

# Results for the first quarter 2022

Vienna, April 26, 2022

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

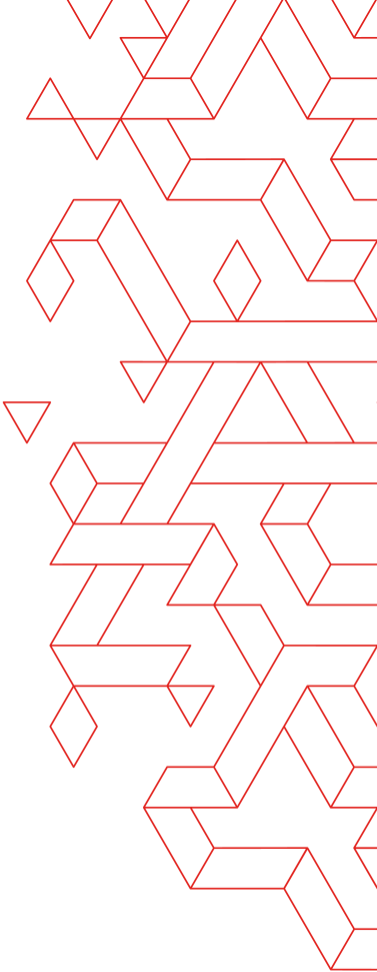


# Cautionary statement

'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 quarter 2022



# Highlights for the first quarter 2022

Group (in EUR million)	Q1 2022	Q1 2021	% change
Total revenues	1,166.4	1,135.5	2.7%
Service revenues	988.2	955.7	3.4%
EBITDA before restructuring*	452.7	419.3	7.9%
CAPEX	179.6	204.0	-11.9%

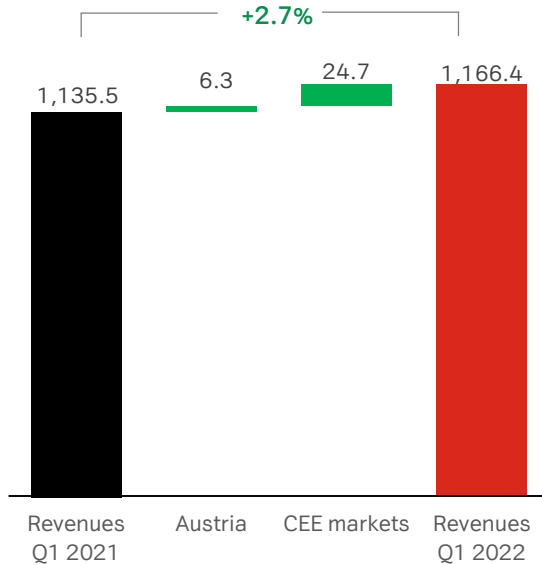
- Service revenue and EBITDA growth in all markets
- Equipment revenues lower in pretty unchanged market environment, equipment margin improvement benefits EBITDA
- Increased total mobile subscriber base (+4.5%), Internet@home subscriber growth (+4.5%) and stable RGU base (-0.1%)
- EUR 750 mn bond was repaid from existing cash and proceeds from bank loans on April 4, 2022
- High focus on OPEX efficiency to mitigate energy price increase

- Inflation: Indexation of retail tariffs in Austria and Bulgaria; pressure on energy prices (2.4% of service revenues in FY 2021)
- Belarus: continued solid operational trends and no direct significant impact of new sanctions on the demand side
- Outlook 2022 confirmed:
  - Close to 3% total revenue growth and capex increase of approx. 15% y-o-y

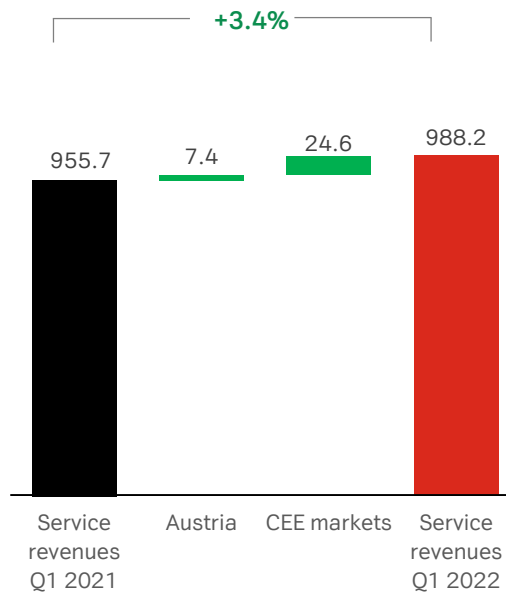


# Austria and CEE markets in Q1 2022

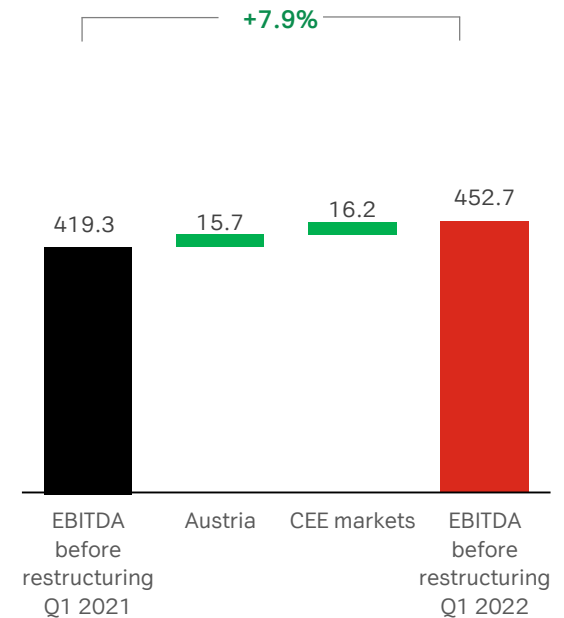
**Total revenues**  
(in EUR mn)



