

The A1 Group 's Fair Pay Principles



At the A1 Group we believe in our employees. They develop and sell our services and products, bring ideas for new innovations, they engage with and serve our customers and continuously improve our processes. We are committed to treating our employees with respect, dignity, and fairness and providing them with compensation and benefits that reflect fair market values, their skills, roles, and performance.

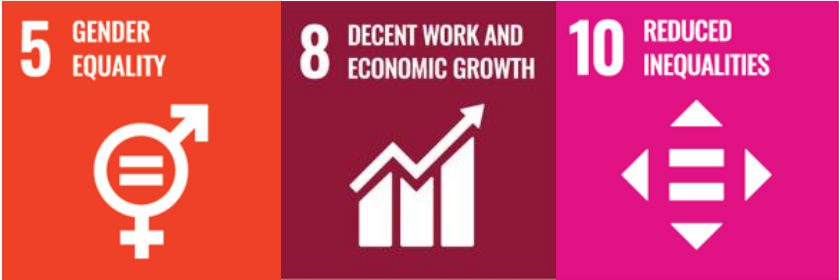
Even though this is already a part of the A1 Code of Conduct we want to specify our commitment in this Fair Pay Statement with the following 6 principles to create a positive and inclusive workplace culture.

Our Vision

The A1 Group has the vision to create an inclusive and equal work environment, in which all employees receive competitive rewards and equal pay for work of equal value within each market.

Our Contribution

We comply with human rights laws and statutes including Fair Pay for our people as outlined in our Human Rights Policy. Our approach, across our businesses, is guided by 6 A1 Fair Pay Principles. With these Principles the A1 Group contributes to achieving the following United Nations Sustainable Development Goals, which we are committed to.



Our Goal

Our Strategy includes a clear focus on the people working at the A1 Group. Our goal is to standardize Group-wide gender pay gap calculation based on existing regulations and legal requirements and to define a set of measures to continuously improve our compensation structures and make sure that our remuneration follows our commitment to pay equally for equal value.

Our A1 Fair Pay Principles

Equal Pay for Equal Work

The A1 Group is committed to providing equal pay for equal work. Aspects such as gender (including gender identity), race, ethnicity, sexual orientation, religion, and beliefs, or disabilities have no significance in our pay decisions. We annually track our pay practices and compare the wages and salaries of the women and men working for us to understand differences and act wherever necessary.

Market-Driven Compensation

We strive to offer compensation packages that are competitive with the market levels for similar roles and industries. We conduct regular salary surveys and benchmarking exercises to ensure that our salaries and benefits are in line with market standards. Based on our Group-wide job architecture, local salary bands are defined that are regularly compared with local market data and adjusted accordingly.

Pay Practices

Our wages and salaries aim to remunerate, engage, and motivate our employees for their work and commitment. Our remuneration is based on skills, roles, and performance, and strives to be fair and transparent. We have a Group-wide job architecture that classifies all jobs into levels and groups them according to the same logic, by taking the needed experience, skills and function, and complexity of the role into account. Standardized salary bands define the salary ranges for the job levels.

Benefits

In addition to the salary, the A1 Group offers a variety of benefits. These vary depending on the country and location – reflecting local needs and practices and include for example, provision and insurance models (e.g., provident fund, life insurance) entitlement to food vouchers or meal allowance, access to A1 products at attractive discounts, as well as childcare facilities in some locations.

Employment Foundation

Employment relationships at the A1 Group are based on the respective labor law, and various internal guidelines (e.g., Code of Conduct, Memorandum of Understanding: Flexible Working at A1 Group, Human Rights policy, etc.). This ensures a legally binding and fair relationship between employer and employee.

Regular Assessment

We regularly review our pay practices and policies to ensure that they remain fair and effective. The A1 Group considers feedback from its employees, market trends, and changes in legislation or regulations that may affect our compensation practices.

At the A1 Group, our commitment to Fair Pay is consistent with our vision to enable an inclusive and sustainable digital society. These Principles are applied to every employee regardless of their job-level, their location, or their job-role as they are our most precious asset.

Signed by Group Board July 2023



Thomas Arnoldner, CEO



Alejandro Plater, COO



Siegfried Mayrhofer, CFO