



Results for the full year and fourth quarter 2015

Vienna, 9 February 2016

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 Telekom Austria nor any other person accepts any liability for any such forward-looking statements. Telekom Austria 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 Telekom Austria.'



Operational and financial highlights for the full year 2015

FY 2015 - Revenue and EBITDA comparable growth

Clean Group revenues*	EUR 4,096.8 mn / +1.3% yoy	
Reported Group revenues	EUR 4,026.6 mn / +0.2% yoy	
Clean EBITDA comparable*	EUR 1,370.9 mn / +4.0% yoy	
Reported EBITDA comparable	EUR 1,372.6 mn / +6.7% yoy	
Net income	EUR 392.8 mn	
	(2014: EUR -185.4 mn)	
CAPEX reported	EUR 780.0 mn / 3.0% yoy	
CAPEX excl. frequencies	EUR 703.2 mn	

Austria - revenue and EBITDA comparable growth

- > Successful ring-fencing of premium customer segment against competition from new MVNOs
- > Healthy growth of fixed broadband and TV supports fibre-rollout
- > 7.6% clean EBITDA comparable growth

* Clean excludes extraordinary and FX effects

Extraordinary revenue effects: EUR 28.2 mn net neg. in 2014, EUR 10.5 mn pos. in 2015
 Extraordinary EBITDA comp. effects: EUR 31.5 mn net neg. in 2014, EUR 40.5 mn positive in 2015
 FX effects 2015: EUR 80.7 mn in revenues, EUR 38.8 mn in EBITDA comp.

Outlook 2016 - Slight revenue growth despite abolition of retail roaming

CEE 2015 - operations strengthened

- > Macro and FX (BYR-EUR) picture remains challenging
- > Strong operational development of Belarus and Croatia
- > Challenges in mobile in Bulgaria and segment Additional Markets remain
- > M&A transactions strengthen convergent propositions while Macedonian mobile market benefits from consolidation

Outlook 2016

- > Revenues: approx. + 1% y-o-y
- > CAPEX: approx. EUR 750 mn
- > Dividend: EUR 0.05 / share



Key financial developments in the fourth quarter 2015

Q4 2015 - Revenue and EBITDA growth due to operational improvements, OPEX savings and M&A

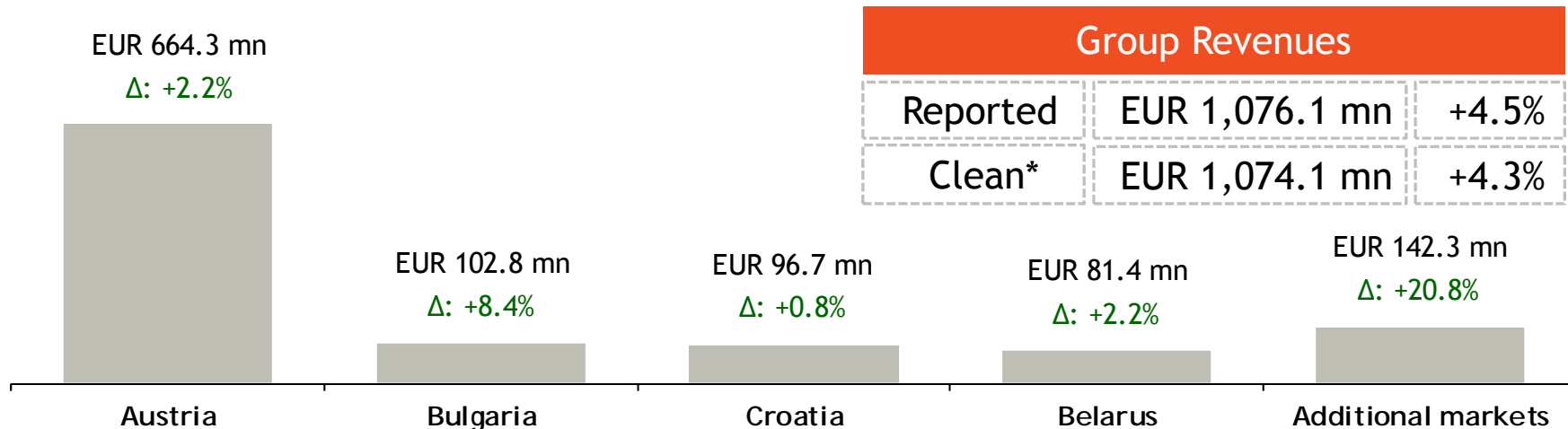
(in EUR million)	Q4 2015	Q4 2014	% change
Revenues	1,076.1	1,030.3	4.5%
EBITDA comparable	320.8	252.1	27.3%
<i>EBITDA comparable margin</i>	<i>29.8%</i>	<i>24.5%</i>	
Restructuring	16.6	-77.5	n.m.
Impairment	0.0	-5.1	n.a.
Depreciation & amortisation	-213.4	-209.3	n.m.
Operating income	124.0	-39.8	n.m.
Financial result	-39.7	-43.9	n.m.
Income before income taxes	84.4	-83.7	n.m.
Income tax gain/expense	0.0	34.8	n.m.
Net income / Net loss	84.3	-48.9	n.m.

- > 4.3% and 7.7% clean* revenue and EBITDA comparable growth with increases in all segments
- > Acquisitions in Bulgaria, Croatia, Slovenia and Macedonia contribute approx. EUR 30 mn and approx. EUR 5 mn to Group revenues and EBITDA comparable respectively
- > EUR 11.4 mn OPEX reduction
- > Positive restructuring charge due to EUR 21.6 mn extraordinary effect from a settlement
- > Q4 2015 tax expense offset by deferred tax income due to recognition of deferred taxes on loss-carry forward in Austria

* Clean excludes extraordinary and FX effects

Extraord. revenue effects: EUR 10.5 mn pos. in 4Q15 (AT, wholesale/roaming and monthly fee & traffic (fixed))
 Extraord. EBITDA comp. effects: EUR 30.1 mn neg. in 4Q14 (AT), EUR 20.5 mn pos. in 4Q15 (EUR 10.5 mn in AT, EUR 10.0 mn in SI)
 FX effects Q4 2015: EUR 8.4 mn in revenues, EUR 3.5 mn in EBITDA comp.

Revenue growth across all segments supported by M&A in CEE



Group Revenues		
Reported	EUR 1,076.1 mn	+4.5%
Clean*	EUR 1,074.1 mn	+4.3%

Segment Austria*

- > 46.4k mobile net adds driven by premium and prepaid; churn remains low at 1.4%
- > +4.4% fixed-line broadband and +7.0% TV growth; -7.4% voice only line decline
- > 0.6% clean revenue growth driven by wholesale and equipment revenues
- > 2.0% ARPU decline (clean*) due to higher no-frills customer share and lower prices
- > Clean ARPL down -2.5% (EUR 29.7) on voice declines

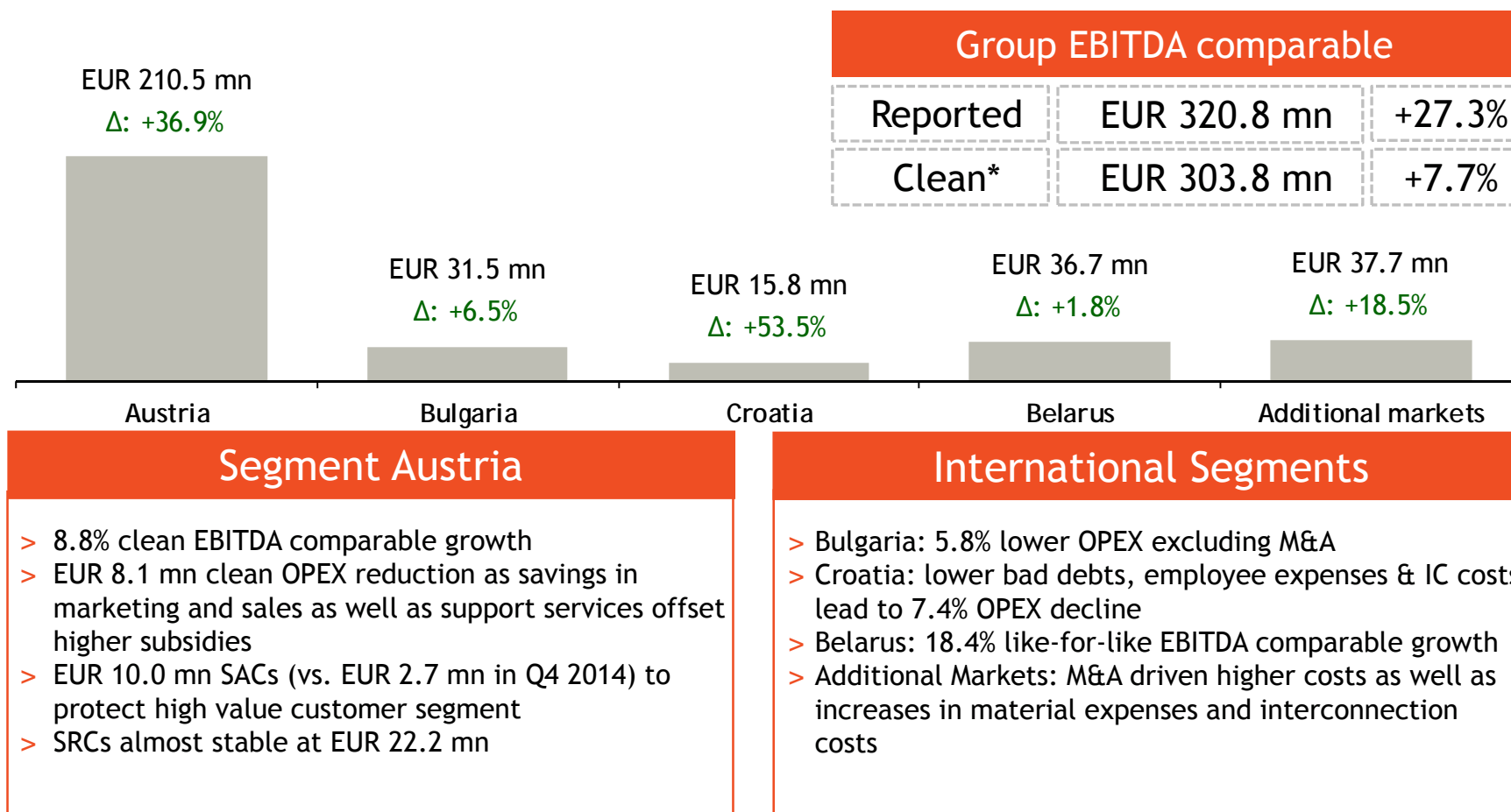
International Segments

- > Bulgaria: Blizoo acquisition helps revenues amidst continued macro and mobile price pressure
- > Croatia: mobile and fixed service revenue growth offsets lower equipment revenues (lower subsidies)
- > Belarus: 21.5% local like-for-like revenue growth
- > Additional Markets: higher revenues due to acquisition of Amis (Slovenia) and market consolidation in Rep. of Macedonia

