

Results for the first half and the second quarter 2021

Vienna, July 14, 2021

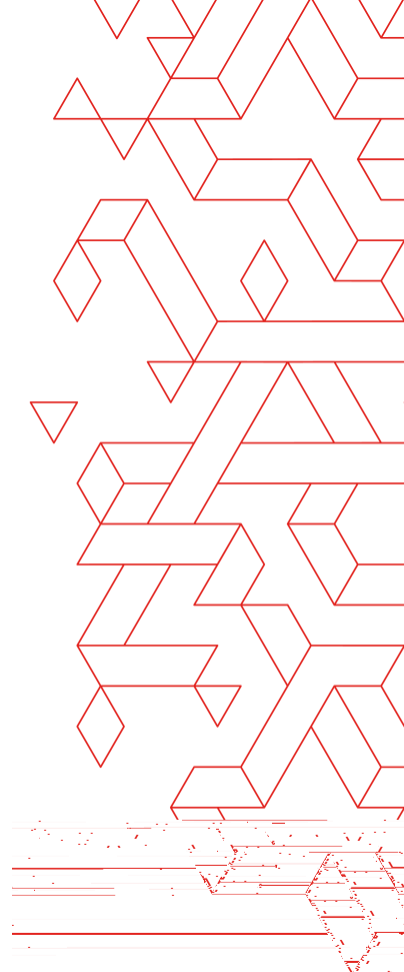
| **A¹ Telekom Austria Group**



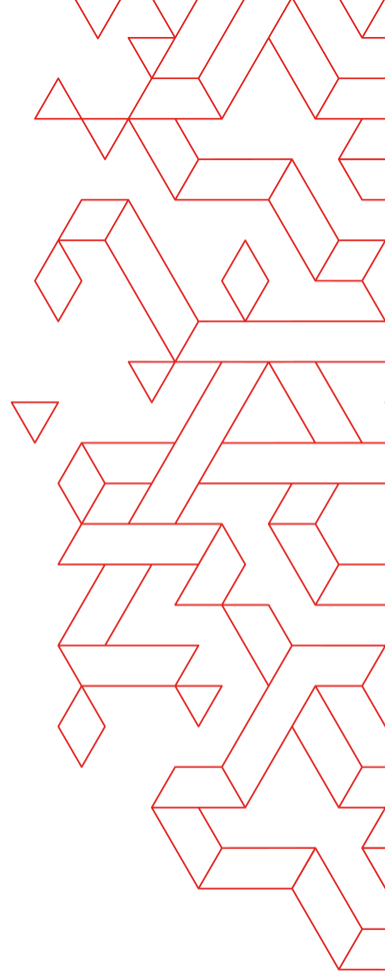
Cautionary statement

'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.'

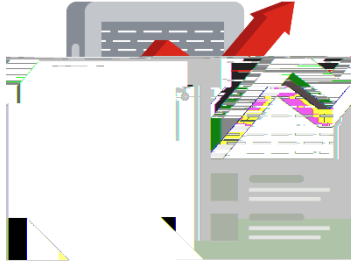
Alternative performance measures are used to describe the operational performance. Please therefore also refer to the financial information presented in the Consolidated Financial Statements, as well as the reconciliation tables provided in the Earnings Release.



Operational and financial highlights for the first half and the second quarter 2021



Highlights Q2 2021



- Total revenues up by 6.4%:
 - Service revenues grew by 3.9%, driven by solution and connectivity and mobile business
 - Strong equipment sales as the comparison period was impacted by strict lockdowns
- Internet@home growth of +5.2% yoy due to strong demand for mobile WiFi routers
- Mobile contract subscribers rose by 6.8% due to a higher number of M2M subscribers but also due to growth in mobile WiFi routers and a shift from prepaid to postpaid
- Consecutive strong EBITDA before restructuring growth of +8.1% (excl. FX +9.5%)
- Total CAPEX increased to EUR 238.1 mn after low comparable 2020 due to Covid-related cuts and spectrum auctions in Slovenia and Bulgaria
- Roaming: Travel restrictions lifted in most countries amidst lower infection rates and a steady vaccination progress; roaming revenues and margin increasing in Q2 yoy
- Spectrum auction for bands 700MHz, 3.6 GHz and 26GHz started in Croatia mid-July
- ESG: Executing on strategy with more than 100 initiatives
- Belarus – strong operational trends with certain macro uncertainties ahead
- Outlook 2021 raised: 2-3% total revenue growth (prev. approx.+1%)

