SLO
- Operating **100% CO<sub>2</sub> neutral network** in Austria since 2014
  
- Evolution towards **more efficient technologies in network** (4G/5G)
- **Efficient cooling** on RAN-sites and in Data Centers (e. g. free cooling) as well as raised temperature tolerance towards 30°C
- More **efficient power supply equipment** to 96%, reducing internal losses
- Increase of cell sleep and cell shutoff in low traffic situations (night/weekend)
- IT virtualization with increased utilization of compute and storage
  
- **Mobile phone recycling initiatives** in almost every country
  - Recovery of precious materials: palladium, gold, silver and copper
  - Avoidance of direct pollution to the ground by proper management of non-degradable substances such as arsenic, beryllium or mercury
- Approx. **84,880 collected mobile phones in 2020**
- **Other reuse and refurbish initiatives** in AUT and BGR

# The 'S' of ESG



## Digital Education 2023

To address 100,000 people – specially children and young people – as part of the focus on digital education.



- Since 2011 over **228,000 participants** within **14,600 workshops** (group-wide)
- **Focus on Digital Education:** developing digital skills and the safe usage of digital media
- Over **60 different live courses** and **30 online workshops**
- **Reaching all target groups:** kids, teens, educators, teachers, parents and seniors
- **Providing playful introduction into coding for children and young people** by navigating the initial coding experiences in a prominent way and offering programming in coding-labs or workshops with learning robots (e.g. “Robotics”)
- **Bridging technology gap for the Generation 60+** through providing free courses, trainings and videos on navigating digital world within A1 **Seniorenaademie**
- **Roll-out of similar projects and activities in other operating countries**

# The 'G' of ESG



Maintain a best-practice and externally certified compliance management system to safeguard the A1 Telekom Austria Group's integrity and trustworthiness.



## Foster diversity, equity, inclusion (DEI)

Increase the proportion of women in management positions to 40 %

Raise and maintain the proportion of women at the company at 40 %

- Strong **tone-from-the-top**.
- Group wide conducted **integrity survey** shows still a strong compliance and integrity culture at A1
- As part of the **Compliance Summer Tour**, more than 1,900 employees and managers were trained in over 100 trainer-based digital compliance sessions.
- Launch of the Group-wide compliance e-learning
  
- **Diversity, Equity & Inclusion:**
  - Push gender diversity while broadening perspective across DEI
  - Digital diversity training: **'Unconscious Bias initiative'** started in 2020, continuing in 2021 (total number of e-learning: 3.586)
- **Measure progress:**
  - Group Diversity Dashboard to be implemented
- **Advance female talent:** (Future) Female Leaders Program, Female Leaders Circle in Austria

# ESG KPIs

	2019	2020	Change	
 <b>Environment</b>				
	CO <sub>2</sub> -emissions (in t)*	240,909	247,705	3%
	Energy efficiency (in Mwh/Terabyte)	0.18	0.14	-22%
	Mobile phones collected (No.)	64,504	84,880	32%
 <b>Digital Education**</b>				
	Participations in media literacy trainings (no.)	35,326	9,239	-74%
	Number of Workshops	2,217	527	-76%
 <b>Diversity</b>				
	Share of female employees (%)	39	40	-
	Share of female managers (%)	35	36	-
	Share of female representative in Supervisory Board (%)	30	30	-

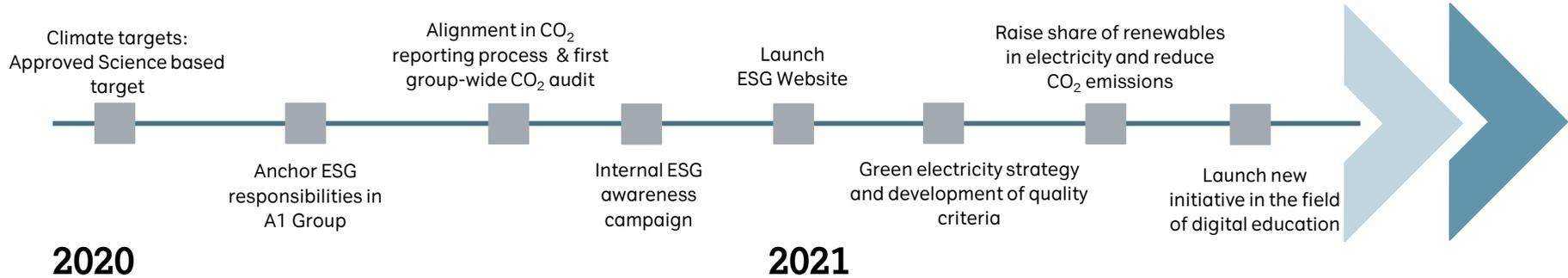
\* Scope 1 und Scope 2 market based CO<sub>2</sub>-emissions, in CO<sub>2</sub>e

