

Results for the first half and the second quarter 2022

Vienna, July 12, 2022

| **A¹ Telekom Austria Group**

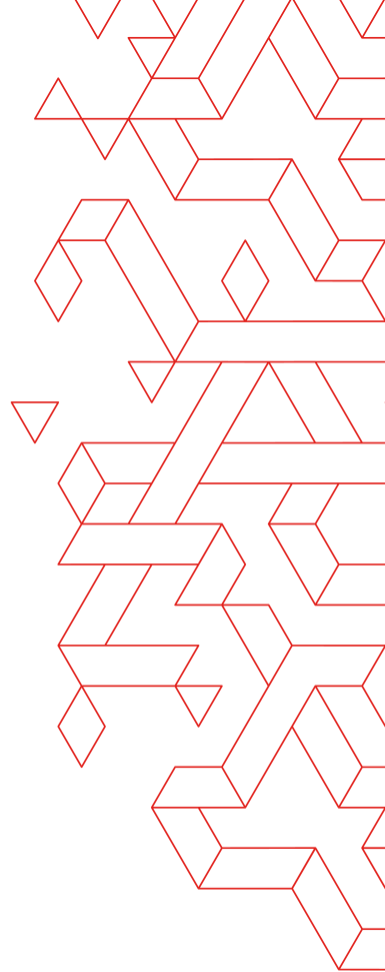


Cautionary statement

'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 half and the second quarter 2022



Highlights for the second quarter 2022

Group (in EUR million)	Q2 2022	Q2 2021	% change
Total revenues	1,208.4	1,165.8	3.7%
Service revenues	1,025.7	976.4	5.0%
EBITDA before restructuring*	477.1	448.6	6.3%
CAPEX	211.1	238.1	-11.4%

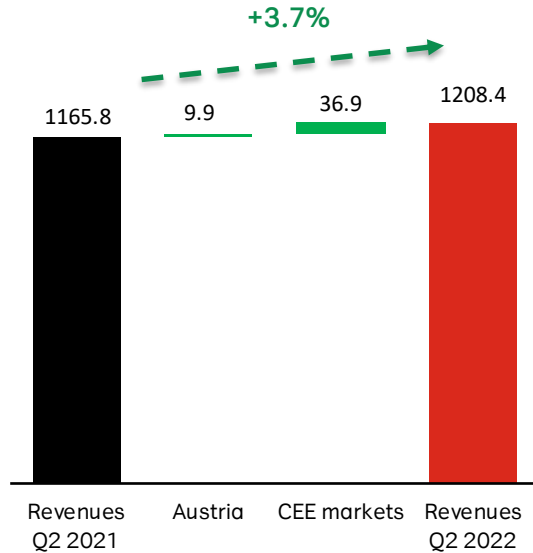
- Total revenues increased by 3.7%, driven by service revenue growth in all markets
- Further rebound of roaming traffic and continued growth momentum in solutions & connectivity business
- Higher energy costs in the footprint
- Group EBITDA before restructuring up 6.3% as service revenue growth more than compensated for higher core OPEX
- FX tailwind from the appreciation of BYN

- Increased mobile subscriber base (+4.3%) and RGUs (+1.0%); Internet@home growth + 4.9%
- Availability of high-value handsets posed a challenge
- Regulation: market analysis is ongoing, decision is expected before YE 2022
- ESG: increased focus on Social dimension
- Outlook 2022 confirmed:
 - Close to 3% total revenue growth
 - Capex increase of approx. 15% y-o-y