* Clean excludes extraordinary and FX effects

Extraord. revenue effects: EUR 10.5 mn pos. in 4Q15 (AT, wholesale (incl. roaming) and monthly fee & traffic (fixed))
 Austria: As of 1Q15 ARPU excludes value-added services; EUR 0.5 positive extraord. effect on ARPL (reversal of provision) in 4Q15
 FX effects Q4 2015: EUR 8.4 mn in revenues (EUR 8.5 in Belarus)

Revenue growth and OPEX savings result in 8% clean EBITDA comparable growth



* Clean excludes extraordinary and FX effects

Extraord. EBITDA comp. effects: EUR 30.1 mn neg. in 4Q14 (AT, employee costs), EUR 20.5 mn pos. in 4Q15 (EUR 10.5 mn in revenues in AT, EUR 10.0 mn in OOI in SI)
 FX effects Q4 2015: EUR 3.5 mn in EBITDA comparable (EUR 3.7 in Belarus)

Healthy free cash flow generation

(in EUR million)	Q4 2015	Q4 2014	% change	FY 2015	FY 2014	% change
Gross cash flow	272.1	273.8	-0.6%	1,221.3	1,190.4	2.6%
Change in working capital	-5.7	-46.4	n.m.	-149.0	-289.0	n.m.
Cashflow from operating activities	266.4	227.4	17.2%	1,072.4	901.4	19.0%
CAPEX paid	-281.1 *	-284.9	n.m.	-726.7 *	-757.4	n.m.
Proceeds from sale of equipment	3.9	3.4	12.5%	9.2	12.1	-23.9%
Free cash flow	-10.9	-54.1	n.m.	354.9	156.1	127.4%

Full year analysis

- > Strong year-on-year free cash flow growth mainly driven by lower build-up in working capital needs
- > In 2015, the EUR 149 mn in working capital needs were primarily driven by payments for restructuring and increased receivables (Austria, the Republic of Serbia, Belarus and Croatia)
- > In a year-on-year comparison the decline in working capital needs was attributable to early payments of liabilities in the previous year and the higher rise in instalment plans for handsets in 2014
- > CAPEX increased year-on-year due to the accelerated fibre roll-out in Austria as well as the Group wide LTE build-out

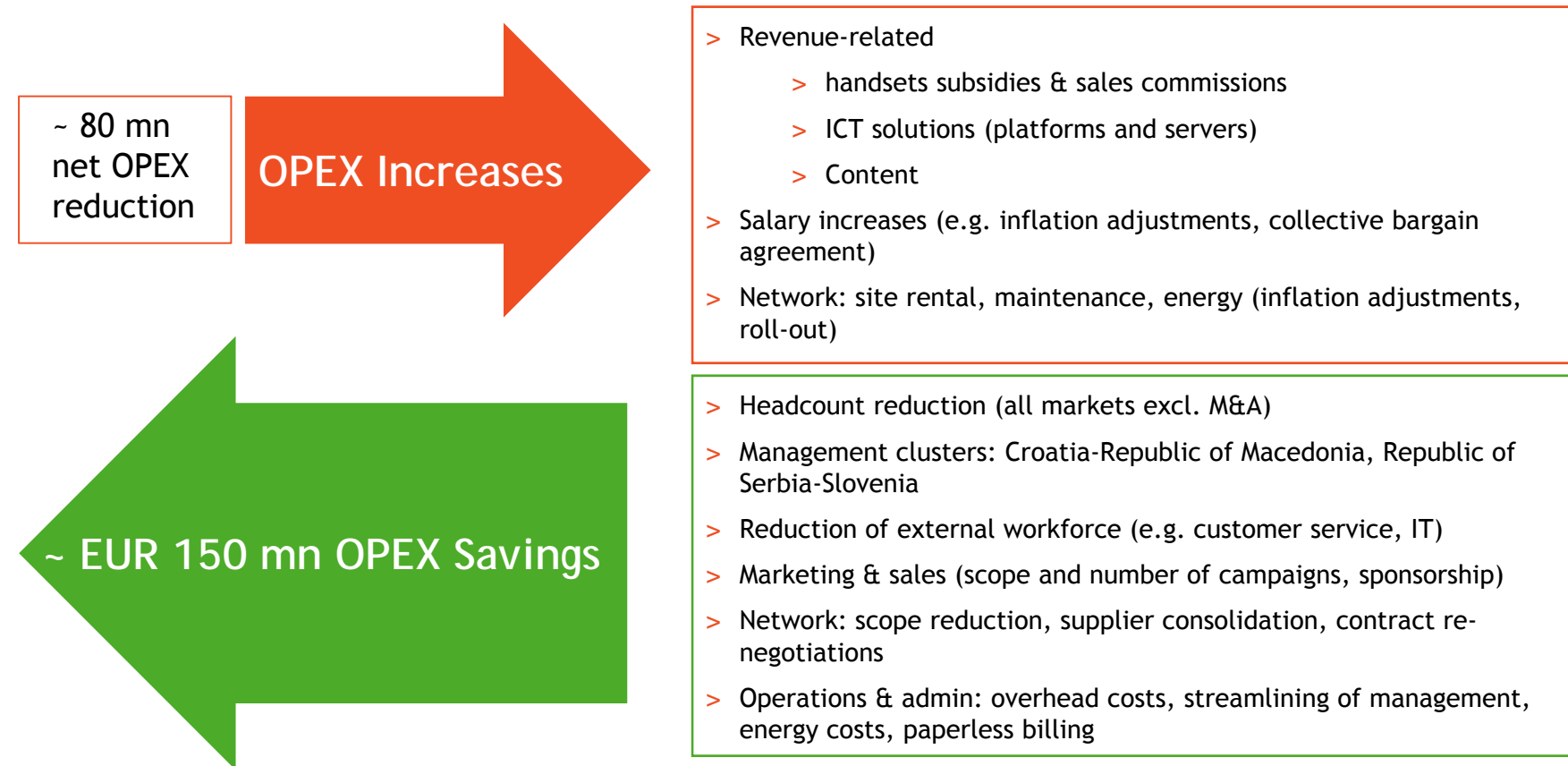
* Excludes unpaid CAPEX in 2015

Results for the full year and fourth quarter 2015

Focus points

Gross OPEX savings of approx. EUR 150 mn across all operating units realised

Group OPEX development 2015



3 M&A deals with focus on convergence and market consolidation strengthen existing operations







Country	Slovenia	Croatia	Bulgaria	Rep. of Macedonia
Consolidated	1 September 2015		1 October 2015	
FY 2015 contributions - Revenues EBITDA comp.	EUR 11.1 mn EUR 0.9 mn	EUR 2.7 mn EUR 0.2 mn	EUR 11.7 mn EUR 3.3 mn	ca. EUR 13 mn ca. EUR 2 mn
Customers	66,000 fixed-line	24,000 fixed-line	378,000 fixed-line	590,000 mobile
Rationale, type	Convergence, acquisition	Strengthen fixed-line, acquisition	Strengthen fixed-line, acquisition	Market consolidation, merger






Groupwide LTE rollout on track with support from additional frequencies in 2015

Frequency acquisitions in 2015

	Croatia - Vipnet 1,800 MHz / 18.5 EUR mn
	Belarus - velcom 900 MHz / 4.5 EUR mn
	Rep. of Serbia - Vip mobile 1,800 MHz / 6.9 EUR mn
	Rep. of Serbia - Vip mobile 800 MHz / 35.0 EUR mn*

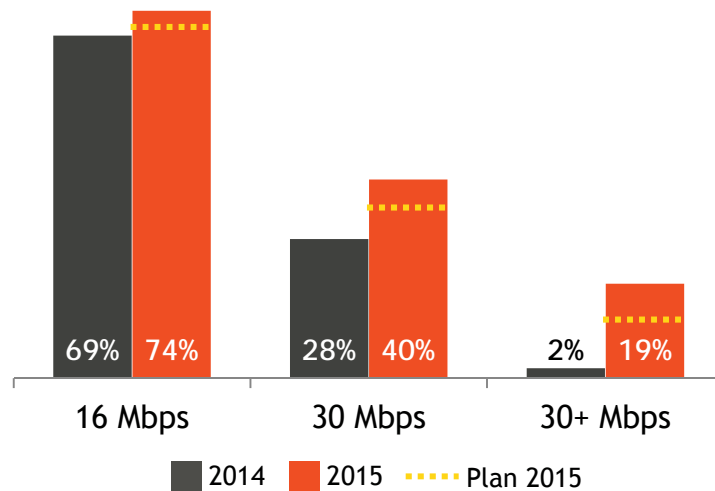
LTE focus 2016

	Austria: > Almost full coverage > Improve indoor quality
	Republic of Macedonia: > Almost full coverage
	Bulgaria: > Launch roll-out