**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.

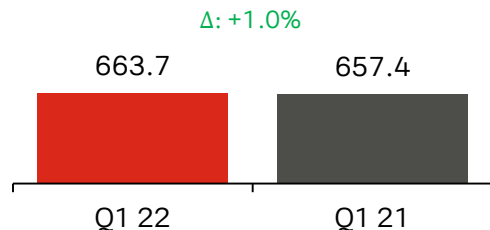
Restructuring charges: EUR 21.1 mn (Q1 2021: EUR 21.0 mn)



# Austria: Service revenue increase of 1.3% driven by mobile, additionally, positive equipment margin benefits EBITDA

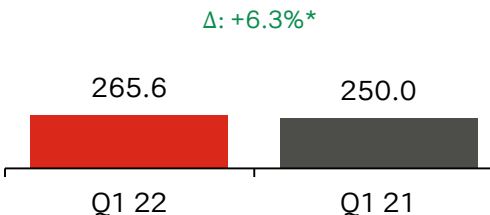
## Total revenues

(in EUR mn)



## EBITDA before restructuring

(in EUR mn)



\* excl. restructuring charges of EUR 21.1 mn in Q1 2022 (Q1 2021: EUR 21.0 mn)

## Operational data

- Decent performance of mobile core business and growing number of high value tariffs in the portfolio; demand remains solid for mobile WiFi routers, ARPU rose
- Market environment resulted in lower gross adds and churn, subsidy levels lower both for acquisition and retention
- Solid appeal for high-bandwidth products and successful upselling in the base
  - Increased number of high-bandwidth RGUs mitigated for a decline in voice RGUs and low-bandwidth
  - ARPL flat – price and upselling measures were offset by lower interconnection revenues (EU IC regulation)
- Solution & Connectivity business continued to grow, tougher comparable in early 2021 the due to the restart of projects

## Financial performance

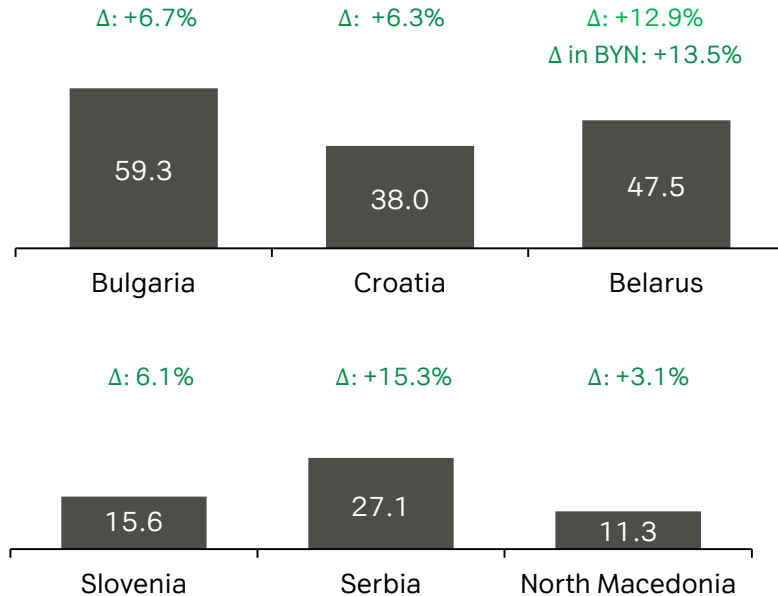
- Mobile service revenues rose by 5.3% due to above-mentioned drivers
- Fixed-line service revenues declined by 1.5% as higher solution and connectivity revenues could only partially mitigate lower retail fixed-line service revenues as well as lower interconnection revenues (EU IC regulation)
- Lower equipment revenues but highly improved equipment margin mainly due to less handsets sold and lower subsidies
- Core OPEX increased driven by costs for electricity and product-related costs (content, licences)



# CEE: Service revenue and EBITDA growth in all segments

## EBITDA

(in EUR mn; Q1 22 % -change vs. PY)



## Highlights CEE

### Bulgaria:

- Strong service revenue growth (+8.5%) continued also in Q1 2022
- Fixed-line benefited from upselling to higher broadband speeds, demand for exclusive TV bundles as well as solid solution and connectivity business
- Mobile service revenues rose on the back of upselling activities
- OPEX higher, driven by electricity and content costs

### Croatia:

- Solid growth both in the mobile and the fixed line business
- EBITDA increased by +6.3% yoy due to higher service revenues and lower OPEX

### Belarus:

- Service revenues (+10.2% in LCY) and EBITDA development confirm continuation of solid operational trends
- Increased costs and expenses driven by corporate network and content
- BYN recovered in April after strong pressure in March

### Other segments:

- Slovenia: positive equipment margin and slightly higher service revenues drove EBITDA up by 6.1%
- Serbia: strong EBITDA growth driven by higher service revenues
- N. Macedonia: service revenue growth more than compensated for higher OPEX