\*\* Due to COVID-19, not all workshops took place to the planned extent

# ESG Milestones & Goals

Relevant milestones reached ...

... and ambitious goals to achieve



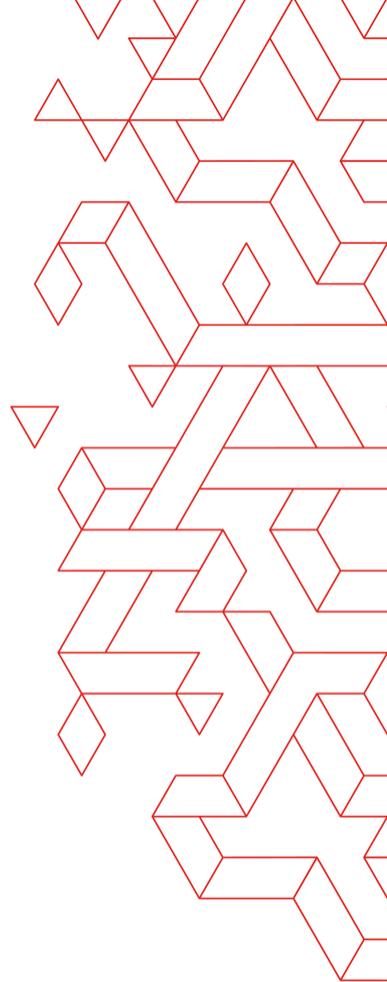
## Ratings and indices in 2020



Results for the first nine months and third quarter 2021

# Appendix 2

**Additional information on KPIs  
and financials**



# A1 Telekom Austria Group: The leading regional communications player providing convergent telecommunication services

as of June 30, 2021 (in '000)



## Austria

Mobile market position #1

Mobile subscribers:

- 5,023 (Q2 2020 : 5,004)

RGUs:

- 3,086 (Q2 2020: 3,194)

**A1**

## Bulgaria

Mobile market position: #1

Mobile subscribers:

- 3,737 (Q2 2020: 3,759)

RGUs:

- 1,100 (Q2 2020: 1,075)

**A1**

## Croatia

Mobile market position #2

Mobile subscribers:

- 1,990 (Q2 2020: 1,872)

RGUs:

- 668 (Q2 2020: 676)

**A1**

## Belarus

Mobile market position #2

Mobile subscribers:

- 4,935 (Q2 2020: 4,864)

RGUs:

- 661 (Q2 2020: 618)

**A1**

## Slovenia

Mobile market position #2

Mobile subscribers:

- 706 (Q2 2020: 699)

RGUs:

- 213 (Q2 2020: 208)

**A1**

## Serbia

Mobile market position #3

Mobile subscribers:

- 2,388 (Q2 2020: 2,273)

**A1**

## North Macedonia

Mobile market position #1

Mobile subscribers:

- 1,084 (Q2 2020: 1,051)

RGUs:

- 344 (Q2 2020: 333)

**A1**

# A1 Telekom Austria Group: Profit and Loss

(in EUR million)	Q3 2021	Q3 2020	% change
Service Revenues	1,012.9	953.8	6.2%
Equipment Revenues	172.9	168.9	2.4%
Other operating income	19.4	19.4	-0.2%
<b>Total Revenues</b>	<b>1,205.2</b>	<b>1,142.1</b>	<b>5.5%</b>
Cost of Service	-335.2	-316.6	-5.9%
Cost of Equipment	-167.7	-165.6	-1.3%
Selling, General & Administrative Expenses	-220.3	-216.3	-1.8%
Others	-1.8	-2.0	13.1%
<b>Total Costs and Expenses</b>	<b>-725.0</b>	<b>-700.5</b>	<b>-3.5%</b>
<b>EBITDA</b>	<b>480.2</b>	<b>441.6</b>	<b>8.7%</b>
<i>% of Total Revenues</i>	<i>39.8%</i>	<i>38.7%</i>	
Depreciation and Amortisation	-195.6	-190.3	-2.8%
Depreciation RoU assets	-40.8	-40.6	-0.3%
<b>EBIT</b>	<b>243.8</b>	<b>210.7</b>	<b>15.7%</b>
<i>% of Total Revenues</i>	<i>20.2%</i>	<i>18.4%</i>	
<b>EBT (Earnings Before Income Taxes)</b>	<b>221.0</b>	<b>177.1</b>	<b>24.8%</b>
<b>Net Result</b>	<b>181.0</b>	<b>142.6</b>	<b>26.9%</b>