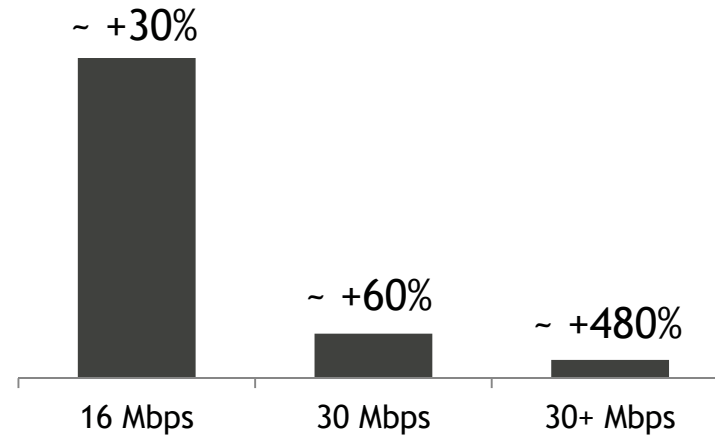
* Payable in January 2016

Austria: Strong customer demand encouraging for faster than planned fibre rollout


Fibre homes passed (y-o-y)



Fibre homes connected 2015 (y-o-y growth)




CAPEX efficient use of alternative technologies



G.fast

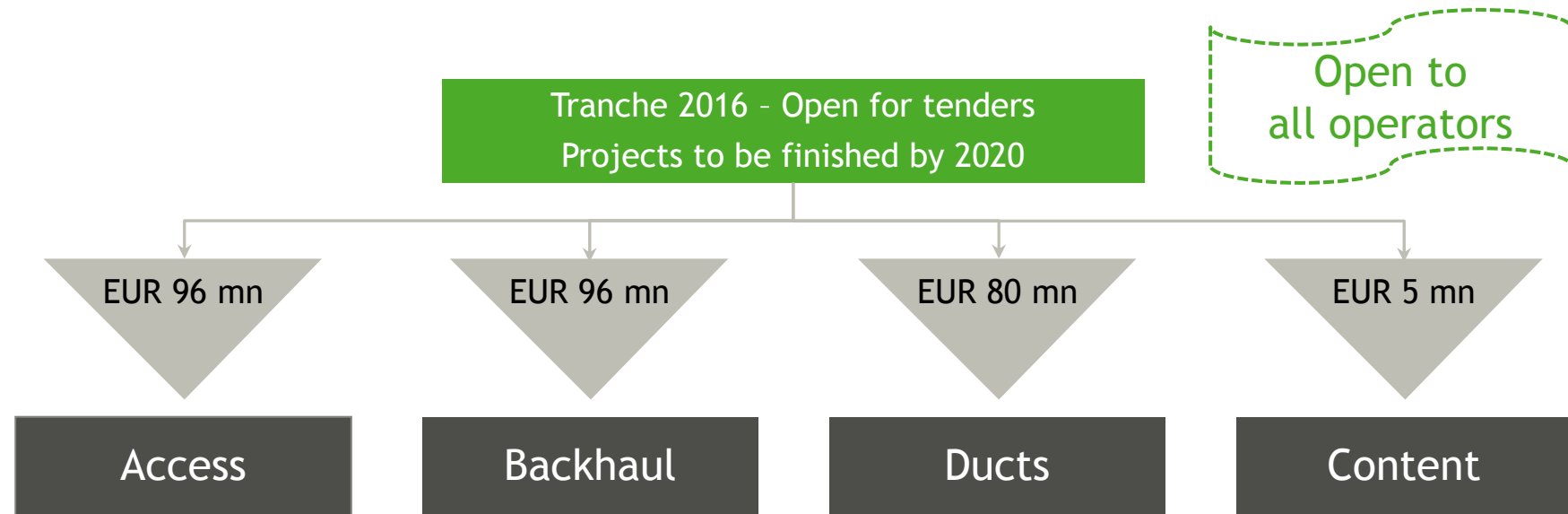
- > Commercial use in three locations in Vienna
- > More than 500 Mbps
- > Copper length < 200 m



Vplus

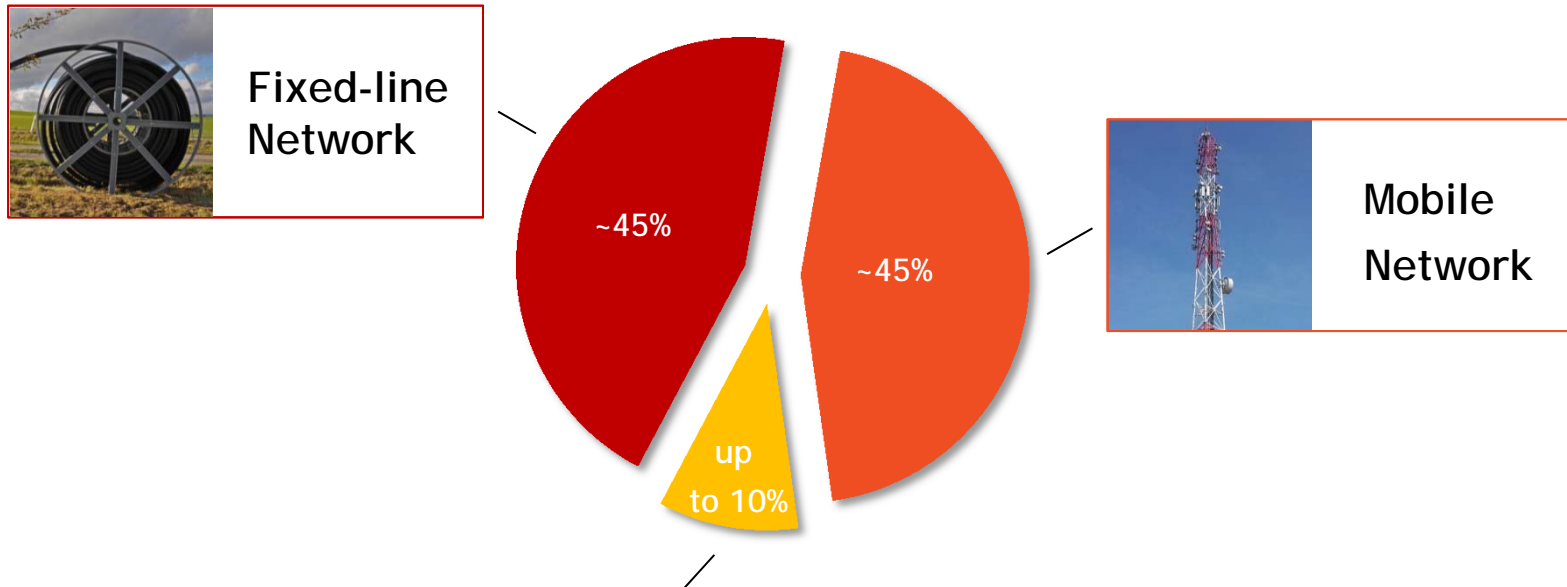
- > Field trials in rural areas
- > 50 - 200 Mbps
- > Copper length < 500 m

Austria: Subsidies for broadband will support accelerated fibre roll-out



- > Programme “Breitband Austria 2020” approved by EC
- > Tender for access and backhaul open since December 2015
- > Tender for ducts expected for Q1 2016
- > Subsidies for expansion and modernisation of existing networks for remote areas (uneconomical areas)
- > Technology-neutral subsidies - available to all operators/technologies

Cloud & datacentre investments complement infrastructure roll-out



Cloud & datacentre investments

- > Virtualisation of network (NFV) to increase agility, cost efficiency and faster time-to-market
- > Cloud services market places for enterprise customers
- > State of the art and future oriented datacentre infrastructure
- > OTT Services for residential (e.g. Now TV) and enterprise customers



Outlook for the full year 2016

Telekom Austria Group outlook for the full year 2016

	9 February 2016	Consensus
Revenues	approx. +1%	EUR 4,028 mn
CAPEX	approx. EUR 750 mn	EUR 758 mn
Proposed dividend	EUR 0.05 / share	n/a

- > Outlook based on constant currencies except for Belarus (assumed 20%, in line with inflation)
- > CAPEX: does not include investments in spectrum or acquisitions
- > Proposed dividend: intended proposal to the Annual General Meeting 2017

Appendix 1

The leading regional communications player providing convergent telecommunication services

as of 31 December 2015 (in '000, in %)

Austria 

Mobile:

- > Market share: 39.5% (Q4 2014: 41.1%)
- > Subscriber base: 5,455 (Q4 2014: 5,424)

Fixed Line:

- > Access Lines: 2,291 (Q4 2014: 2,287)

Croatia 

Mobile:

- > Market share: 36.0% (Q4 2014: 36.0%)
- > Subscriber base: 1,734 (Q4 2014: 1,741)

Fixed Line:

- > Access Lines: 283 (Q4 2014: 220)

Republic of Serbia 

Mobile:

- > Market share: 22.5% (Q4 2014: 22.5%)
- > Subscriber base: 2,109 (Q4 2014: 2,160)

Slovenia 

Mobile:

- > Market share: 29.9% (Q4 2014: 29.2%)
- > Subscriber base: 709 (Q4 2014: 682)

Fixed Line:


- > Access Lines: 66 (Q4 2014: n.a.)