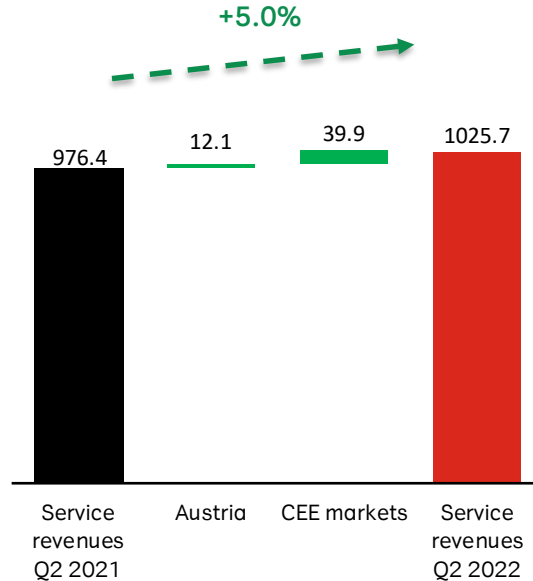


Austria and CEE markets in Q2 2022

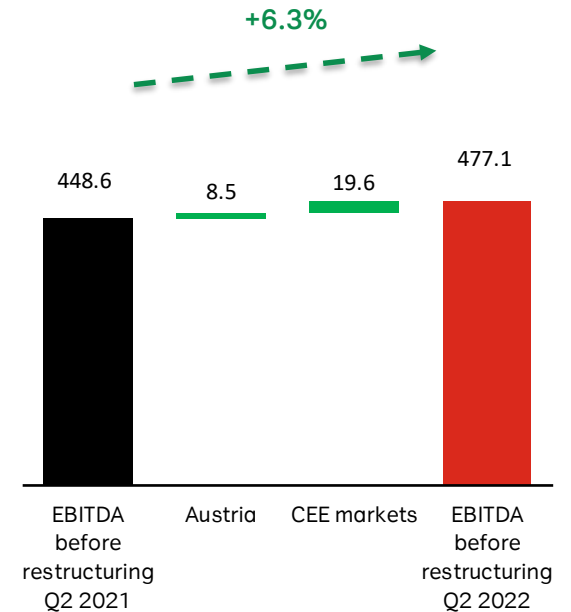
Total revenues (in EUR mn)



Service revenues (in EUR mn)



EBITDA before restructuring (in EUR mn)



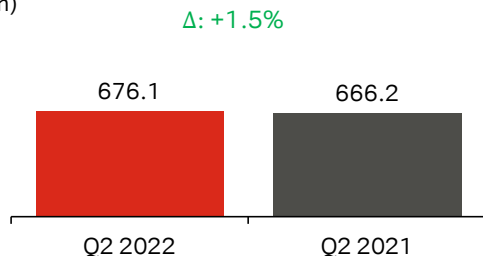
Deviation between A1 Group and the sum of Austria and CEE markets due to Corporate & Eliminations.

Restructuring charges: EUR 20.1 mn (Q2 2021: EUR 20.9 mn)
Positive FX effects of EUR 8.9 mn in total revenues, EUR 6.8 mn in service revenues and EUR 4.4 mn in EBITDA

Austria: Solid EBITDA growth driven by higher service revenues despite some effects of cost inflation

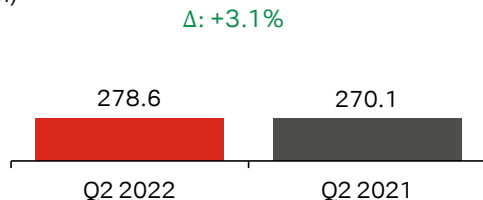
Total revenues

(in EUR mn)



EBITDA before restructuring

(in EUR mn)



excl. restructuring charges of EUR 20.1 mn in Q2 2022 (Q2 2021: EUR 20.9 mn)

Operational data

- Solid development in high-value as well as SIM-only segment.
- 5G tariffs continued to be sold with the premium over LTE tariffs; availability of high value handsets posed a certain challenge.
- Solution & Connectivity business gained further momentum.
- Upselling to high-bandwidth products continued although at somewhat lower pace; Internet@Home market continued to grow 4.9% y-o-y.
- ARPL increased slightly, as the effects of the price measures as well as successful upselling activities outweighed negative effects from IC regulation.

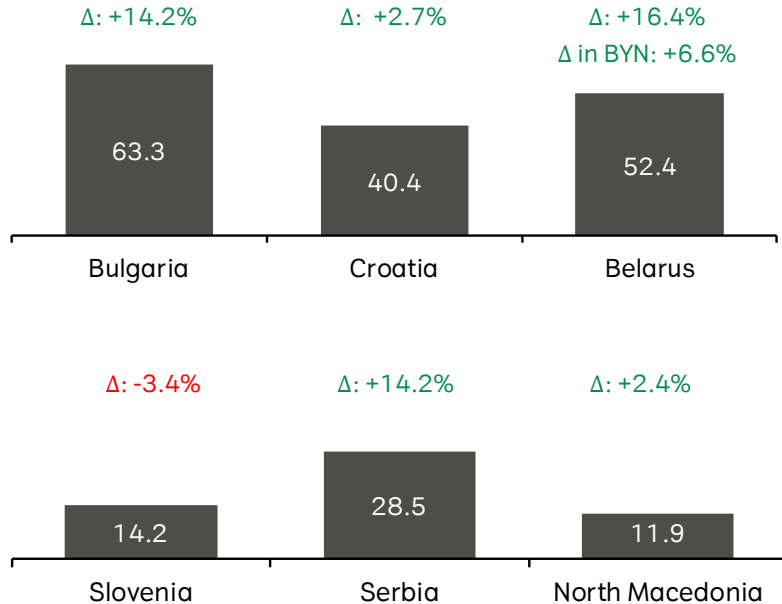
Financial performance

- Mobile service revenues higher on the back of solid performance of mobile core business, continued demand for mobile WiFi routers and higher roaming traffic.
- Slight increase of equipment revenues as higher ICT equipment sales compensated for lower sales of mobile handsets.
- Fixed-line service revenues declined as the growth in the solution and connectivity business could not fully compensate for lower retail fixed-line service revenues and lower interconnection revenues.
- Higher energy costs; increased product related costs as well as advertising expenses mitigated by lower workforce cost.