# A1 Telekom Austria Group: Total revenues & costs and expenses per segment

Total Revenues (in EUR million)	Q3 2021	Q3 2020	% change
Austria	672.5	657.1	2.3%
Bulgaria	144.9	127.9	13.3%
Croatia	121.5	111.8	8.7%
Belarus	108.8	99.0	9.9%
Slovenia	54.0	52.7	2.5%
Serbia	83.2	73.7	12.9%
North Macedonia	35.0	31.0	13.0%
Corporate & other, eliminations	-14.8	-11.1	-33.3%
<b>Total Revenues</b>	<b>1,205.2</b>	<b>1,142.1</b>	<b>5.5%</b>

Costs and Expenses (in EUR million)	Q3 2021	Q3 2020	% change
Austria	393.4	392.2	0.3%
Bulgaria	88.0	75.8	16.1%
Croatia	70.8	67.7	4.5%
Belarus	61.6	55.1	11.7%
Slovenia	37.7	36.2	4.2%
Serbia	55.3	50.9	8.5%
North Macedonia	22.2	20.0	11.1%
Corporate & other, eliminations	-4.0	2.5	n.m.
<b>Total Operating Expenses</b>	<b>725.0</b>	<b>700.5</b>	<b>3.5%</b>

# A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q3 2021	Q3 2020	% change
Austria	7,231	7,424	-2.6%
International	10,266	10,334	-0.7%
Corporate	374	365	2.5%
<b>A1 Telekom Austria Group</b>	<b>17,872</b>	<b>18,123</b>	<b>-1.4%</b>

FTE (End of Period)	Q3 2021	Q3 2020	% change
Austria	7,232	7,414	-2.5%
International	10,243	10,320	-0.7%
Corporate	376	360	4.5%
<b>A1 Telekom Austria Group</b>	<b>17,851</b>	<b>18,094</b>	<b>-1.3%</b>

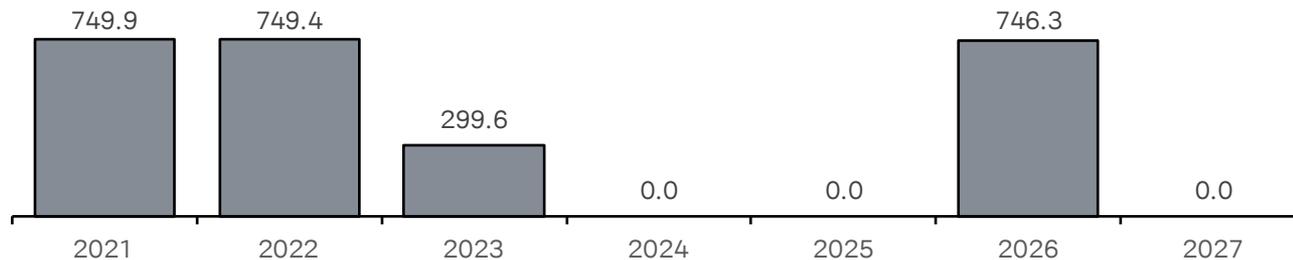
# A1 Telekom Austria Group: Net debt

## as of September 30, 2021

Net Debt (excl. Leases) (in EUR million)	30 September 2021	31 December 2020	% change
Long-term Debt	1,045.9	1,793.7	-41.7%
Short-term Borrowings	1,499.3	749.1	100.2%
Cash and Cash Equivalents	-471.5	-210.9	-123.6%
<b>Net Debt (excl. Leases) of A1 Telekom Austria Group</b>	<b>2,073.6</b>	<b>2,331.9</b>	<b>-11.1%</b>
<b>Leverage Ratio</b>	<b>1.4</b>	<b>1.7</b>	