Belarus 

Mobile:

- > Market share: 42.5% (Q4 2014: 42.4%)
- > Subscriber base: 4,957 (Q4 2014: 4,950)

Bulgaria 

Mobile:

- > Market share: 38.8% (Q4 2014: 37.6%)
- > Subscriber base: 4,236 (Q4 2014: 4,221)

Fixed Line:

- > Access Lines: 584 (Q4 2014: 154)

Republic of Macedonia 

Mobile:

- > Market share: 53.7% (Q4 2014: 28.2%)
- > Subscriber base: 1,164 (Q4 2014: 622)

Fixed Line:

- > Access Lines: 145 (Q4 2014: 63)

Telekom Austria Group - Revenue breakdown

Revenue Split - Segment Austria (in EUR million)	Q4 2015	Q4 2014	% change
Monthly fee and traffic	454.6	455.6	-0.2%
Data and ICT solutions	59.2	64.5	-8.2%
Wholesale (incl. Roaming)	42.0	28.5	47.0%
Interconnection	48.3	50.2	-3.8%
Equipment	53.4	45.6	17.1%
Other revenues	6.8	5.7	17.8%
Total revenues - Segment Austria	664.3	650.2	2.2%

Revenue Split - International Operations (in EUR million)	Q4 2015	Q4 2014	% change
Monthly fee and traffic	293.7	278.0	5.6%
Data and ICT solutions	0.8	0.6	36.1%
Wholesale (incl. Roaming)	4.6	3.2	42.7%
Interconnection	41.0	34.8	17.9%
Equipment	78.8	67.9	16.0%
Other revenues	3.7	2.2	71.2%
Total revenues - int. Operations	422.6	386.7	9.3%

Telekom Austria Group - Expense breakdown

Operating Expense - Segment Austria (in EUR million)	Q4 2015	Q4 2014	% change
Material expense	87.4	74.5	17.3%
Employee costs	175.1	206.2	-15.0%
Interconnection	47.8	45.7	4.6%
Maintenance and repairs	31.0	31.4	-1.3%
Services received	22.3	27.2	-18.0%
Other support services	30.5	39.1	-22.0%
Other	85.7	94.0	-8.8%
Total OPEX - Segment Austria	479.9	518.1	-7.4%

Operating Expense - International Operations (in EUR million)	Q4 2015	Q4 2014	% change
Material expense	89.0	81.4	9.2%
Employee costs	41.2	37.7	9.3%
Interconnection	41.5	36.1	15.1%
Maintenance and repairs	17.0	14.5	17.1%
Services received	28.9	21.5	34.2%
Other support services	6.4	5.9	8.2%
Other	98.0	96.4	1.7%
Total OPEX - int. Operations	321.9	293.5	9.7%

Telekom Austria Group - Headcount development

FTE (Average period)	Q4 2015	Q4 2014	% change
Austria	8,556	8,735	-2.0%
International	8,572	7,412	15.6%
Telekom Austria Group*	17,332	16,325	6.2%

FTE (End of period)	Q4 2015	Q4 2014	% change
Austria	8,512	8,635	-1.4%
International	8,952	7,424	20.6%
Telekom Austria Group*	17,673	16,240	8.8%

* including corporates



Telekom Austria Group - Capital expenditure split

Capital Expenditures (in EUR million)	Q4 2015	Q4 2014	% change
Segment Austria	165.4	166.3	-0.5%
Segment Bulgaria	31.3	43.6	-28.3%
Segment Croatia	37.7	25.8	46.5%
Segment Belarus	35.9	21.7	65.3%
Segment Additional Markets	66.4	27.5	141.5%
<i>Slovenia</i>	6.7	9.9	-32.1%
<i>Republic of Serbia</i>	48.0	12.3	291.3%
<i>Republic of Macedonia</i>	11.7	5.3	120.7%
<i>Eliminations Additional Markets</i>	0.0	0.1	n.a.
Corporate, Others & Elimination	-2.3	0.0	n.a.
Total Capital Expenditures	334.4	284.9	17.4%
Thereof Tangible	204.3	198.3	3.0%
Thereof Intangible	130.2	86.6	50.3%

Telekom Austria Group - Net debt

Net debt (in EUR million)	31 December 2015	31 December 2014	% change
Long-term debt	2,584.1	3,385.0	-23.7%
Short-term borrowings*	1,003.8	340.8	194.5%
Cash and cash equivalents and short-term investments	-911.5	-1,032.5	n.m.
Net Debt of Telekom Austria Group	2,676.4	2,693.3	-0.6%

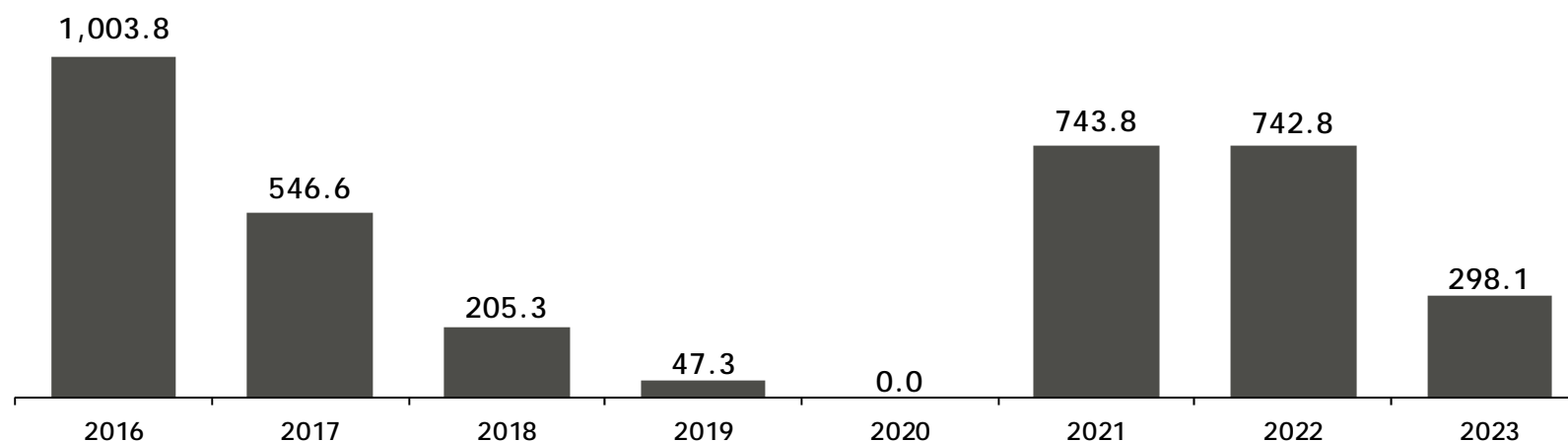
EUR 600 mn non-call 5 years hybrid bond qualified as 100% equity under IFRS

** At 31 December 2015, purchase price liabilities from business combinations from the eight Macedonian cable operators and from ONE of EUR 100.1 mn are included in short-term borrowings

Telekom Austria Group - Debt maturity profile

Debt maturity profile (including accrued interest)*

(in EUR million)



- > EUR 3,587.8 mn short- and long-term borrowings as of 31 December 2015**
- > Average cost of debt of approximately 4.31%
- > Cash and cash equivalents and short-term investments of EUR 911.5 mn
- > Average term to maturity of 3.78 years

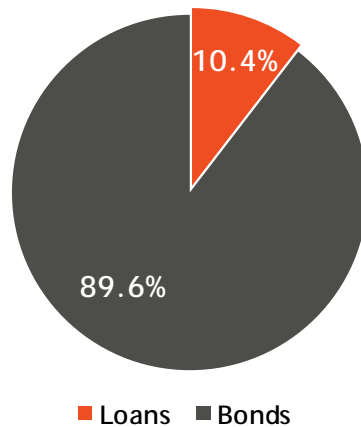
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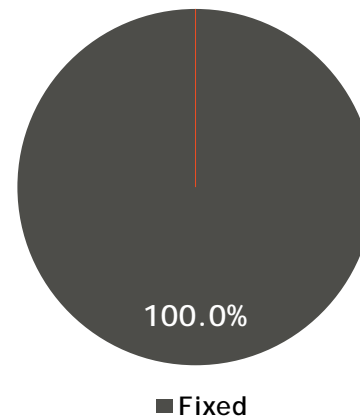
Results for the full year and fourth quarter 2015

Telekom Austria Group - Debt profile

Overview debt instruments



Fixed-floating mix



Lines of credit

- > Undrawn committed credit lines amounting to EUR 1,000 mn
- > Average term to maturity of approx. 3.85 years

Ratings

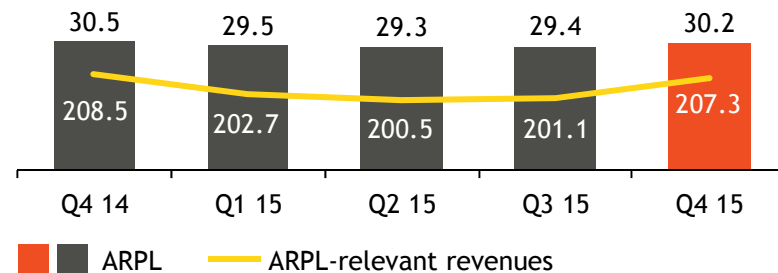
- > S&P: BBB (outlook stable)
- > Moody's: Baa2 (outlook stable)