CEE: continued positive trends resulted in service revenues and EBITDA growth in almost all markets

EBITDA

(in EUR mn; Q2 21%-change vs. PY)



Highlights CEE

Bulgaria:

- Upselling to higher broadband speeds in the fixed-line, solid performance of the high value tariffs and roaming tailwind in the mobile business
- Equipment revenue lower due to large customer deal in the comparison period
- Inflation-linked pricing measures from March 2022 feed through
- Strong EBITDA growth of 14.2% driven by service revenues

Croatia:

- Growing subscriber numbers both in the mobile and the fixed-line business
- Service revenue growth on the back of the mobile business, additionally supported by the improved roaming result
- EBITDA grew despite increased core OPEX

Belarus:

- Continued solid operational performance; growing service revenues and EBITDA
- Macroeconomic and supply chain challenges
- BYN appreciated vs EUR by 9.7% (period-average)

Other segments:

- Slovenia: solid mobile business could not fully compensate for increased core OPEX
- Serbia: EBITDA up on the back of strong service revenue growth
- North Macedonia: solid service revenue growth outweighed increased electricity costs

1-6M 2022: Free cash flow increased by 23.6% yoy

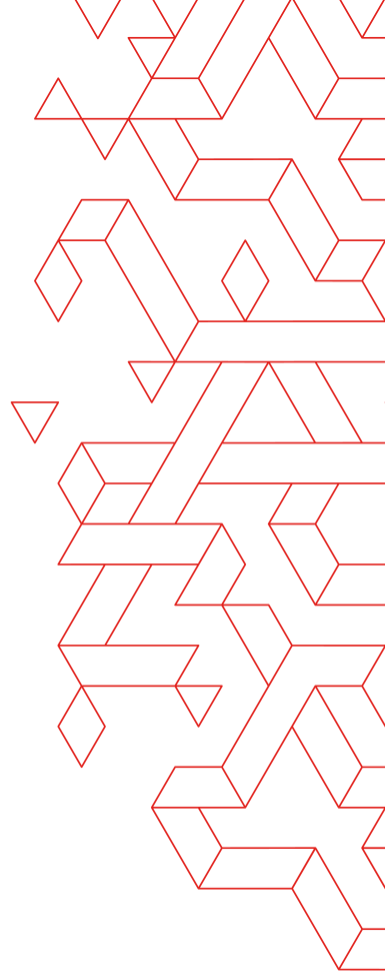
<i>(in EUR million)</i>	Q2 2022	Q2 2021	% change	1-6 M 2022	1-6 M 2021	% change
EBITDA	456.9	427.7	6.8%	888.5	826.0	7.6%
Restructuring charges and cost of labor obligations	15.5	22.4	-30.8%	38.1	44.0	-13.5%
Lease paid (principal, interest and prepayments)	-38.6	-36.8	-4.9%	-104.3	-96.6	-7.9%
Income taxes paid	-22.3	-21.8	-2.3%	-38.8	-25.6	-51.7%
Net interest paid	-26.3	-30.3	13.2%	-26.1	-31.3	16.7%
Change working capital and other changes	28.5	24.3	17.4%	58.4	70.6	-17.2%
Capital expenditures	-211.1	-238.1	11.4%	-390.7	-442.1	11.6%
Free Cash Flow (FCF) before social plans	202.7	147.4	37.5%	425.2	345.0	23.2%
Social plans new funded*	-31.8	-23.7	-34.3%	-57.2	-47.2	-21.1%
Free Cash Flow	171.0	123.8	38.1%	368.0	297.8	23.6%

- Free cash flow increased to EUR 368.0 mn (+23.6% yoy) in the first half of 2022, driven by:
 - improved operational performance
 - lower capital expenditures as the comparison period was impacted by frequencies acquisition (Slovenia and Bulgaria)
- Change in working capital and other changes in the reporting period mainly driven by:
 - Increase in accounts payable which overcompensated for higher inventory procurement

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

Focus Points

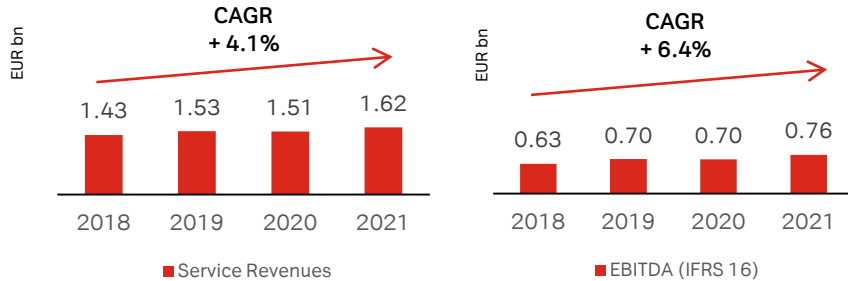
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International markets: Growth story, successful strategy execution and synergies achieved

Encouraging International Markets'