# Q1 2022: Increase in free cash flow driven by solid operational performance

(in EUR million)

	Q1 2022	Q1 2021	% change
EBITDA	431.6	398.3	8.4%
Restructuring charges and cost of labor obligations	22.5	21.5	4.6%
Lease paid (principal, interest and prepayments)	-65.6	-59.8	-9.8%
Income taxes paid	-16.5	-3.8	n.m.
Net interest paid	0.2	-1.0	n.m.
Change working capital and other changes	29.9	46.3	-35.4%
Capital expenditures	-179.6	-204.0	11.9%
Free Cash Flow (FCF) before social plans	222.4	197.6	12.6%
Social plans new funded*	-25.4	-23.5	-7.9%
<b>Free Cash Flow</b>	<b>197.1</b>	<b>174.1</b>	<b>13.2%</b>

- Free cash flow increased by EUR 23.0 mn vs. prior year, as
  - better operational performance and
  - frequency auction deposit in Q1 2021 (included in working capital changes)
- Change in working capital and other changes in Q1 2022 was mainly driven by:
  - increase in inventories which was more than compensated by
  - increase in accounts payable

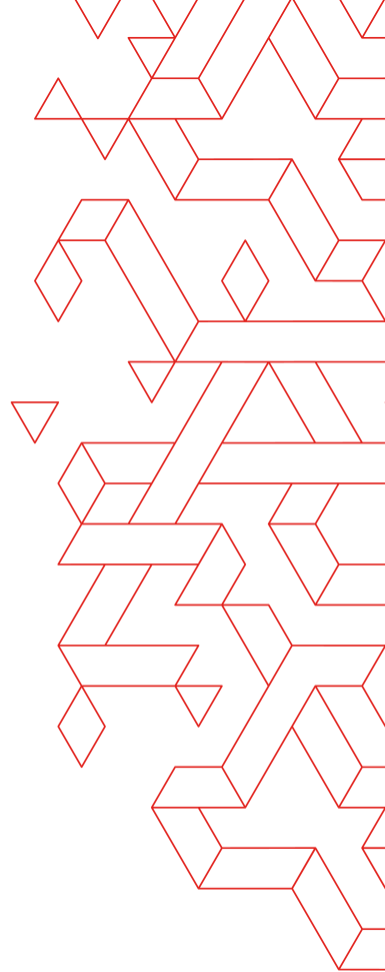
...more than compensated for higher income taxes paid and lower other working capital inflows

\* reconciliation of free cash flow to previous view is provided on the slide 30.



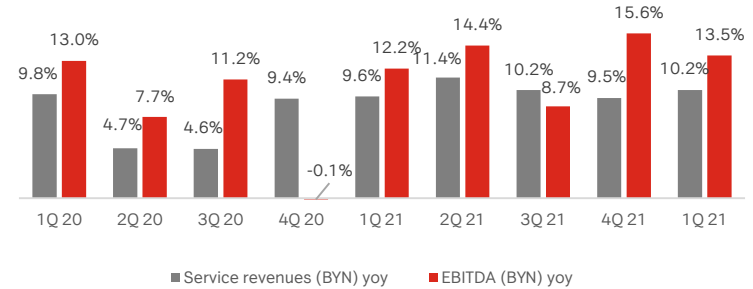
# Focus Points

**A1**



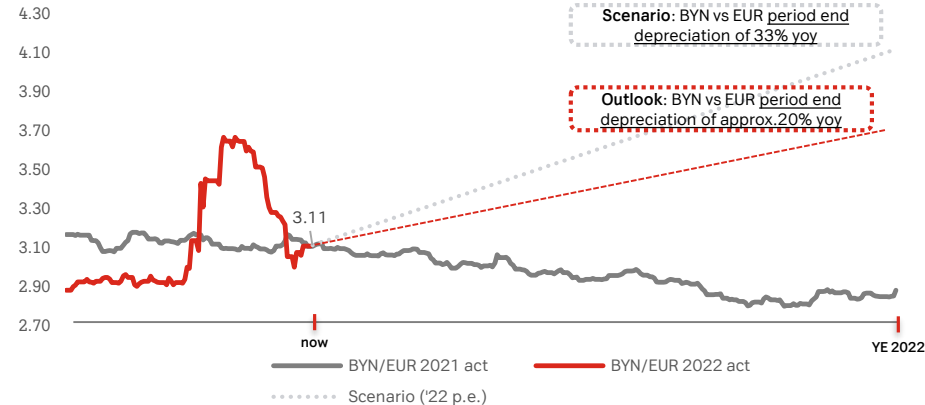
# Belarus: operational overview and potential FX development amidst Russia-Ukraine conflict

- ✓ Strong operational growth in local currency continued in Q1 2022
- ✓ Stable consumer demand for core telco services but recent stagnation in ICT-growth & new business projects
- ✓ Sanctions are no immediate threat to business continuity though supply chain with key vendors is interrupted; ongoing process to re-establish deliveries under sanction framework & telco exception rules or alternative sourcing
- ✓ Cautious cash-out approach with focus on terminal installment and capex