Segment Austria - Fixed-line key performance indicators

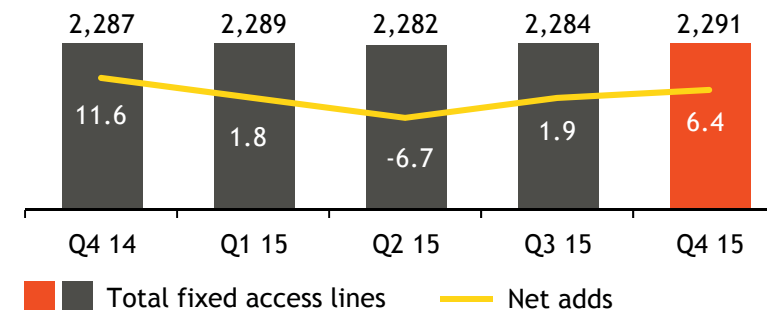
ARPL & ARPL-relevant revenues

(in EUR, in EUR million)



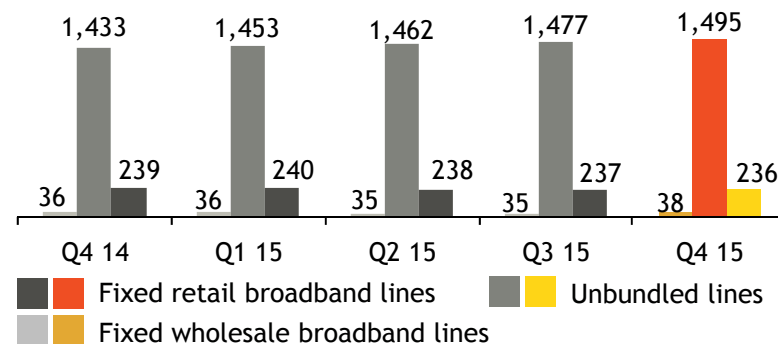
Total fixed access lines & net adds

(in '000)



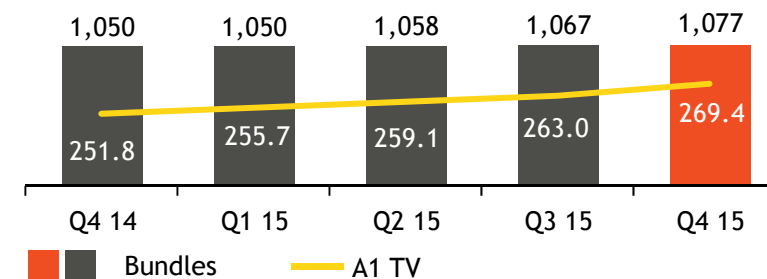
Fixed broadband access lines

(in '000)



Bundle subscriber growth

(in '000)

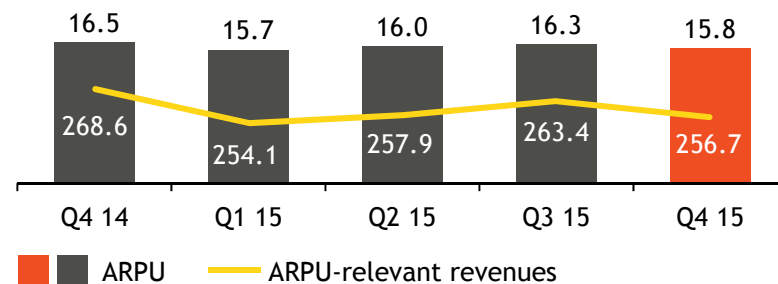


Results for the full year and fourth quarter 2015

Segment Austria - Mobile key performance indicators

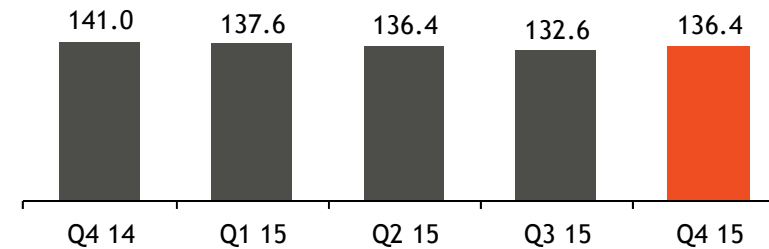
ARPU & ARPU-relevant revenues*

(in EUR, in EUR million)



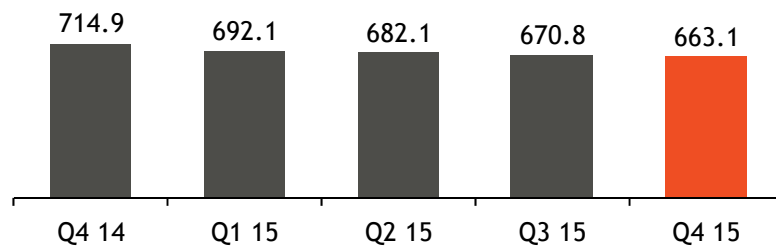
MoU per subscriber**

(in min)



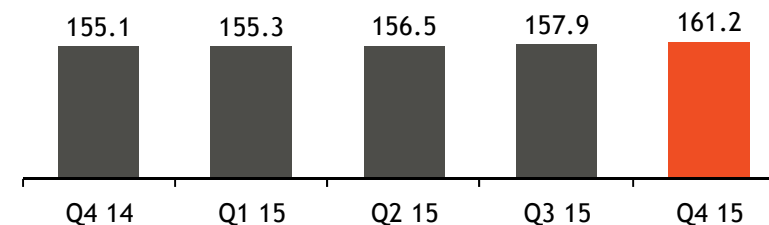
Mobile broadband customers

(in '000)



Mobile penetration

(in %)



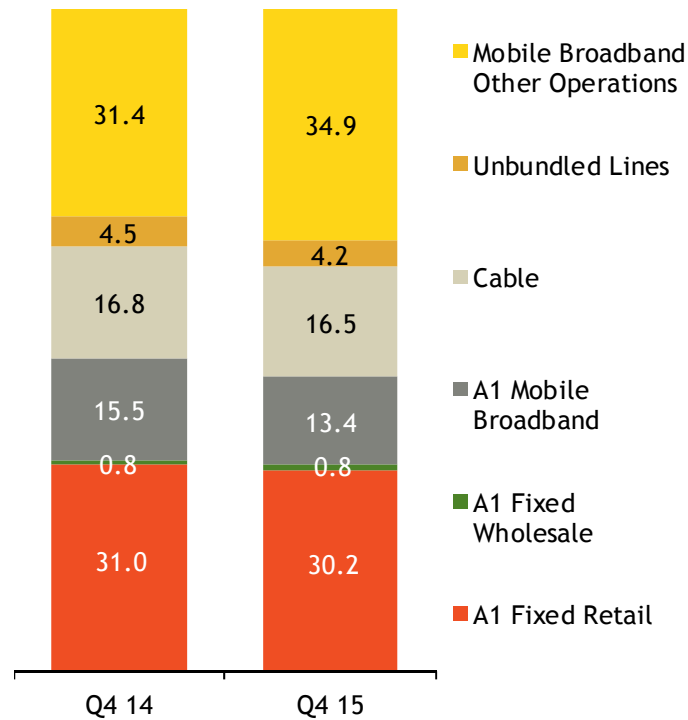
* As of Q1 2015 ARPU relevant revenues excluding mobile value added services.

** As of Q1 2015 the calculation methodology of MoU has changed. To ensure comparability, historical numbers for the year 2014 have been restated accordingly.

Segment Austria - Broadband market split

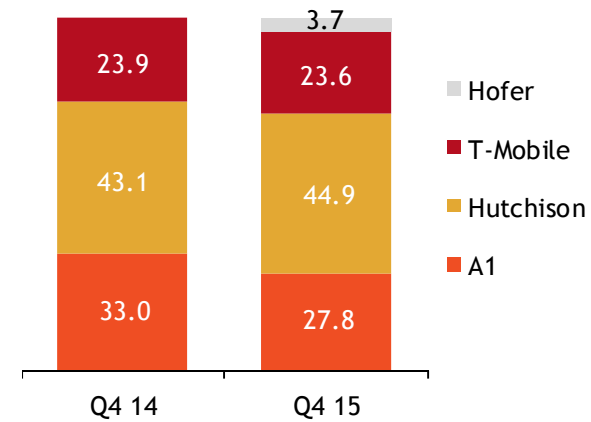
Market share total broadband

(in %)



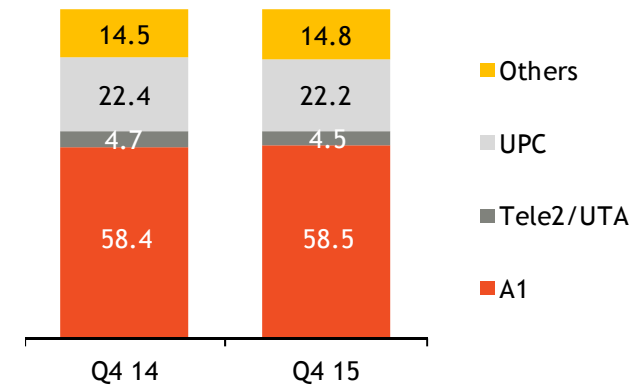
Market share mobile broadband

(in %)