Financial & operational development



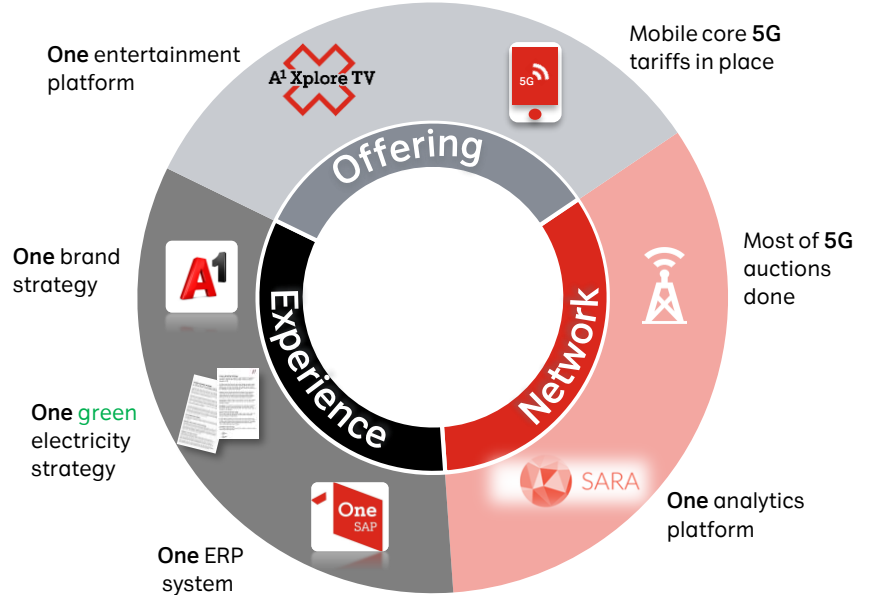
CEE Subscribers

3.026 RGUs in 2021
+5.3% vs 2018

12.073 postpaid subscribers
+6.2% vs 2018

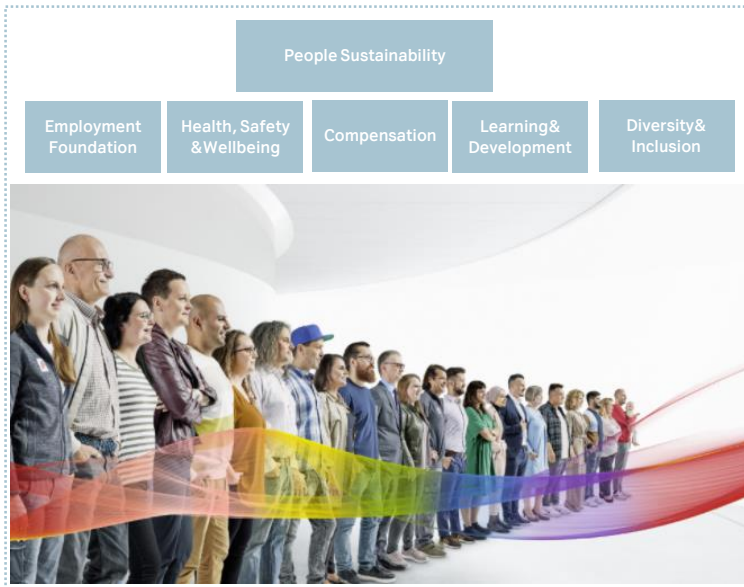
Consistently applied

Synergies between A1 Group & CEE



Focus on People Sustainability – Providing a work environment with Fairness, Dignity, Respect and Security

From Diversity to People Sustainability



What we have achieved

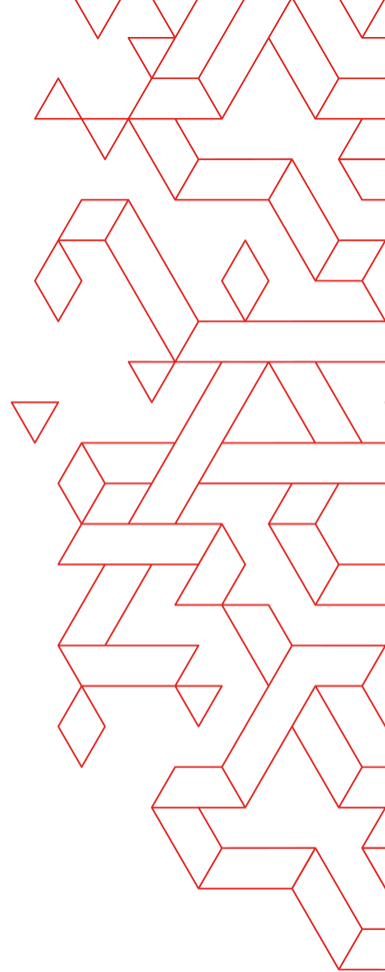
- Diversity, Equity & Inclusion Policy introduced
- Human Rights Policy published
- New Code of conduct including ESG aspects launched
- Initiatives to identify and eliminate **bias in HR processes** with focus on recruiting
- E-Learnings on Unconscious Bias and Diversity
- Female leaders circle

Our goals for 2022+

- Increasing the **share of women in the company to 40% by 2023**
- Continuous focus on **share of female leaders** particularly in Austria
- Increasing the number of **women in STEM** positions
- **Female Empowerment**