Net Debt incl. Leases (in EUR million)	30 September 2021	31 December 2020	% change
Long-term Debt incl. Leases	1,671.4	2,494.3	-33.0%
Short-term Borrowings incl. Leases	1,658.8	903.4	83.6%
Cash and Cash Equivalents	-471.5	-210.9	-123.6%
<b>Net Debt incl. Leases of A1 Telekom Austria Group</b>	<b>2,858.7</b>	<b>3,186.8</b>	<b>-10.3%</b>
<b>Leverage Ratio</b>	<b>1.7</b>	<b>2.0</b>	

# A1 Telekom Austria Group: Financial debt maturity profile as of September 30, 2021 (in EUR mn)



- EUR 2,545.1 mn short- and long-term debt as of September 30, 2021
- Average cost of debt of 2.95%
- Cash and cash equivalents of EUR 471.5 mn
- Average term to maturity of 1.9 years

## Lines of credit

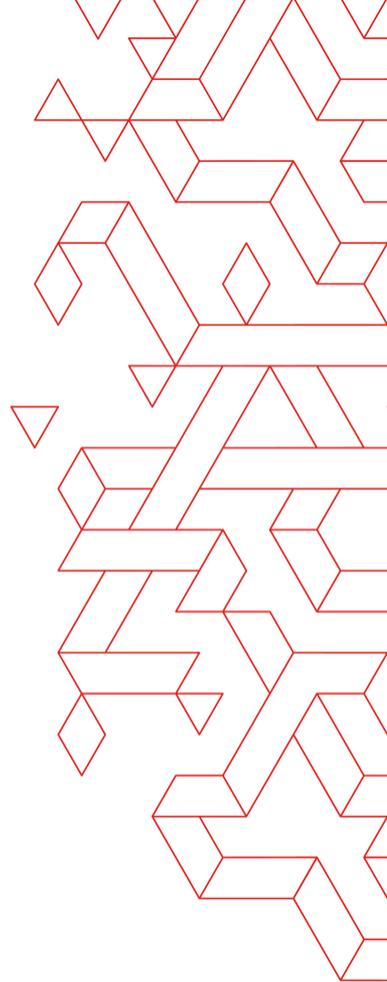
- Undrawn committed credit lines amounting to EUR 1,015 mn
- Average term to maturity of 4.8 years

## Ratings

- S&P: BBB+ (stable outlook)
- Moody's: Baa1 (stable outlook)

# Appendix 3

## Reconciliation of Free Cash Flow



# 1-9M 2021: Reconciliation free cash flow

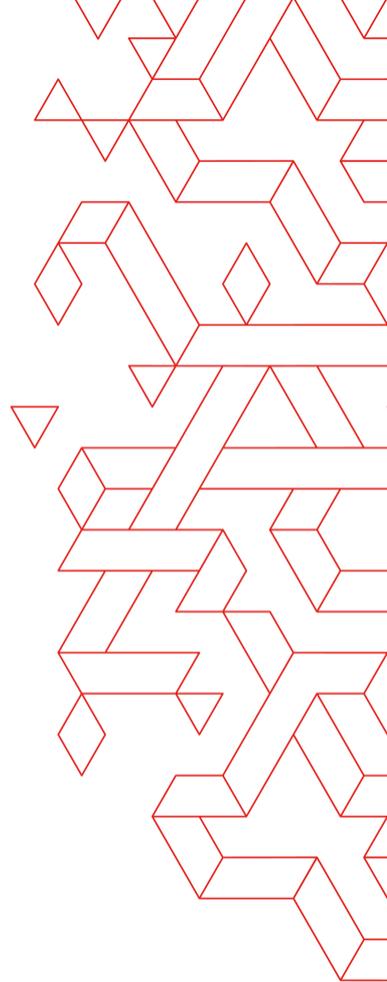
	1-9 M 2021	1-9 M 2020	% change
<b>FCF after social plans new</b>	465.4	429.2	8.4%
Social plans new funded	65.1	77.4	-15.9%
Total social plans paid*	-73.5	-74.3	-1.1%
FCF - previously reported	457.0	432.3	5.7%

\*In the previous view all payments for all social plans (old = granted before 1.1.2019 + new = granted after 1.1.2019 ) have been deducted in the calculation of free cash flow.