Q2 2021: Solid operational trends in the entire footprint drive service revenue and EBITDA growth

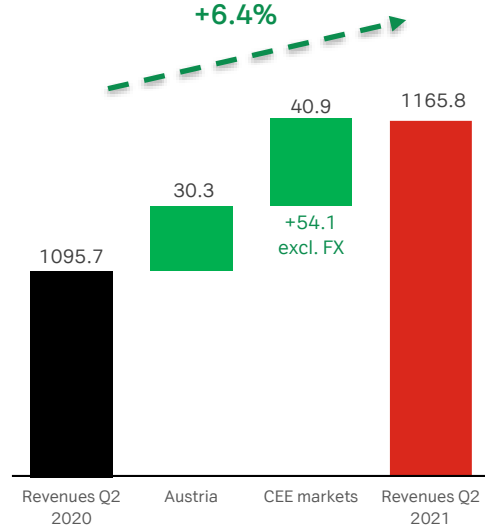
Group (in EUR million)	Q2 2021	Q2 2020	% change
Total revenues	1,165.8	1,095.7	6.4%
Service revenues	976.4	939.5	3.9%
EBITDA before restructuring*	448.6	415.1	8.1%
CAPEX	238.1	147.3	61.7%



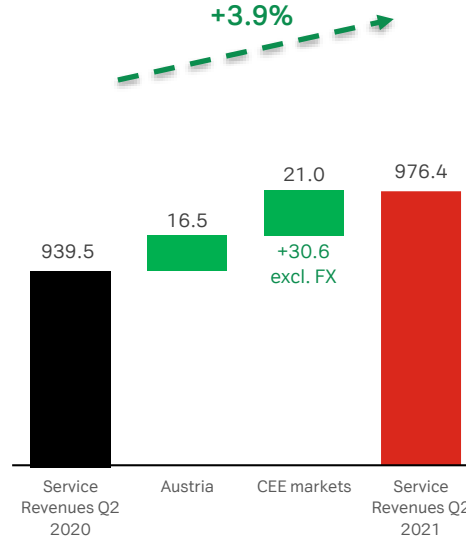
- Steady service revenue growth and equipment sales picking up after lockdown-driven weak comparable
- Service revenues grew on the back of continued high demand for mobile WiFi routers, strong solutions and connectivity business as well as sound mobile core business and roaming slightly returning (Q2: positive impact yoy: < 1% on revenues and approx. 1% of EBITDA)
- Total OPEX rose by 4.6%, driven by equipment. Product-related and roaming costs were also higher, offset by lower bad debt.
- EBITDA before restructuring increased by 8.1% as growing service and equipment revenues more than outweighed the higher cost base. Excluding FX and restructuring, EBITDA rose by 9.5%.
 - In Austria, EBITDA before restructuring charges rose by 4.5% (reported: +6.8%) driven by higher service revenues and improved equipment margin, more than offsetting higher OPEX
 - In CEE, EBITDA grew in all markets with Belarus being flat despite FX

Austria and CEE markets in Q2 2021

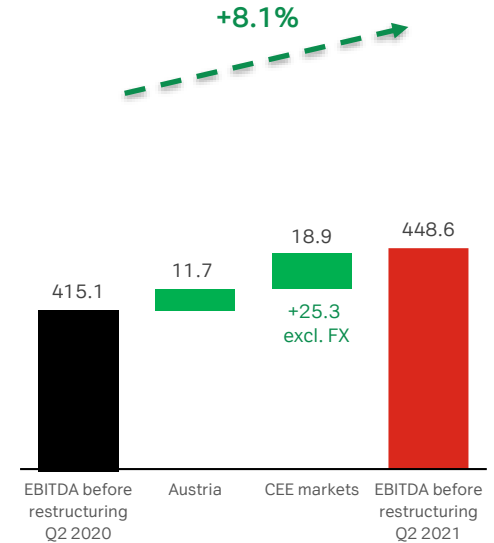
Total revenues (in EUR mn)



Service revenues (in EUR mn)



EBITDA before restructuring (in EUR mn)



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

Restructuring charges: EUR 20.9 mn (Q2 2020: EUR 25.0 mn)
Negative FX effects of EUR 13.2 mn in total revenues, EUR 9.7 mn in service revenues and EUR 6.4 mn in EBITDA