Outlook for the full year 2022

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Outlook for the full year 2022 - confirmed

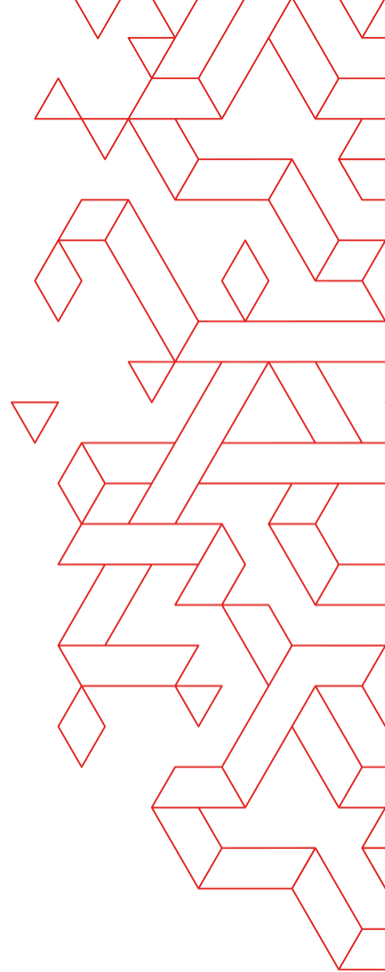
	July 12, 2022	Consensus 2022
Total revenues	Close to 3%	EUR 4,855 mn (+2.2% vs FY '21)
CAPEX	Approx. 15% y-o-y	EUR 946 mn (+14.4% vs FY '21)*

*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
- Initial FX assumption: depreciation of 5 - 10% avg. BYN vs. EUR FX rate
 - Scenario: an adverse BYN development equivalent to a FY 2022 period-end depreciation of c. 27 % versus the rate as of June 30, 2022 would result in neutral currency effects on total revenues in 2022
 - Note: Very limited predictability of BYN development going forward
- 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



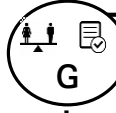
Climate & Environment - Ambition 2030

- Reach net carbon neutrality by decreasing the own carbon footprint & switching to energy from renewables¹
- Increase energy efficiency by 80%²
- 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 system³ to ensure an integer and trustworthy A1 Group



Results for the first half and the second quarter 2022

¹ Scope 1 and Scope 2

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

³ Certifications will be done every three to five years

The ,E' of ESG



CO₂-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% CO₂ 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" from 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 1,900 A1 Group employees and managers were trained in **trainer-led classroom & remote compliance trainings** in the 2nd quarter 2022
- Over 4,400 compliance **e-learning courses** were completed in the 2nd quarter 2022
- Human Rights Policy published

- **Diversity, Equity & Inclusion:**
 - Push gender diversity while broadening perspective across DEI
 - Awareness campaign on women, women in STEM, female leaders etc.
 - Digital diversity training: '**Unconscious Bias initiative**' started in 2020, continuing in 2022
 - Diversity, Equity and Inclusion Policy policy published
- **Measure progress:**
 - Group Diversity Dashboard implemented

- **Advance female talent:** Female Role Models, Female Empowerment Program, Female Leaders Circle in Austria
- **Increase share of women in STEM:** STEMfemme program in Croatia, MINTChanger:in program in Austria

ESG KPIs

	2020	2021	Change	
 Environment* E	CO ₂ -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.
 Digital Education*** S	Participations in media literacy trainings (no.)	9,239	33,190	+259%
	Number of Workshops	520	760	+46%
 Diversity G	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)

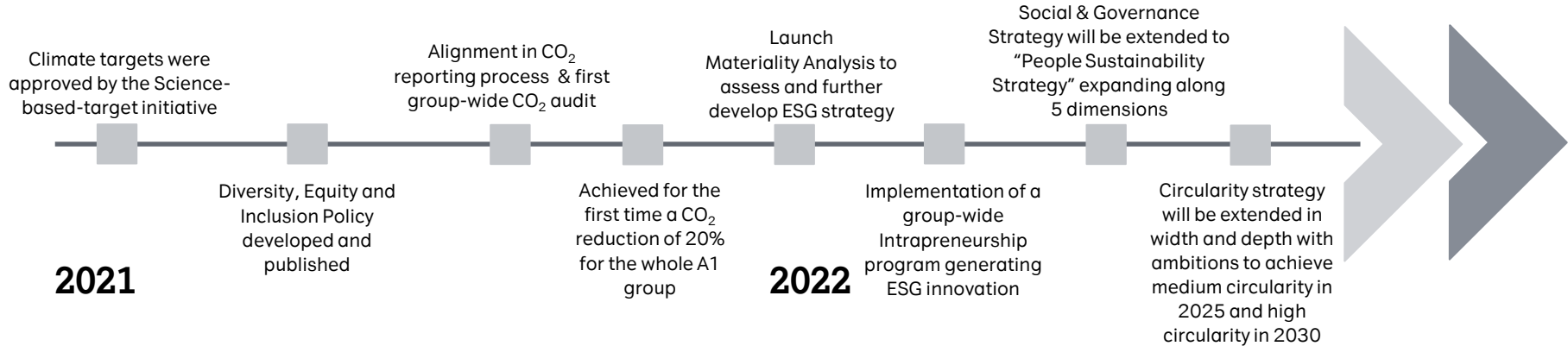
** Scope 1 und Scope 2 market based CO₂-emissions, in CO₂e, incl. biogenic emissions

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

ESG Milestones & Goals

Relevant milestones reached ...