	FCF - previous view	FCF after social plans new
All payments for social plans	Deducted	Not deducted
Funding of new social plans	Not included	Included

# Appendix 4

## Regulatory Topics



# Mobile Termination Rates

	Jan 2016	Jul 2016	Jan 2017	Jul 2017	Jan 2018	Mar 2019	Jan 2020	April 2020	Aug 2020	Jul 2021****	Jan 2022
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.007	0.0055
Bulgaria (BGN)	0.019	0.019	0.014	0.014	0.014	0.014	0.014	0.014	0.014	0.007	0.0055
Croatia (HRK)*	0.063	0.063	0.063	0.047	0.047	0.047	0.045	0.045	0.045	0.006 EUR	0.0055
Belarus (BYN)**	MTS 0.025/0.0 125										
	BeST 0.018/0.0 09										
Slovenia (EUR)	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.00882	0.007	0.0055
Serbia (RSD)	3.43	2.75	2.07	2.07	1.43	1.43	1.43	1.43	1.43	1.43	1.43
North Macedonia (MKD)***	0.90	0.90	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63

\* National and International EU/EEA MTRs stated as regulated. International MTRs differ between EU/EEA and non-EU/EEA originating country. Non-EU/EEA MTR for Croatia: HRK 1.73/min -> HRK 2.00/min in Apr 2016; EU glide-path applies as of Jul 21, thus EUR used as currency

\*\* Belarus values: prime time/downtime. MTS: Mobile TeleSystems; BeST: Belarus Telecommunications Network

\*\*\* NRA Regulated symmetric MTR for FULL MVNO (Lycamobile) from 01.07.2020 and asymmetric MTR for new MVNO entrant (Telekabel) from 01.04.2020 on level of 1.5 MKD

\*\*\*\*EC introduced a three- year glide path for the transition to single maximum EU wide MTR which will apply as of Jan 24

# Upcoming spectrum tenders/prolongations/assignments\*

	Expected	Comments
Austria	2022/2023 (26 GHz)	The NRA has launched a consultation on a new "Spectrum Release Plan for Austria" over summer 2021.
Bulgaria	2022/2023 (700, 800 MHz)	No further information yet. Frequencies are still occupied.
Croatia	2022/2023 (800, 900, 1800, 2100, 2600 MHz)	Auction expected in Q4 22/Q1 23
Belarus		No announcements for the time being.
Serbia	2022 (3600 MHz/700MHz)	Due to the COVID-19 crisis and to the upcoming general elections, this auction is postponed to Q1/Q2 22; Exact date tbd.
Slovenia	2021/2022 (5 MHz in 2100 MHz band; 20 MHz in 3500 MHz and 30 MHz in 2300 MHz band for local coverage )	20 MHz / 30 MHz auction is left-over from the multiband auction; Spectrum is dedicated to local usage. Consultation process ongoing.
North Macedonia	2021 (700 MHz, 3500 MHz)	Public consultation by NRA finished. Possible inclusion of 2100 MHz band in same auction. Expecting government approval in Q4 2021.



\* Please note that this is a list of expected spectrum awards procedures. Whether A1 Telekom Austria Group is planning and sees a need to participate and acquire spectrum in the above-mentioned procedures the Group is not permitted to comment on.