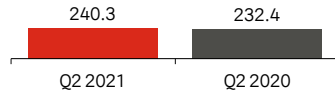


Austria: EBITDA growth continues to benefit from strong service revenue trends which more than outweighed higher OPEX

Mobile service revenues

(in EUR mn)

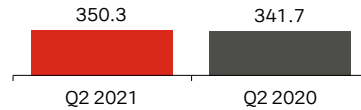
Δ: +3.4%



Fixed-line service revenues

(in EUR mn)

Δ: +2.5%



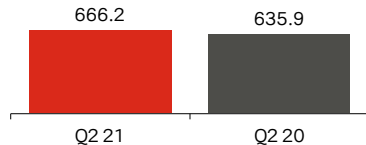
Operational data

- Mobile WiFi routers still a driving force for Internet@Home market
- Roaming traffic is reverting slowly
- Higher ARPU on the back of mobile WiFi routers, some pricing adjustments and roaming return
- Upselling and demand for high-bandwidth products continued, though at slower pace, and together with price adjustments resulted in higher ARPL
- Solution & Connectivity business gained further momentum following re-started and new projects

Total revenues

(in EUR mn)

Δ: +4.8%



EBITDA before restructuring

(in EUR mn)

Δ: +4.5%*



Financial performance

- Mobile service revenues higher on the back of strong demand for mobile WiFi routers, inflation-linked price increases from April 2021 and higher roaming
- Fixed-line services increased, entirely due to solution and connectivity business
- Higher period-driven equipment revenues due to higher volumes of sold devices
- OPEX ex. restructuring increased due to product-related increases (licence, content), non-cash relevant effects in workforce costs in Q2 (i.e. vacation) as well as higher maintenance and electricity costs

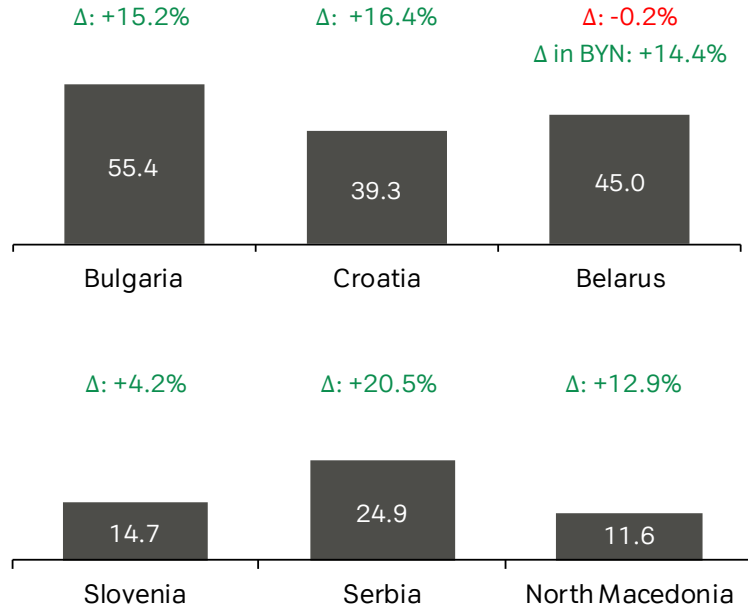
* excl. restructuring charges of EUR 20.9 mn in Q2 2021 (Q2 2020: EUR 25.0 mn)



CEE: Strong operational growth of 11.6% and 14.4% in total revenues and EBITDA driven by service revenue trends

EBITDA

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



Highlights CEE

Bulgaria:

- Service revenue growth (+9.1%) also in Q2 2021, benefitting from strong solution and connectivity business, successful upselling activities in the mobile and fixed-line business as well as strong demand for the mobile WiFi routers
- 5G tariffs portfolio launched in June 2021 with a premium
- Equipment revenues and costs increased due to a deal with a large customer
- Excluding the above-mentioned effect in equipment costs, OPEX remained relatively stable compared to prior year

Croatia:

- Higher mobile service revenues due to strong performance of mobile WiFi routers and roaming slightly reverting; successful upselling activities in the fixed-line
- EBITDA grew as increased revenues outweighed the negative equipment margin and slightly higher costs and expenses

Belarus:

- Service revenue growth of 11.4% in LCY supported by upselling in mobile, multi-play products in fixed, and inflation-linked pricing measures taken in Autumn 2020;
- BYN depreciated by 12.9% vs. Euro (period-average) compared to Q2 2020;

Other segments:

- Slovenia: operational efficiency drives EBITDA growth, competition remains intense
- Serbia: strong EBITDA growth on the back of mobile WiFi routers and successful neo-tariffs
- North Macedonia: EBITDA growth driven by higher service revenues



1-6M 2021: Free cash flow increased by 16% yoy

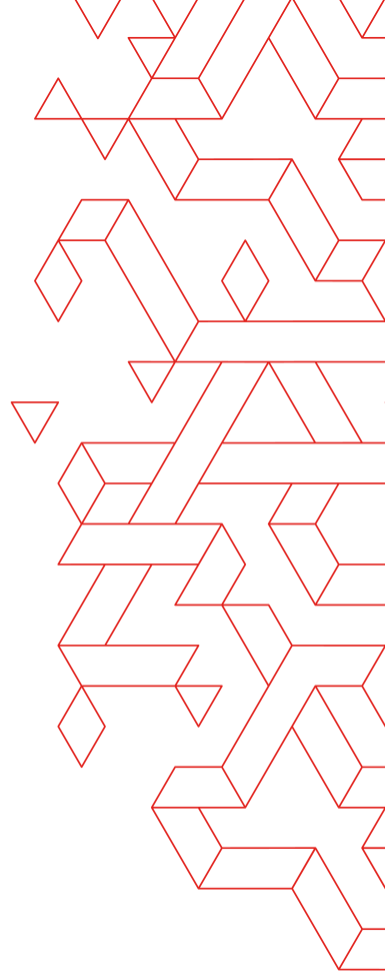
<i>(in EUR million)</i>	Q2 2021	Q2 2020	% change	1-6 M 2021	1-6 M 2020	% change
EBITDA	427.7	390.1	9.6%	826.0	770.7	7.2%
Restructuring charges and cost of labor obligations	22.4	24.8	-9.6%	44.0	43.4	1.4%
Lease paid (principal, interest and prepayments)	-36.8	-35.1	-4.9%	-96.6	-98.5	1.9%
Income taxes paid	-21.8	-5.5	-294.1%	-25.6	-18.9	-35.1%
Net interest paid	-30.3	-30.4	0.2%	-31.3	-34.2	8.5%
Change working capital and other changes	24.3	-15.0	n.m.	70.6	-24.5	n.m.
Capital expenditures	-238.1	-147.3	-61.7%	-442.1	-323.5	-36.7%
Free Cash Flow (FCF) before social plans	147.4	181.7	-18.8%	345.0	314.5	9.7%
Social plans new funded*	-23.7	-41.4	42.8%	-47.2	-57.8	18.3%
Free Cash Flow	123.8	140.3	-11.8%	297.8	256.7	16.0%

- Free cash flow increased to EUR 297.8 (+16.0% yoy) in the first six months of 2021, as:
 - improved operational performance and lower working capital needs more than outweighed
 - higher capital expenditures as a consequence of low 2020 comparable as well as acquired frequencies in the reporting period (Slovenia and Bulgaria)
- Change in working capital and other changes mainly driven by:
 - increase in accounts payable as investments are back to normal levels

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

Focus Points

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ESG: Executing on strategy with more than 100 initiatives to foster green and digital transformation

Targets



Net carbon neutral by 2030



Increase energy efficiency by 80% vs 2019



Promote circular economy



Address 100,000 people with digital education by 2023



Increase proportion of women in management position to 40% by 2023



Certified compliance management system

Execution



✓ ESG roadmap launched with more than 100 initiatives

✓ Group-wide **green electricity strategy** implemented

- consistent approach to increase the share of renewable electricity



✓ Quantitative CO₂ **emission targets** in local **CEO remuneration** defined

✓ Setting up a **digital education** program

✓ More comprehensive reporting, enhanced audit scope and **ESG rating** target improvement



Examples



Green electricity & energy efficiency



- Increase of 20% yoy of green electricity purchased
- Smart network optimization through AI (cell sleep)
- Fleet electrification

Circular economy



- Refurbishment initiatives for old devices
- Trial sustainable packaging

Digital education



Boost digital skills:

- Customized content and combination of online and offline format, addressing children, parents, teachers and senior citizens