... and ambitious goals to achieve

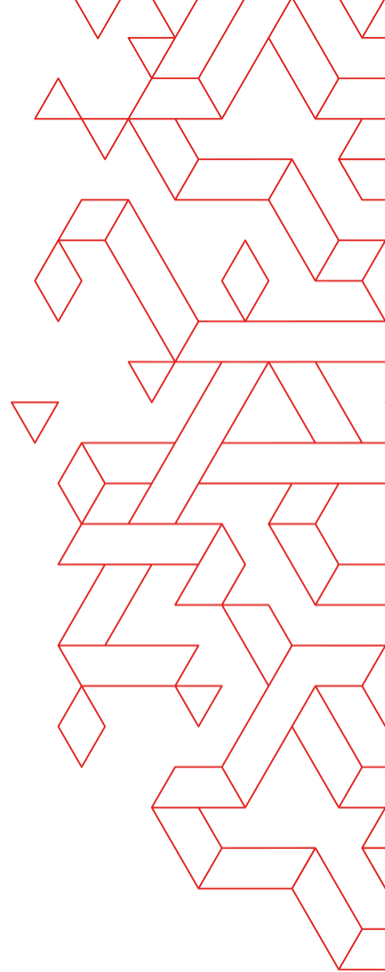


Ratings and indices in 2021



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, 2022 (in '000)



Austria

Mobile market position #1

Mobile subscribers:

- 5,113 (Q2 2021 : 5,023)

RGUs:

- 2,995 (Q2 2021 : 3,096)

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Bulgaria

Mobile market position: #1

Mobile subscribers:

- 3,788 (Q2 2021: 3,737)

RGUs:

- 1,148 (Q2 2021: 1,100)

A1

Croatia

Mobile market position #2

Mobile subscribers:

- 2,032 (Q2 2021: 1,991)

RGUs:

- 696 (Q2 2021: 668)

A1

Belarus

Mobile market position #2

Mobile subscribers:

- 4,889 (Q2 2021 : 4,935)

RGUs:

- 719 (Q2 2021: 651)

A1

Slovenia

Mobile market position #2

Mobile subscribers:

- 702 (Q2 2021: 706)

RGUs:

- 222 (Q2 2021: 213)

A1

Serbia

Mobile market position #3

Mobile subscribers:

- 2,459 (Q2 2021: 2,388)

A1

North Macedonia

Mobile market position #1

Mobile subscribers:

- 1,099 (Q2 2021 : 1,084)

RGUs:

- 356 (Q2 2021 : 344)

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A1 Telekom Austria Group: Profit and Loss

(in EUR million)	Q2 2022	Q2 2021	% change
Service Revenues	1,025.7	976.4	5.0%
Equipment Revenues	161.6	166.8	-3.1%
Other operating income	21.1	22.6	-6.5%
Total Revenues	1,208.4	1,165.8	3.7%
Cost of Service	-347.5	-329.2	-5.5%
Cost of Equipment	-156.1	-162.8	4.1%
Selling, General & Administrative Expenses	-245.8	-243.5	-0.9%
Others	-2.1	-2.5	16.5%
Total Costs and Expenses	-751.5	-738.1	-1.8%
EBITDA	456.9	427.7	6.8%
<i>% of Total Revenues</i>	<i>37.8%</i>	<i>36.7%</i>	
Depreciation and Amortisation	-195.8	-199.6	1.9%
Depreciation RoU assets	-42.2	-40.7	-3.5%
EBIT	219.0	187.4	16.9%
<i>% of Total Revenues</i>	<i>18.1%</i>	<i>16.1%</i>	
EBT (Earnings Before Income Taxes)	215.0	165.5	29.9%
Net Result	167.0	125.0	33.6%

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

Total Revenues (in EUR million)	Q2 2022	Q2 2021	% change
Austria	676.1	666.2	1.5%
Bulgaria	151.3	145.1	4.3%
Croatia	113.3	108.7	4.2%
Belarus	106.8	95.7	11.6%
Slovenia	53.2	51.2	4.0%
Serbia	85.7	74.7	14.7%
North Macedonia	34.4	32.0	7.2%
Corporate & other, eliminations	-12.3	-7.8	-57.1%
Total Revenues	1,208.4	1,165.8	3.7%
Costs and Expenses (in EUR million)	Q2 2022	Q2 2021	% change
Austria	417.6	417.0	0.1%
Bulgaria	88.0	89.7	-1.8%
Croatia	72.9	69.4	5.1%
Belarus	54.3	50.6	7.3%
Slovenia	39.1	36.5	6.9%
Serbia	57.2	49.8	15.0%
North Macedonia	22.5	20.5	9.9%
Corporate & other, eliminations	-0.2	4.6	n.m.
Total Operating Expenses	751.5	738.1	1.8%