## FX risk and its potential implications – Status April 2022

- Outlook **confirmed** assuming BYN doesn't depreciate further materially
  - BYN '22 period average depreciation versus EUR of 5-10% (FY 2022 vs. FY 2021) corresponding to period end depreciation of approx. 20% (YE 2022 vs YE 2021)
  - Inflation rose to 15.9% in March 2022.
- In case of a more adverse scenario:
  - BYN '22 period average depreciation vs. EUR of approx. 15% (FY 2022 vs. FY 2021) would correspond to period end depreciation of 33% (YE 2022 vs YE 2021)
    - > Negative impact: Group revenues below 1% vs initial outlook



# Indexation of retail tariffs in Austria and Bulgaria as well as increases in Belarus; rising energy costs to be mitigated

## ➤ Inflationary contract clauses

- triggered in 2 biggest markets (Austria and Bulgaria)
- FY 2022 impact on Group revenues: approx. EUR 27 mn
- inflation-linked price adjustments in Belarus
- > covering approx. 1/3 of service revenues

### ● Austria

- as of April 1, '22
- mobile and fixed

### ● Belarus

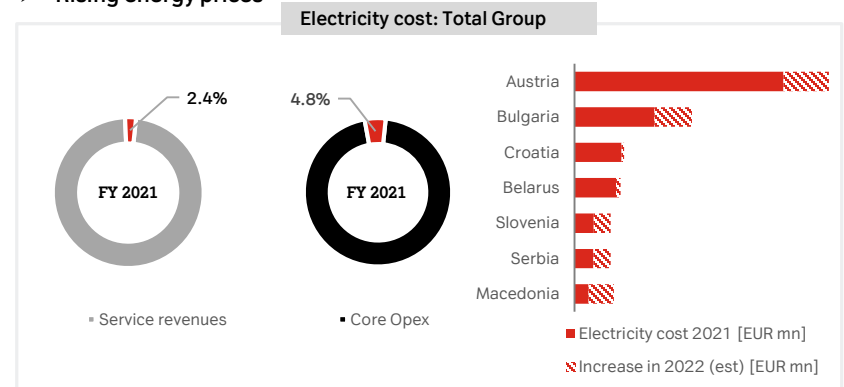
- as of January 1, '22
- mobile



### ● Bulgaria

- as of March 1, '22
- mobile and fixed

## ➤ Rising energy prices



- Market-specific approach when hedging electricity costs
- Countermeasures in place to combat rising electricity prices

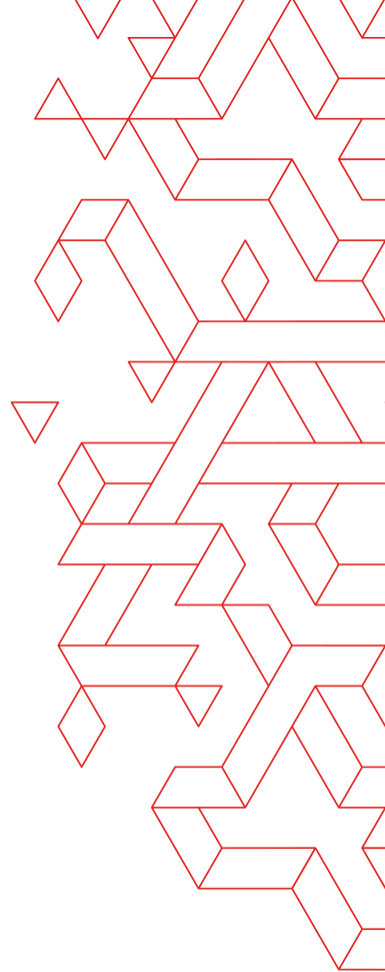
## ➤ Employee costs & wage inflation

- Employee expenses account for ~20% in Total Revenues in FY 2021
- On-going efficiency measures and programs in place to mitigate wage inflation effect

2022 Group EBITDA potential impact: General inflationary pressure in 2022 to be mitigated with further savings & efficiency programs and contract clauses.

# Outlook for the full year 2021

**A1**



# Outlook for the full year 2022 - confirmed

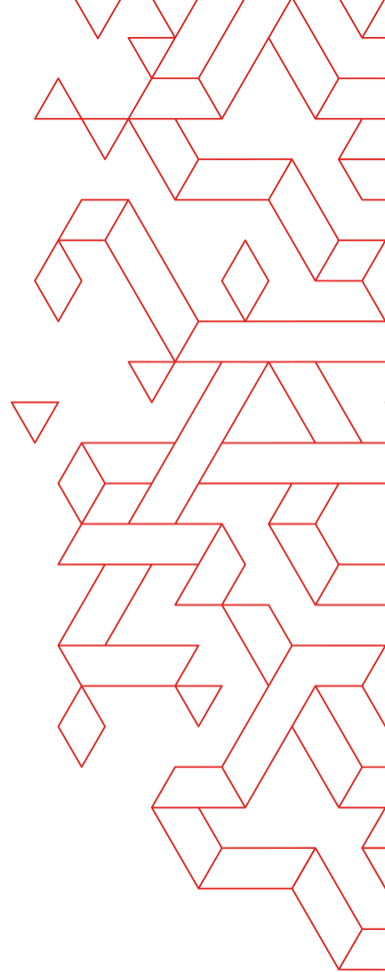
	April 26, 2022	Consensus 2022
Total revenues	Close to 3%	EUR 4,855 mn (+2.2% vs FY '21)
CAPEX	Approx. 15% y-o-y	EUR 947 mn (+14.6% vs FY '21)*