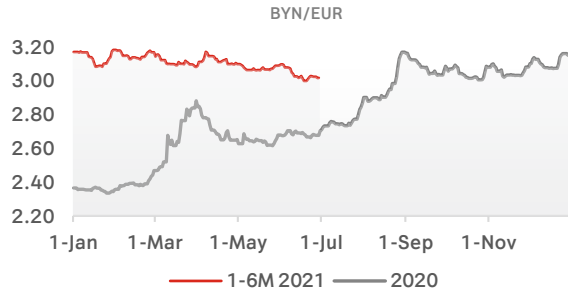
Belarus: Strong operative performance continues; macroeconomic uncertainties ahead



Economic and FX development

1H 2021: slight recovery and stable FX

- GDP: +3.1% Jan-May '21 (partially due to low base); expected to slow down in 2H 2021
- BYN/EUR less volatile vs 1H 2020; + 4.8% appreciation since beginning of the year

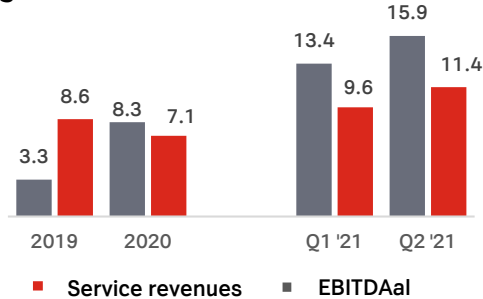


Uncertainties going forward:

- Rising **inflation**: cumulative +5.8% in 2021
- Impact of new sanctions on trade balance



Operative performance LCY growth in %



- **Mobile**: upselling to higher tariffs, data monetization and growing subscriber base
- **Fixed**: growing broadband customer base and upselling to convergent multi-play bundles
- New business fields in **ICT & OTT** support service revenues
- **EBITDA margin** up by 1.3%p to 47.1%, supported by increased operational efficiency



Priorities unchanged

- Continuous evaluation and monitoring of macroeconomic and political circumstances
- Focus on attractive product portfolio and operational efficiency
- Cautious investments; CAPEX/Sales ratio below 10% both in EUR and LCY



Encouraging developments in the first six months of 2021

...returning to a "normal"



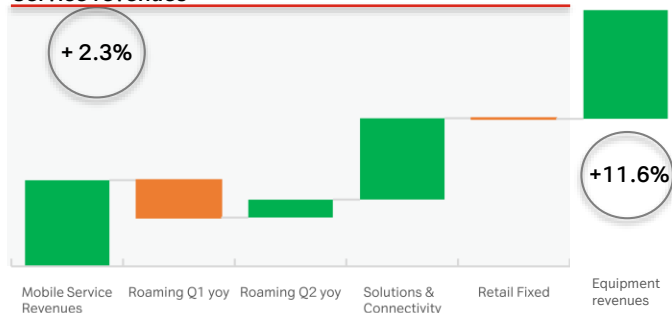
Jan 2021

▲ 1H '21 vs 1H '20

1-6 2021

Dec 2021

Service revenues



Continuous evaluation of uncertainties in H2, in particular:

- Further development of the COVID-19 pandemic
- The pace of roaming traffic rebound
- Global semiconductor market
- FX development in Belarus

Mobile Service Revenues

Driven by continued strong demand for **mobile WiFi routers**; **Roaming** below PY level due to weak Q1

Equipment revenues

Strong equipment sales YoY, as the comparison period was impacted by lockdown measures in Q2 2020

Solution & Connectivity

Re-start of **old projects** + **new orders** as well as smaller impact of acquisition

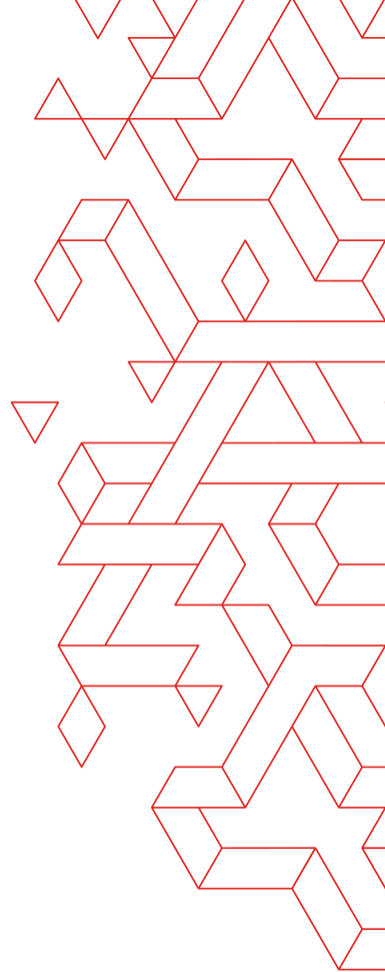
Retail fixed

Solid demand for high-bandwidth products; multi-play and TV drive upselling in CEE, Austria stable