A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q2 2022	Q2 2021	% change
Austria	7,082	7,319	-3.2%
International	10,396	10,315	0.8%
Corporate	394	375	5.0%
A1 Telekom Austria Group	17,872	18,009	-0.8%

FTE (End of Period)	Q2 2022	Q2 2021	% change
Austria	7,068	7,305	-3.2%
International	10,379	10,323	0.5%
Corporate	396	373	6.3%
A1 Telekom Austria Group	17,843	18,000	-0.9%

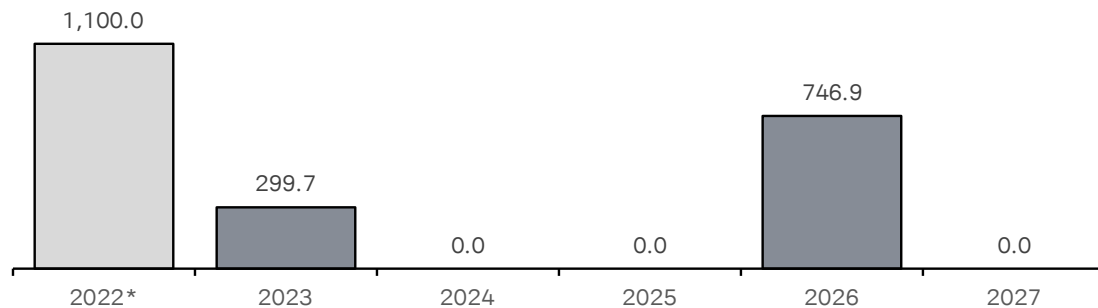
A1 Telekom Austria Group: Net debt

as of June 30, 2021

Net Debt (excl. Leases) (in EUR million)	30 June 2022	31 December 2021	% change
Long-term Debt	1,046.6	1,046.1	0.0%
Short-term Borrowings	1,100.0	1,553.2	-29.2%
Cash and Cash Equivalents	-415.8	-534.4	22.2%
Net Debt (excl. Leases) of A1 Telekom Austria Group	1,730.8	2,064.9	-16.2%
Leverage Ratio	1.1	1.3	

Net Debt incl. Leases (in EUR million)	30 June 2022	31 December 2021	% change
Long-term Debt incl. Leases	1,612.5	1,652.2	-2.4%
Short-term Borrowings incl. Leases	1,265.3	1,714.2	-26.2%
Cash and Cash Equivalents	-415.8	-534.4	22.2%
Net Debt incl. Leases of A1 Telekom Austria Group	2,462.1	2,832.0	-13.1%
Leverage Ratio	1.4	1.7	

A1 Telekom Austria Group: Financial debt maturity profile as of June 30, 2022 (in EUR mn)



- EUR 2,146.6 mn short- and long-term debt as of June 30, 2022
- Average cost of debt of 0.88%
- Cash and cash equivalents of EUR 415.8 mn
- Average term to maturity of 1.86 years
- EUR 750 mn bond repaid on April, 4 2022

Lines of credit

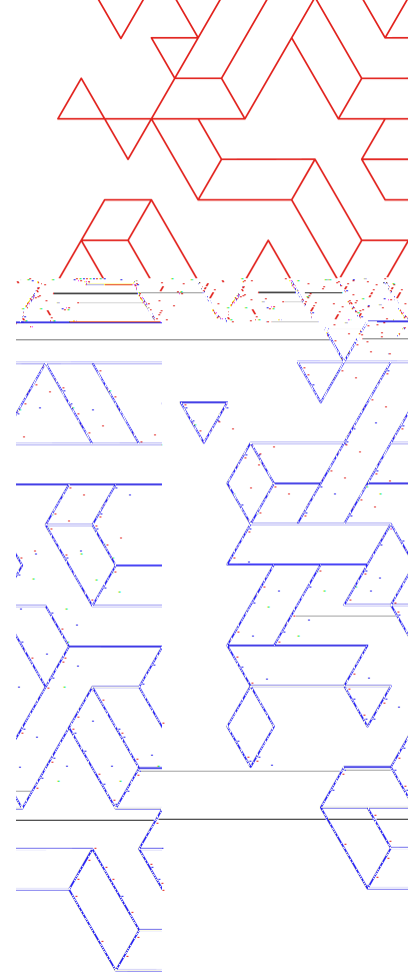
- Undrawn committed credit lines amounting to EUR 1,015 mn
- Average term to maturity of 3.1 years