\*CAPEX consensus excl. spectrum

- Total revenue growth expected to be driven by ongoing solid service revenue trends in basically all markets on the back of strong performance in the mobile as well as solutions & connectivity business
  - Note: Equipment sales may be stressed by supply chain challenges
- Assumed depreciation of 5 - 10% 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



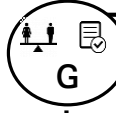
### Climate & Environment - Ambition 2030

- Reach net carbon neutrality by decreasing the own carbon footprint & switching to energy from renewables<sup>1</sup>
- Increase energy efficiency by 80%<sup>2</sup>
- Recycling around 50,000 old devices a year



### 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



### Corporate Governance – Ambition 2023

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



<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 (MWh/Terabyte).



## Circular economy 2030

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

- More than **100 mobile base stations powered by self-generated electricity** from wind or solar power
- **Phase-out** of diesel generators
- Increase in **group-wide** share of renewables in electricity to **57%** (2020: 44%)
- Procurement of nearly **100% of renewables in electricity** in AUT
- 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
- Approx. **166,000 recycled old devices in 2021**
- **Other reuse and refurbish initiatives** in practically all operative companies

# The 'S' of ESG



## Digital Education 2023

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



- Since 2011 over **261,000 participants** within **15,000 workshops** (group-wide)
- “A1 Internet for All” became the new “**A1 digital.campus**” in 2021, with a focus on robotics, coding and design and media labs for school classes
- **Focus on Digital Creation:** from developing digital skills and the safe usage of digital media to gaining coding & programming skills
- **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 robotic-labs (workshops with learning robots)
- **Bridging technology gap for the Generation 60+** through providing free courses, trainings and videos on navigating digital world within A1 **Seniorenakademie**
- Over **30 online and live workshops**
- **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** Compliance messages
  - **Focus on sanction checks** in connection with the Ukraine war
  - Our **humanitarian aid for Ukrainian refugees** led to an increase in donations
  - Over 1,300 A1 Group employees and managers were trained in **trainer-led virtual compliance trainings** in the 1st quarter 2022
  - Over 1,600 compliance **e-learning courses** were completed in the 1st quarter 2022
- 
- **Diversity, Equity & Inclusion:**
    - Push gender diversity while broadening perspective across DEI
    - Digital diversity training: **'Unconscious Bias initiative'** started in 2020, continuing in 2021
  - **Measure progress:**
    - Group Diversity Dashboard implemented
  - **Advance female talent:** Female Empowerment Program and Female Leaders Circle in Austria

# ESG KPIs

	2020	2021	Change
<b>Environment*</b>			
 <b>E</b>			
CO <sub>2</sub> -emissions (in t)**	246,990	197,656	-20%
Energy efficiency (in Mwh/Terabyte)	0.14	0.11	-18%
Old devices recycled (No.)	84,880 (only mobile)	166,038	n.a.
<b>Digital Education***</b>			
 <b>S</b>			
Participations in media literacy trainings (no.)	9,239	33,190	+259%
Number of Workshops	520	760	+46%
<b>Diversity</b>			
 <b>G</b>			
Share of female employees (%)	40	39	-1
Share of female managers (%)	36	36	n.a.
Share of female representative in Supervisory Board (%)	30	30	n.a.

\* 2020 values are restated to include German and Swiss part of the A1 Digital operations in reporting inventory and minor changes in segment Belarus (removal of infrastructure rentals to third party)

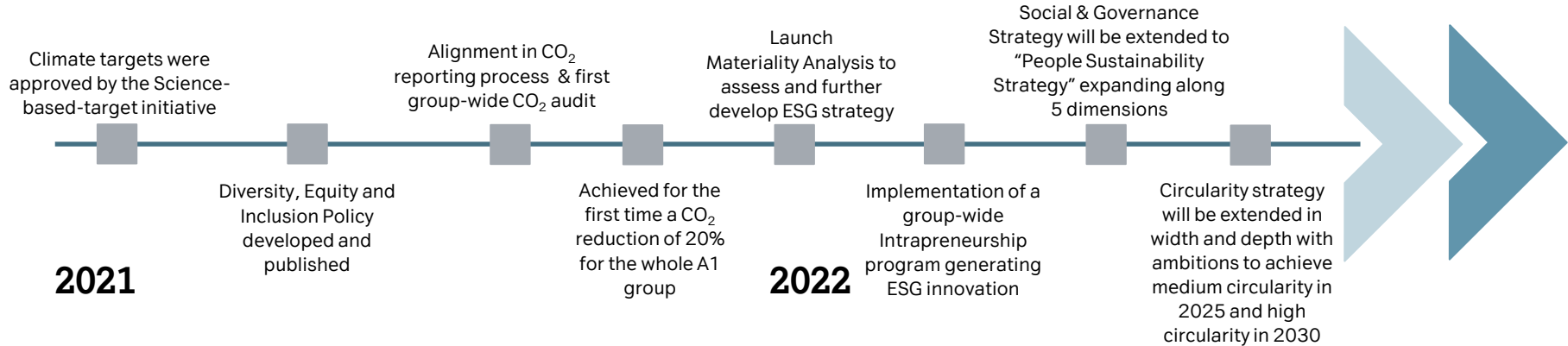
\*\* Scope 1 und Scope 2 market based CO<sub>2</sub>-emissions, in CO<sub>2</sub>e, incl. biogenic emissions