Market share fixed-line broadband

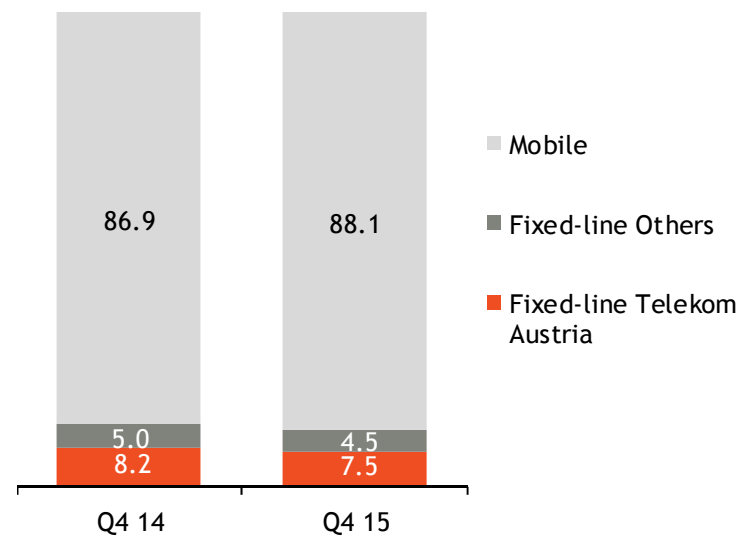
(in %)



Segment Austria - Voice market split

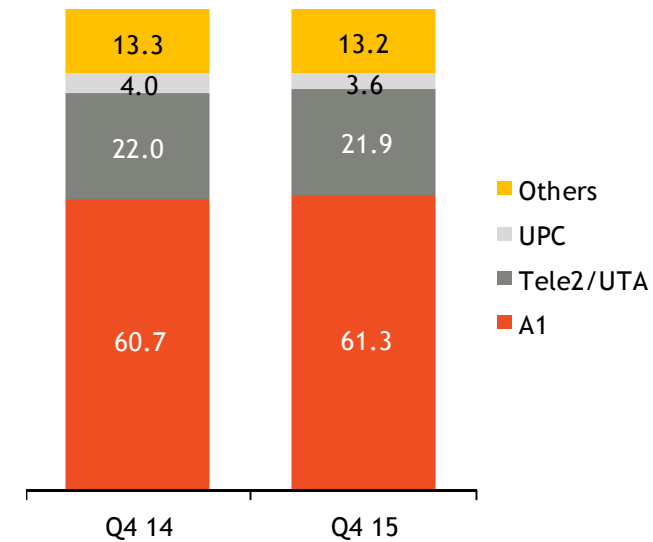
Market share total minutes

(in %)



Market share fixed-line minutes

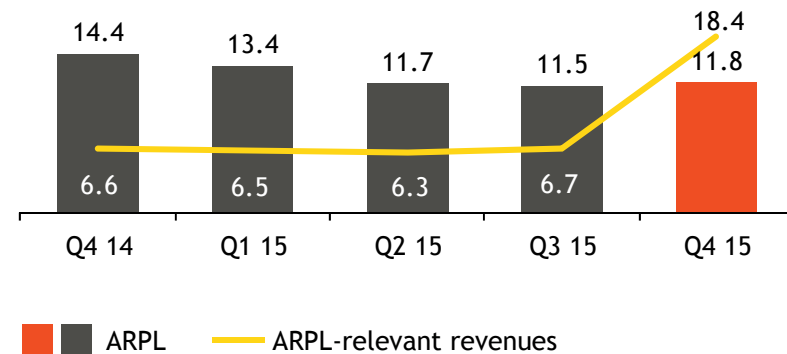
(in %)



Segment Bulgaria - Fixed-line key performance indicators

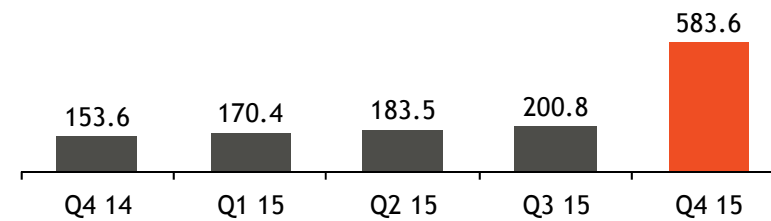
ARPL & ARPL-relevant revenues

(in EUR, in EUR million)



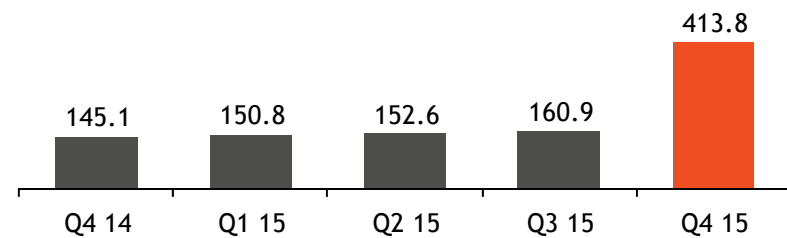
Total fixed access lines

(in '000)



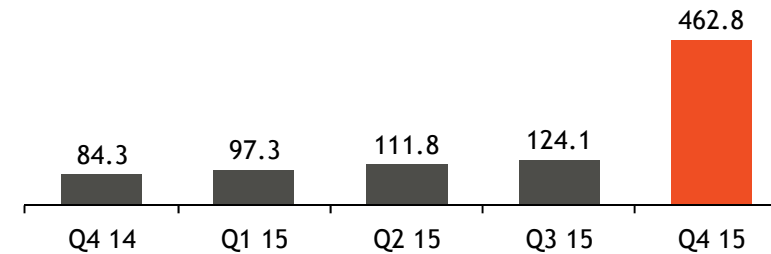
Fixed broadband retail access lines

(in '000)



TV subscribers

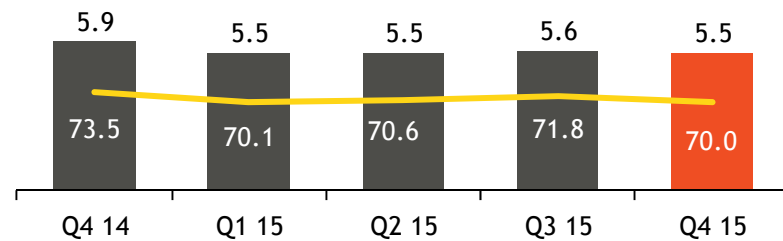
(in '000)



Segment Bulgaria - Mobile key performance indicators

ARPU & ARPU-relevant revenues

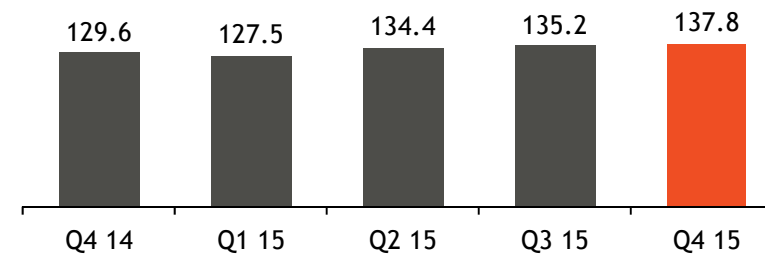
(in EUR, in EUR million)



■ ARPU — ARPU-relevant revenues

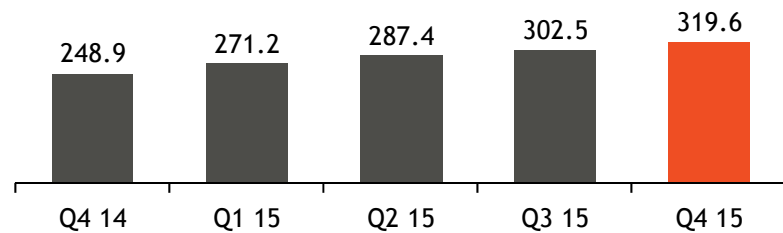
MoU per subscriber

(in min)



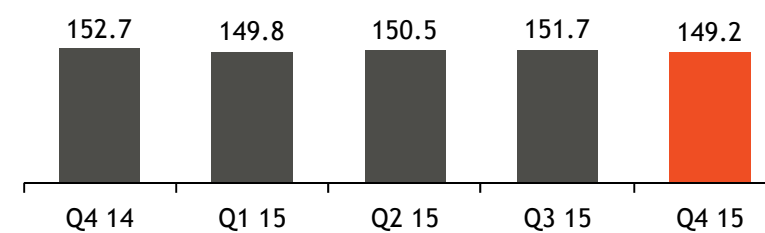
Mobile broadband customers

(in '000)



Mobile penetration

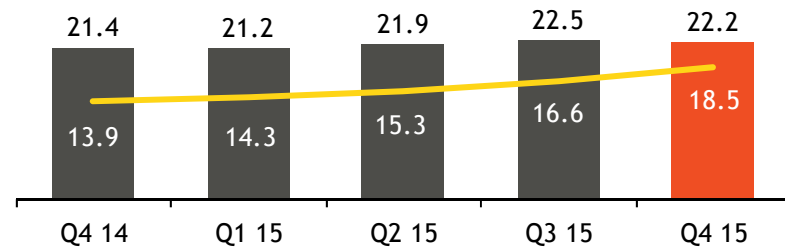
(in %)



Segment Croatia - Fixed-line key performance indicators

ARPL & ARPL-relevant revenues

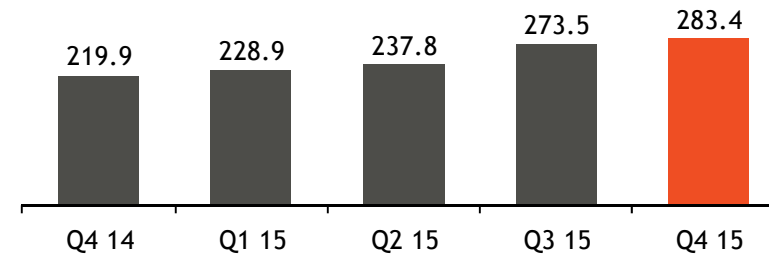
(in EUR, in EUR million)