Ratings

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

Appendix 3

Reconciliation of Free Cash Flow



1-6M 2022: Reconciliation free cash flow

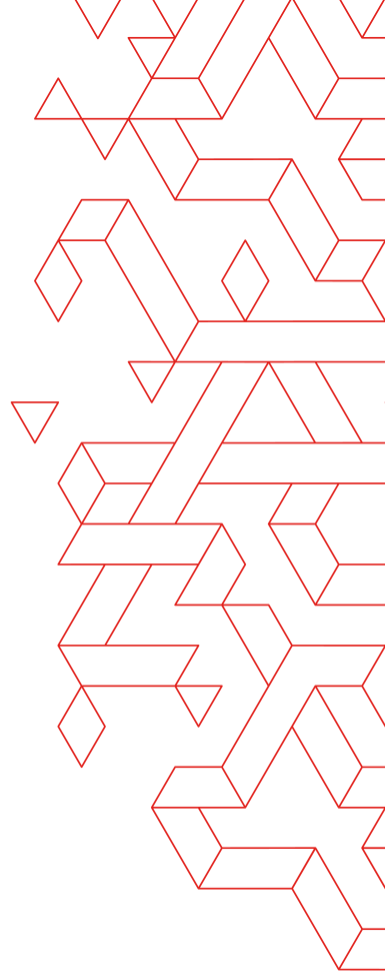
	1-6 M 2022	1-6 M 2021	% change
FCF after social plans new	368.0	297.8	23.6%
Social plans new funded	57.2	47.2	21.1%
Total social plans paid*	-48.2	-49.7	-3.0%
<hr/> FCF - previously reported	<hr/> 377.0	<hr/> 295.3	<hr/> 27.7%

*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

	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	In H2 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, update expected in Q3 2022.
Serbia	2022 (3600 MHz/700MHz)	Due to General elections held in April 2022, the auction is postponed. Exact date tbd.
North Macedonia		Renewal of existing spectrum expected without tender procedure

* 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.

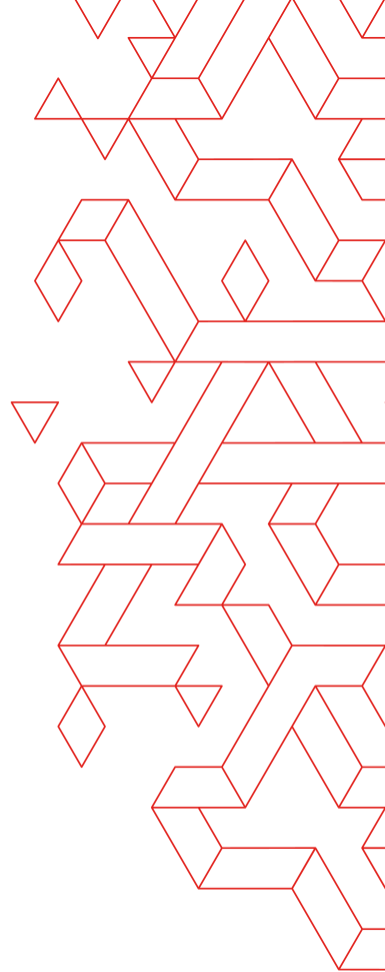


EU Roaming Regulation (Wholesale Tariffs)

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)

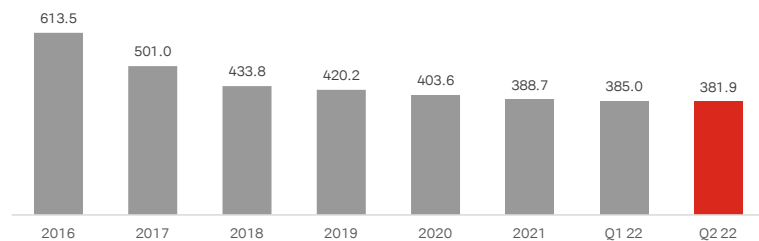
	2016	2017	2018	2019	2020	2021	Q1 22	Q2 22
FTE reduction	95.0	9.1	70.1	100.2	91.3	95.1	26.1	38.1
Servicekom contribution	-96.9	-27.3	-47.1	-19.4	-9.8	-10.9	-5.0	-14.3
Staff released from work	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.9
Interest rate adjustments	9.2	0.0	-0.9	3.2	3.1	0.0	0.0	-9.6
Total	7.2	-18.2	22.1	84.1	84.5	84.2	21.1	20.1

FTEs addressed

FTEs addressed	2016	2017	2018	2019	2020	2021	Q1 22	Q2 22
Transfer to government	6	3	0	0	0	0	0	0
Social plans	269	31	241	387	375	354	93	125
Staff released from work	0	0	0	0	0	0	0	0

Overview restructuring provision*

(in EUR million)



Provisioned FTEs

Provisioned FTEs	2016	2017	2018	2019	2020	2021	Q1 22	Q2 22
Transfer to government	193	176	159	128	113	107	107	106
Social plans	1,821	1,707	1,748	1,805	1,827	1,812	1,813	1,847
Staff released from work	200	172	116	81	62	44	40	8

* 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