\*\*\* 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 2021



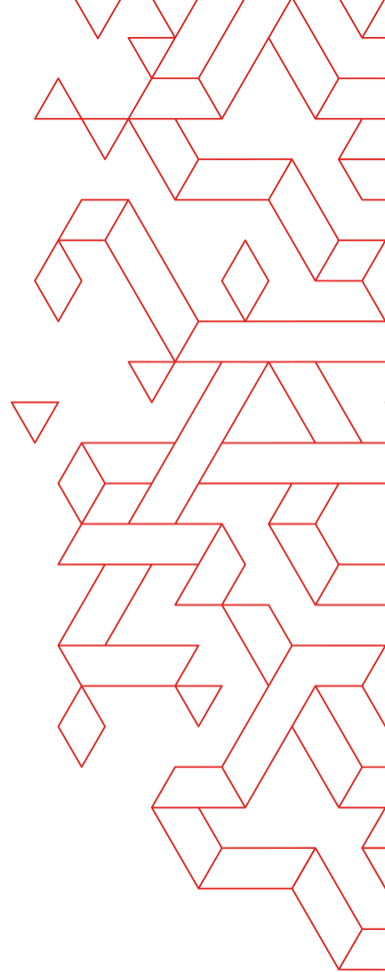
FTSE4Good



Results for the first quarter 2022

# Appendix 2

**Additional information on KPIs  
and financials**



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

as of December 31, 2021 (in '000)



## Austria

Mobile market position #1

Mobile subscribers:

- 5,073 (Q4 2020: 5,061)

RGUs:

- 3,039 (Q4 2020: 3,117)



## Bulgaria

Mobile market position: #1

Mobile subscribers:

- 3,745 (Q4 2020: 3,753)

RGUs:

- 1,121 (Q4 2020: 1,081)



## Croatia

Mobile market position #2

Mobile subscribers:

- 1,990 (Q4 2020: 1,936)

RGUs:

- 682 (Q4 2020: 672)



## Belarus

Mobile market position #2

Mobile subscribers:

- 4,938 (Q4 2020: 4,916)

RGUs:

- 669 (Q4 2020: 627)



## Slovenia

Mobile market position #2

Mobile subscribers:

- 712 (Q4 2020: 707)

RGUs:

- 220 (Q4 2020: 215)



## Serbia

Mobile market position #3

Mobile subscribers:

- 2,441 (Q4 2020: 2,350)



## North Macedonia

Mobile market position #1

Mobile subscribers:

- 1,095 (Q4 2020: 1,074)

RGUs:

- 351 (Q4 2020: 338)



# A1 Telekom Austria Group: Profit and Loss

(in EUR million)	Q1 2022	Q1 2021	% change
Service Revenues	988.2	955.7	3.4%
Equipment Revenues	155.3	162.1	-4.2%
Other operating income	23.0	17.8	29.4%
<b>Total Revenues</b>	<b>1,166.4</b>	<b>1,135.5</b>	<b>2.7%</b>
Cost of Service	-338.1	-323.6	-4.5%
Cost of Equipment	-147.7	-164.2	10.1%
Selling, General & Administrative Expenses	-246.9	-246.7	-0.1%
Others	-2.2	-2.7	16.4%
<b>Total Costs and Expenses</b>	<b>-734.8</b>	<b>-737.2</b>	<b>0.3%</b>
<b>EBITDA</b>	<b>431.6</b>	<b>398.3</b>	<b>8.4%</b>
<i>% of Total Revenues</i>	<i>37.0%</i>	<i>35.1%</i>	
Depreciation and Amortisation	-195.8	-194.7	-0.6%
Depreciation RoU assets	-41.5	-40.3	-3.0%
<b>EBIT</b>	<b>194.2</b>	<b>163.3</b>	<b>18.9%</b>
<i>% of Total Revenues</i>	<i>16.7%</i>	<i>14.4%</i>	
<b>EBT (Earnings Before Income Taxes)</b>	<b>168.2</b>	<b>137.5</b>	<b>22.4%</b>
<b>Net Result</b>	<b>130.7</b>	<b>108.9</b>	<b>20.0%</b>



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

## A1 Telekom Austria Group - Total Revenue Split

Total Revenues (in EUR million)	Q1 2022	Q1 2021	% change
Austria	663.7	657.4	1.0%
Bulgaria	137.0	132.2	3.7%
Croatia	107.5	105.9	1.5%
Belarus	98.7	92.4	6.8%
Slovenia	52.0	51.4	1.2%
Serbia	81.0	70.7	14.5%
North Macedonia	33.2	31.5	5.3%
Corporate & other, eliminations	-6.6	-6.0	-9.8%
<b>Total Revenues</b>	<b>1,166.4</b>	<b>1,135.5</b>	<b>2.7%</b>

## A1 Telekom Austria Group - Costs and Expenses Split

Costs and Expenses (in EUR million)	Q1 2022	Q1 2021	% change
Austria	419.2	428.5	-2.2%
Bulgaria	77.7	76.5	1.5%
Croatia	69.5	70.2	-1.0%
Belarus	51.2	50.4	1.7%
Slovenia	36.4	36.7	-0.8%
Serbia	53.8	47.1	14.2%
North Macedonia	21.9	20.6	6.4%
Corporate & other, eliminations	5.1	7.2	-28.0%
<b>Total Operating Expenses</b>	<b>734.8</b>	<b>737.2</b>	<b>-0.3%</b>