■ ARPL — ARPL-relevant revenues

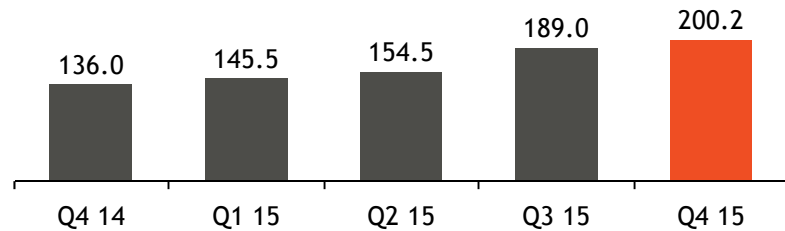
Total fixed access lines

(in '000)



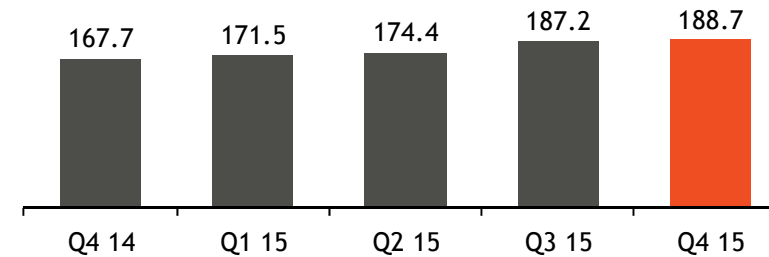
Fixed broadband retail access lines

(in '000)



TV subscribers

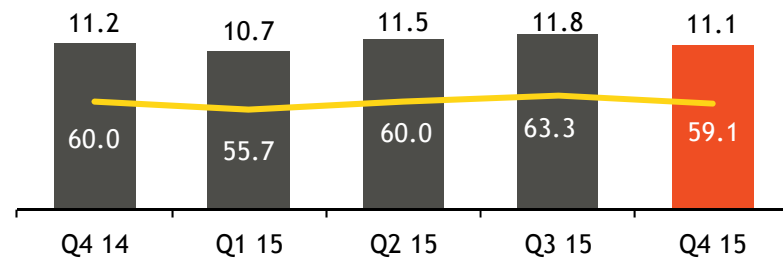
(in '000)



Segment Croatia - Mobile key performance indicators

ARPU & ARPU-relevant revenues

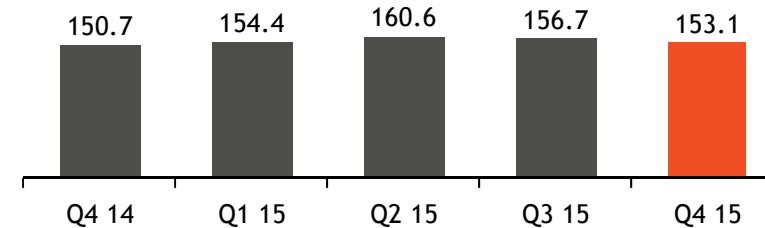
(in EUR, in EUR million)



■ ARPU — ARPU-relevant revenues

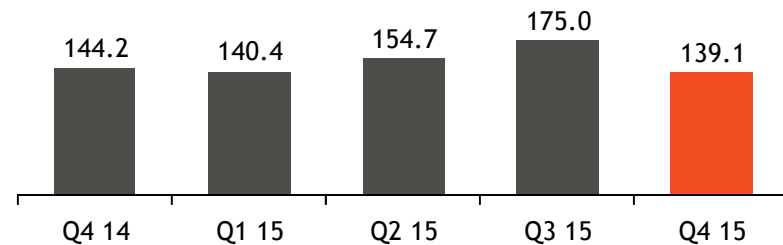
MoU per subscriber

(in min)



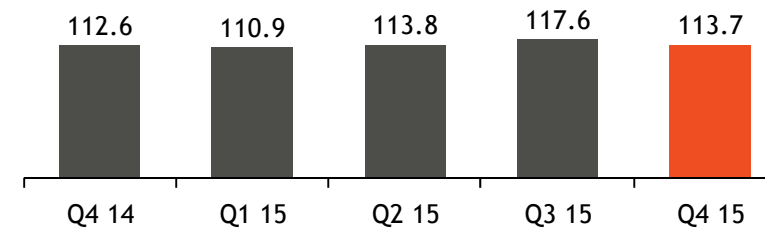
Mobile broadband customers

(in '000)



Mobile penetration

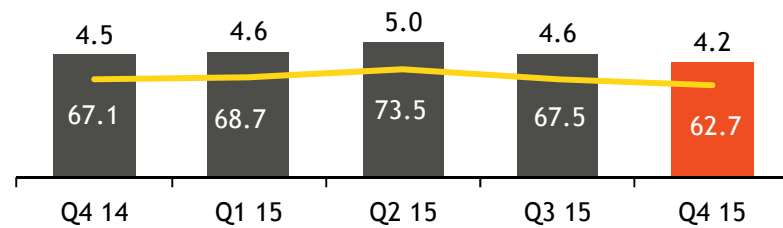
(in %)



Segment Belarus - Mobile key performance indicators

ARPU & ARPU-relevant revenues

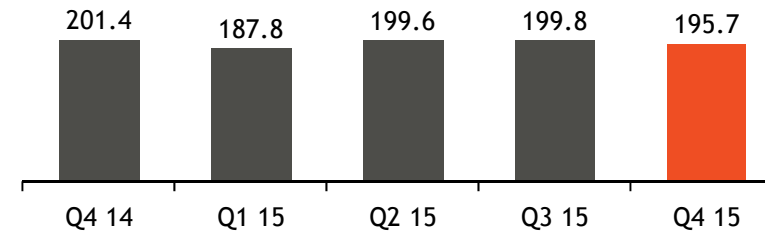
(in EUR, in EUR million)



■ ARPU — ARPU-relevant revenues

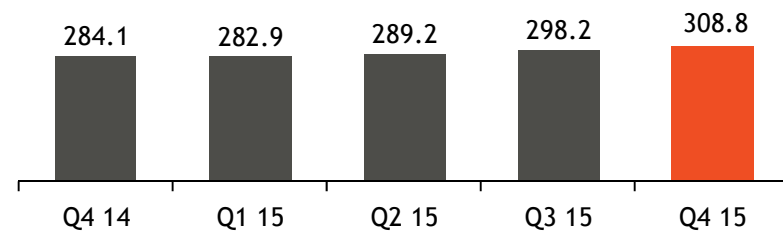
MoU per subscriber

(in min)



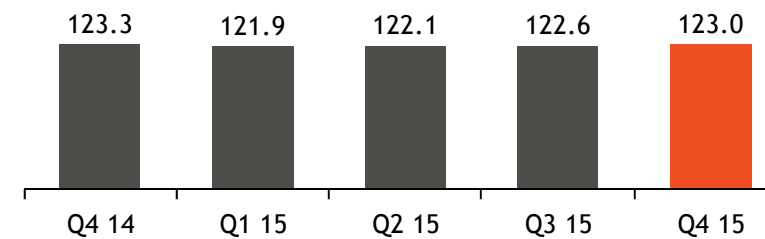
Mobile broadband customers

(in '000)



Mobile penetration

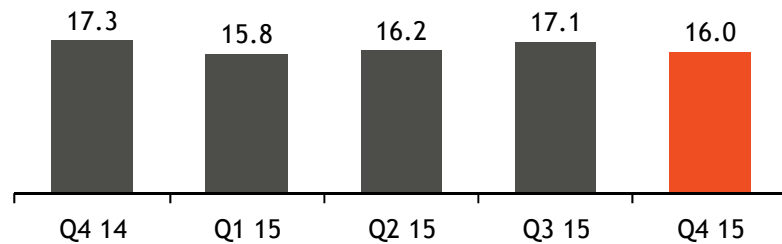
(in %)



Segment Additional Markets - Key performance indicators

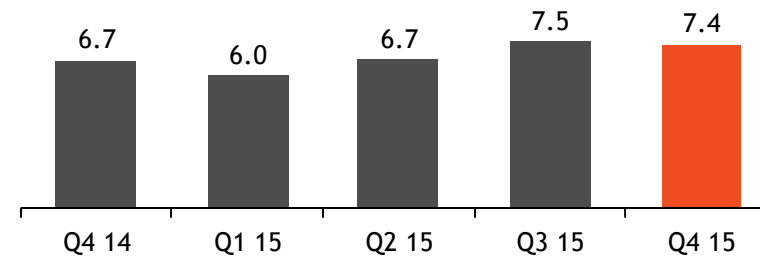
Slovenia - ARPU

(in EUR)



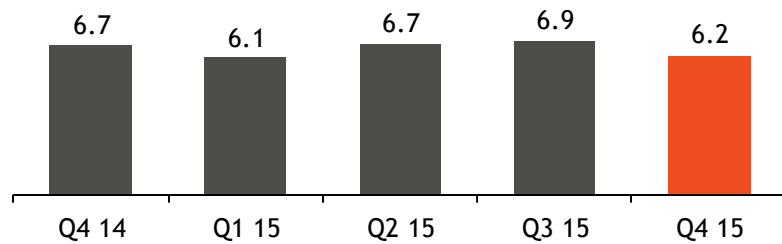
Republic of Serbia - ARPU

(in EUR)



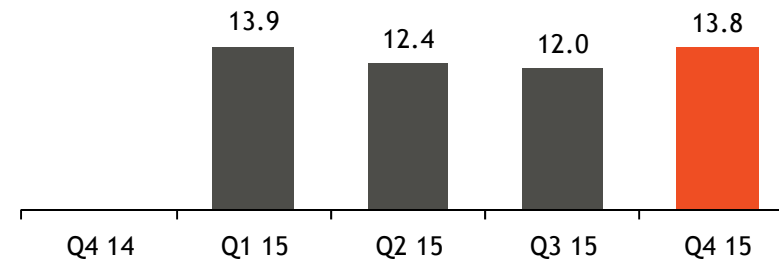
Republic of Macedonia - ARPU

(in '000)