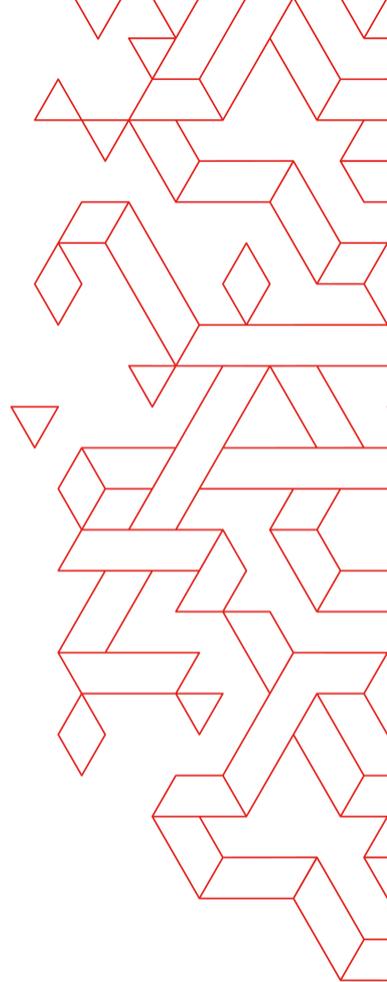
# EU roaming price regulation

RETAIL (in EURc)	July 2014	April 30, 2016	June 15, 2017					
Data (per MB)	20	domestic tariff + 5*	domestic tariff					
Voice-calls made (per minute)	19	domestic tariff + 5*	domestic tariff					
Voice-calls received (per minute)	5	weighted average MTR	0					
SMS (per SMS)	6	domestic tariff + 2*	domestic tariff					
WHOLESALE (in EURc)	July 2014	April 30, 2016	June 15, 2017	Jan 1, 2018	Jan 1, 2019	Jan 1, 2020	Jan 1, 2021	Jan 1, 2022
Data (per MB)	5	5	0.77	0.6	0.45	0.35	0.30	0.25
Voice (per minute)	5	5	3.2	3.2	3.2	3.2	3.2	3.2
SMS (per SMS)	2	2	1	1	1	1	1	1

\* Sum of the domestic retail price and any surcharge applied for regulated roaming calls made, regulated roaming SMS messages sent or regulated data roaming services shall not exceed EUR 0.19 per minute, EUR 0.06 per SMS message and EUR 0.20 per megabyte used. Any surcharge applied for calls received shall not exceed the weighted average of maximum mobile termination rates across the Union.

# Appendix 5

## Personnel restructuring in Austria



# Quarterly Overview: Restructuring charges and provision vs. FTE

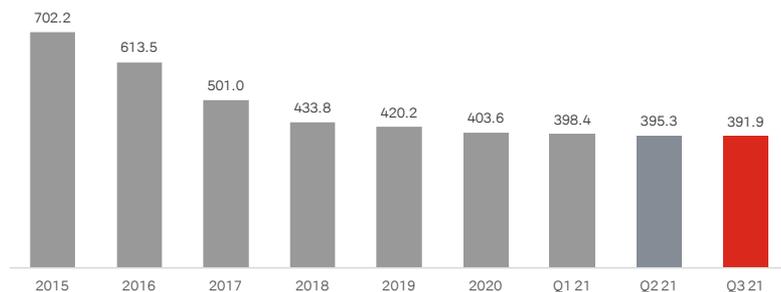
## Overview restructuring charges (in EUR million)

	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21
FTE reduction	69.5	95.0	9.1	70.1	100.2	91.3	24.3	23.5	22.4
Servicekom contribution	-72.0	-96.9	-27.3	-47.1	-19.4	-9.8	-2.9	-2.5	-1.6
Interest rate adjustments	2.9	9.2	0.0	-0.9	3.2	3.1	-0.3	0.0	0.3
<b>Total</b>	<b>0.4</b>	<b>7.2</b>	<b>-18.2</b>	<b>22.1</b>	<b>84.1</b>	<b>84.5</b>	<b>21.0</b>	<b>20.9</b>	<b>21.1</b>

## FTEs addressed

	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21
Transfer to government	49	6	3	0	0	0	0	0	0.0
Social plans	270	269	31	241	387	375	79	80	77.0
Staff released from work	0	0	0	0	0	0	0	0	0.0
<b>Total</b>	<b>319</b>	<b>275</b>	<b>34</b>	<b>241</b>	<b>387</b>	<b>375</b>	<b>79</b>	<b>80</b>	<b>77.0</b>

## Overview restructuring provision\* (in EUR million)



## Provisioned FTEs

	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21
Transfer to government	205	193	176	159	128	113	112	110	108.0
Social plans	1,661	1,821	1,707	1,748	1,805	1,827	1,827	1,828	1,811.0
Staff released from work	253	200	172	116	81	62	60	57	57.0
<b>Total</b>	<b>2,119</b>	<b>2,214</b>	<b>2,055</b>	<b>2,023</b>	<b>2,014</b>	<b>2,002</b>	<b>1,999</b>	<b>1,995</b>	<b>1,976.0</b>

\* Including liabilities for transfer of civil servants to government bodies since 2010. For further details please refer to note (23) of the consolidated financial statements.

# End of Presentation