# A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q1 2022	Q1 2021	% change
Austria	7,115	7,284	-2.3%
International	10,288	10,361	-0.7%
Corporate	393	374	5.0%
<b>A1 Telekom Austria Group</b>	<b>17,795</b>	<b>18,019</b>	<b>-1.2%</b>

FTE (End of Period)	Q1 2022	Q1 2021	% change
Austria	7,121	7,307	-2.5%
International	10,306	10,348	-0.4%
Corporate	392	376	4.4%
<b>A1 Telekom Austria Group</b>	<b>17,819</b>	<b>18,030</b>	<b>-1.2%</b>

# A1 Telekom Austria Group: Net debt

as of March 31, 2022

Net Debt (excl. Leases) (in EUR million)	31 March 2022	31 December 2021	% change
Long-term Debt	1,046.4	1,046.1	0.0%
Short-term Borrowings	1,850.0	1,553.2	19.1%
Cash and Cash Equivalents	-1,006.5	-534.4	-88.3%
<b>Net Debt (excl. Leases) of A1 Telekom Austria Group</b>	<b>1,889.9</b>	<b>2,064.9</b>	<b>-8.5%</b>
<b>Leverage Ratio</b>	<b>1.2</b>	<b>1.3</b>	

Net Debt incl. Leases (in EUR million)	31 March 2022	31 December 2021	% change
Long-term Debt incl. Leases	1,623.7	1,652.2	-1.7%
Short-term Borrowings incl. Leases	2,013.6	1,714.2	17.5%
Cash and Cash Equivalents	-1,006.5	-534.4	-88.3%
<b>Net Debt incl. Leases of A1 Telekom Austria Group</b>	<b>2,630.8</b>	<b>2,832.0</b>	<b>-7.1%</b>
<b>Leverage Ratio</b>	<b>1.5</b>	<b>1.7</b>	

# A1 Telekom Austria Group: Financial debt maturity profile as of March 31, 2022 (in EUR mn)



- EUR 2,896.3 mn short- and long-term debt as of March 31, 2022
- Average cost of debt of 1.67%
- Cash and cash equivalents of EUR 1,006.5 mn
- Average term to maturity of 1.5 years
- EUR 750 mn bond repaid on April, 4 2022

## Lines of credit

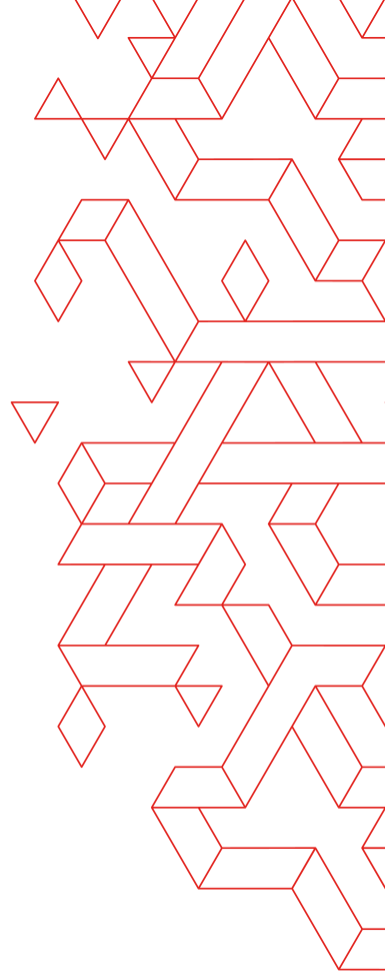
- Undrawn committed credit lines amounting to EUR 1,015 mn
- Average term to maturity of 3.6 years

## Ratings

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

# Appendix 3

## Reconciliation of Free Cash Flow



# Q1 2022: Reconciliation free cash flow

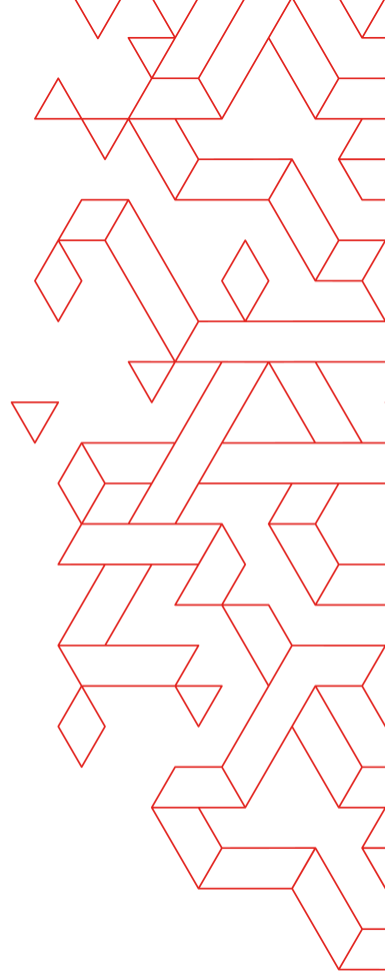
	1-3 M 2022	1-3 M 2021	% change
FCF after social plans new	197.1	174.1	13.2%
Social plans new funded	25.4	23.5	7.9%
Total social plans paid*	-24.7	-25.4	-2.9%
FCF - previously reported	197.8	172.2	14.9%