Republic of Macedonia - ARPL

(in '000)



Appendix 2 – Regulatory topics

Glide path of Mobile Termination Rates

EU Pressure on National Regulatory Authorities to Further Decrease Rates

	Jan 2014	Jul 2014	Sep 2014	Jan 2015	Jul 2015	Jan 2016
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049
Bulgaria (BGN)	0.02	0.02	0.02	0.019	0.019	0.019
Croatia (HRK)	0.1282*	0.1282*	0.1282*	0.063*	0.063*	0.063 ¹
Belarus (BYR)	180/90**	180/90**	180/90**	180/90**	180/90**	180/90**
Slovenia (EUR)	0.0324	0.0324	0.0114	0.0114	0.0114	0.0114
Serbia (RSD)	3.95	3.95	3.95	3.43	3.43	3.43 ¹
Macedonia (MKD)	1.20	1.20	0.90	0.90	0.90	0.90

* National MTRs stated. International MTRs differ

** Belarus values: peak times/off-peak times - the medium weighted MTR value amounts to BYR 150 per minute

¹ NRA currently reviews wholesale markets and cost accounting models. Outcome of analysis/proceedings can lead to MTR reductions in Q1/16

EU roaming price regulation

RETAIL (in EURc)	Before	July 2012	July 2013	July 2014	30 April 2016	15 July 2017
Data (per MB)	none	70	45	20	domestic tariff + 5*	domestic tariff
Voice-calls made (per minute)	35	29	24	19	domestic tariff + 5*	domestic tariff
Voice-calls received (per minute)	11	8	7	5	weighted average MTR*	domestic tariff
SMS (per SMS)	11	9	8	6	domestic tariff + 2*	domestic tariff
WHOLESALE (in EURc)	Before	July 2012	July 2013	July 2014	30 April 2016	15 July 2017
Data (per MB)	50	25	15	5	5	?**
Voice (per minute)	18	14	10	5	5	?**
SMS (per SMS)	4	3	2	2	2	?**

* 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.

** Upon entry into force of the new Regulation, the Commission shall initiate a review of the wholesale roaming market with a view to assessing measures necessary to enable abolition of retail roaming surcharges.

Upcoming spectrum tenders/prolongations/assignments

	Planned/Expected	Comments
Austria	2019 (2100 MHz)	-
Bulgaria	-	-
Croatia	2016-2017 (2100 MHz) 2017-2018 (2600 MHz)	2100 MHz: dependent on LTE roll-out dynamics and traffic development (on request of at least one operator) as well as fulfilment of 2015 plan. 2600 MHz: dependent on traffic development.
Belarus	2016 (2100 MHz)	2100 MHz: decision on a 4th UMTS block pending.
Slovenia	2018 (700,1400,1800,2100, 2300, 3700 MHz)	NRA announced preparation of a new tender for public spectrum auction of 'leftovers' 700 MHz, 1400 MHz, 1800 MHz, 2100MHz, 2300 MHz, 3500 MHz and 3700 MHz.
Republic of Serbia	2016 (900 MHz)	Availability of 900 MHz in 2016 not yet clarified.
Republic of Macedonia	2016-2017 (900 MHz & 1800 MHz)	900 MHz (2x10) & 1800 MHz (2x10): Prolongations (Vip operator licenses in these spectrum valid until 22 March 2017).

Appendix 3 – Personnel restructuring in Austria

Overview - Restructuring charges and provision vs. FTE

Overview restructuring charges

(in EUR million)

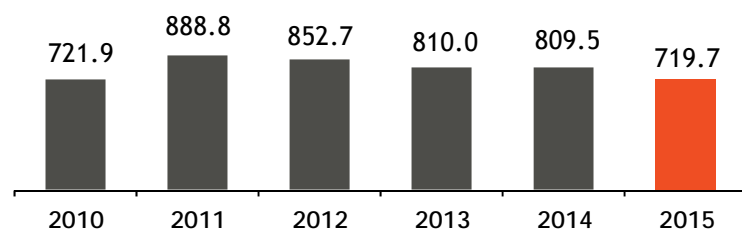
	2010	2011	2012	2013	2014	2015
FTE reduction	76.9	274.3	49.9	149.0	86.4*	69.5**
Servicekom contribution	0.0	-40.6	-76.7	-103.8	-39.4	-72.0
Interest rate adjustments	47.2	0.0	61.4	0.0	42.6	2.9
Total	124.1	233.7	34.7	45.2	89.6	0.4

FTEs addressed

	2010	2011	2012	2013	2014	2015
Transfer to government	158	106	44	22	52	49
Social plans	28	685	94	409	199	270
Staff released from work	27	0	0	0	0	0
Total	213	791	138	431	251	319

Overview restructuring provision***

(in EUR million)



Provisioned FTEs

	2010	2011	2012	2013	2014	2015
Transfer to government	158	264	308	330	242	205
Social plans	299	922	1,030	1,315	1,460	1,661
Staff released from work	763	649	510	410	350	253
Total	1,220	1,835	1,848	2,055	2,052	2,119

* Including EUR 15.0 mn due to the judgment of the European Court of Justice from 11 November 2014 regarding the remuneration and legal rights of civil servants ('Vorrückungstichtag')

** Restructuring expenses include a positive one-off effect in the amount of EUR 21.6 mn in Q4 2015 stemming from a settlement.

*** Including liabilities for transfer of civil servants to government bodies since 2010

Results for the full year and fourth quarter 2015

Overview - Restructuring charges and provision vs. FTE

Overview restructuring charges

(in EUR million)

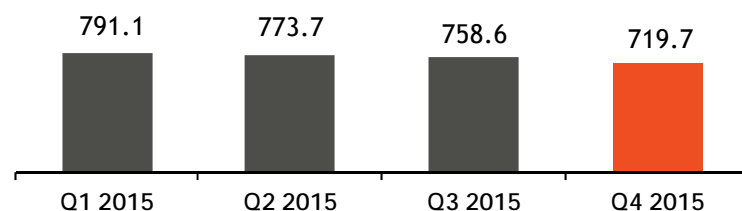
	Q1	Q2	Q3	Q4
FTE reduction	4.5	17.4	13.0	34.6 *
Servicekom contribution	-0.6	-12.1	-5.2	-54.1
Interest rate adjustments	0.0	0.0	0.0	2.9
Total	3.9	5.3	7.8	-16.6

FTEs addressed

	Q1	Q2	Q3	Q4
Transfer to government	10	18	10	11
Social plans	7	49	46	168
Staff released from work	0	0	0	0
Total	17	67	56	179

Overview restructuring provision

(in EUR million)



Provisioned FTEs

	Q1	Q2	Q3	Q4
Transfer to government	195	207	211	205
Social plans	1,460	1,512	1,543	1,661
Staff released from work	345	314	270	253
Total	2,000	2,033	2,024	2,119

* Restructuring expenses include a positive one-off effect in the amount of EUR 21.6 mn in Q4 2015 stemming from a settlement.

Results for the full year and fourth quarter 2015

Overview - Cash flow impact of restructuring

Overview cash flow impact*

(in EUR million)

	Total cash-flow impact
2010	57.9
2011	93.4
2012	104.0
2013	108.0
2014	107.1
<i>Q1 2015</i>	25.2
<i>Q2 2015</i>	25.6
<i>Q3 2015</i>	23.9
<i>Q4 2015</i>	27.2
FY 2015	101.9

- > Total cash flow impact comprises old and new programmes
- > Cash flow impact for Q4 2015 of EUR 27.2 mn
- > Total cash flow impact for 2015 of EUR 101.9 mn

* Historical numbers have been restated since 2011 to fully reflect all payments from the transfer of civil servants to government bodies.

Appendix 4 – Corporate sustainability

Alignment with core business and materiality analysis define sustainability strategy

Products Providing Responsible Products



Develop Products in a Future-Oriented and Responsible Way

- Powerful Network Infrastructure
- Highest Data Protection and Safety Standards
- Products with Added Value

Environment Living Green



Manage Resources in an Efficient and Sustainable Way

- Energy-Efficient Infrastructures
- Increased Use of Renewable Energy
- Active Climate Protection Through CO₂ Reduction



Employees Empowering People



Systematically Promote Employees' Skills and Utilising Them

- Sound Education and Trainings
- Promotion of Internal Career Paths
- Increase the Proportion of Female Employees – Including Management Posts

Society Creating Equal Opportunities



Creating Equal Opportunities in the Digital Society

- Focused Trainings on Media Literacy
- Increase the Safe Use of Digital Media
- Social Cooperations Based on Local Needs

22 Firm and Measurable Targets



Reporting Follows the Global Reporting Initiative Guidelines



ISO 14001
ISO 50001
ISO 27001



Key figures

Selected Group-wide KPIs

Environment: Living Green	2014
Total CO ₂ Emissions (Scope 1+2 in tonnes)	170,842
Energy efficiency index (in Mwh/terabyte)	0.8
Paper consumption (in tonnes)	1,771
Collected old mobile phones (in pcs)	20,561
E-billing share (in %)	64
Employees: Empowering People	2014
Share of femal employees (in %)	38
Share of femal executives (in %)	29
Internally hired positions	133
Society: Creating Equal Opportunities	2014
Participants in trainings on media literacy	18,704
Local educational projects	over 30

Ratings



› Classification: B
(99 points out of 100)



› Classification: B-



Indices



Memberships