\*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

	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	0.007	0.0055	
Bulgaria (BGN)	0.014	0.014	0.014	0.014	0.014	0.014	0.007	0.0055	
Croatia (HRK)*	0.047	0.047	0.047	0.045	0.045	0.045	0.006	0.0055	
Belarus (BYN)**	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009
Slovenia (EUR)	0.0114	0.0114	0.0114	0.0114	0.0114	0.00882	0.007	0.0055	
Serbia (RSD)	2.07	1.43	1.43	1.43	1.43	1.43	1.43	1.43	
North Macedonia (MKD)***	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

\*\* 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



# Upcoming spectrum tenders/prolongations/assignments\*

	Expected	Comments
Austria	2023 (26 GHz)	There's an ongoing activity on a new "Spectrum Release Plan for Austria", as well as preparatory works later this year for the allocation of 26 GHz in 2023.
Bulgaria	2022 (700MHz, 800 MHz)	No further info yet
Croatia	2023 (800MHz, 900MHz, 1800MHz, 2100MHz and 2600 MHz)	Renewal of the existing spectrum; bidding scheduled for January 2023
Belarus		No announcements on any dates.
Slovenia	Jun 2022 (20 MHz in 3500 MHz and 30 MHz in 2300 MHz band for local coverage, +28 GHz band + 3800-4200 MHz)	Tender procedure is currently under the preparation.
Serbia	2022 (3600 MHz/700MHz)	Due to General elections held in April 2022, the auction is postponed. Exact date tbd.
North Macedonia	2022 (700 MHz, 3500 MHz)	NRA published a new intention for the assignment of 700 MHz and 3.X GHz in April to be commented by stakeholders until mid-May 2022.

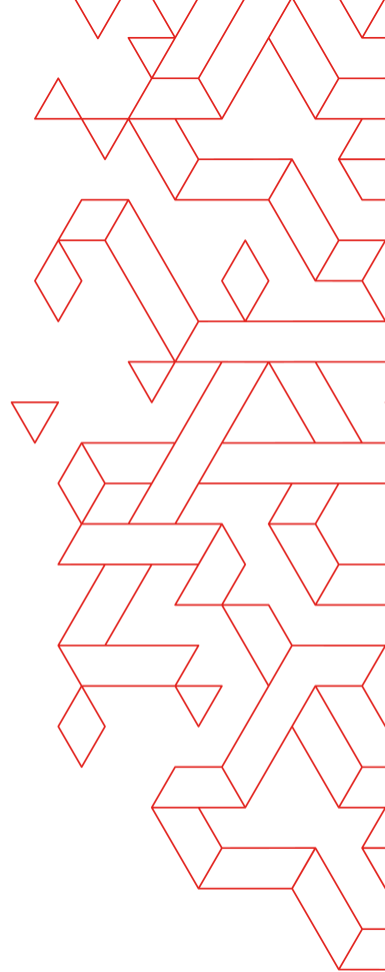
\* Please note that this is a list of expected spectrum awards procedures. Whether A1 Telekom Austria Group is planning and sees a need to participate and acquire spectrum in the above-mentioned procedures the Group is not permitted to comment on.

# EU Roaming Regulation (Wholesale Tariffs)

WHOLESALE	July- Dec 22	2023	2024	2025	2026	2027	2028
Data (€/per GB)	2.00	1.80	1.55	1.30	1.10	1	1
Voice (€Cents/per minute)	2.20	2.20	2.20	1.90	1.90	1.90	1.90
SMS (€Cents/per SMS)	0.40	0.40	0.40	0.30	0.30	0.30	0.30

# 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	2021	Q1 22
FTE reduction	69.5	95.0	9.1	70.1	100.2	91.3	95.1	26.1
Servicekom contribution	-72.0	-96.9	-27.3	-47.1	-19.4	-9.8	-10.9	-5.0
Interest rate adjustments	2.9	9.2	0.0	-0.9	3.2	3.1	0.0	0
<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>84.2</b>	<b>21.1</b>

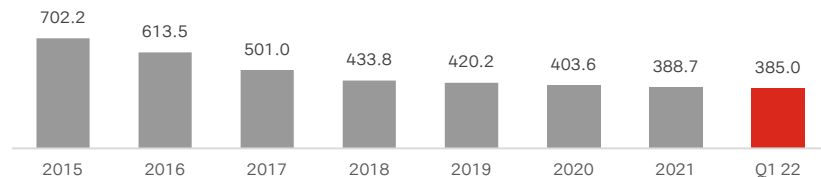
## FTEs addressed

FTEs addressed

	2015	2016	2017	2018	2019	2020	2021	Q1 22
Transfer to government	49	6	3	0	0	0	0	0
Social plans	270	269	31	241	387	375	354	93
Staff released from work	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>354</b>	<b>93</b>

## Overview restructuring provision\*

(in EUR million)



## Provisioned FTEs

Provisioned FTEs

	2015	2016	2017	2018	2019	2020	2021	Q1 22
Transfer to government	205	193	176	159	128	113	107	107
Social plans	1,661	1,821	1,707	1,748	1,805	1,827	1,812	1,813
Staff released from work	253	200	172	116	81	62	44	40
<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>1,963</b>	<b>1,960</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

**A1**