Outlook for the full year 2021

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Outlook 2021 revised: Total revenue growth of 2-3%

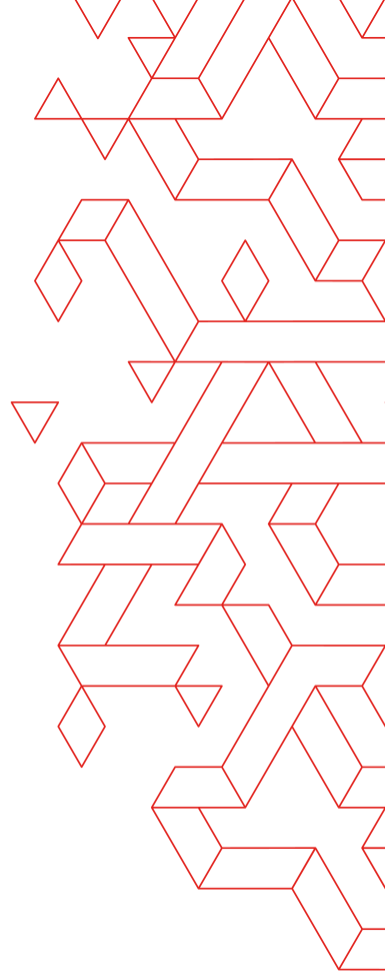
	April 27, 2021	July 14, 2021	Consensus 2021
Total revenues	approx. +1%	approx. +2-3%	EUR 4,623 mn (+1.6% yoy)
CAPEX	approx. 800 mn EUR	approx. 800 mn EUR	EUR 801 mn*

*CAPEX consensus excl. spectrum

- **New Outlook is based on encouraging start into the year mainly on the back of stronger than expected performance in the mobile business as well as solutions & connectivity**
- Assumed depreciation of ~ 10-15% avg. BYN vs. EUR FX rate
- CAPEX: does not include investments in spectrum or acquisitions

Appendix 1

ESG



One.Strategy

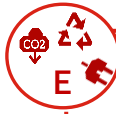
“Environmental, Social & Corporate Governance (ESG)” was introduced as **Strategy Enabler**

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



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

Targets – our ambition



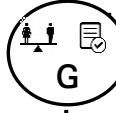
Climate & Environment - Ambition 2030

- Reach net carbon neutrality by decreasing the own carbon footprint & switching to energy from renewables¹ (CO₂-emissions: +3% yoy)
- Increase energy efficiency by 80%² (Improvement of +22% from 2019 to 2020)
- Recycling around 50,000 old devices a year (84,880 collected devices in 2020)



People & Society - Ambition 2023

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



Corporate Governance – Ambition 2023

- Increase the proportion of women in management to 40% (2020: 36%) and raise and maintain the proportion of women at the company at 40% (2020: 40%)
- Maintain a best-practice and (externally) certified compliance management system³ to ensure an integer and trustworthy A1 Group

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Results for the first half and the second quarter 2021

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“ from ESG



CO₂-emission 2030

Reach net carbon neutrality by

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



Energy efficiency 2030

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



Circular economy 2030

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

- Approx. more than **100 mobile base stations powered by self-generated electricity** from wind or solar power
- **Face-out** of diesel generators
- Procurement of **100% of renewables in electricity** in AUT und SLO
- 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
- Approx. **84,800 collected mobile phones in 2020**
- **Other reuse and refurbish initiatives** in AUT and BGR

The “S” from ESG



Digital Education 2023

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



- Since 2011 over **228,000 participants** within **14,600 workshops** (group-wide)
- **Focus on Digital Education:** developing digital skills and the safe usage of digital media
- Over **60 different live courses** and **30 online workshops**
- **Reaching all target groups:** kids, teens, educators, teachers, parents and seniors
- **Making young people fit for the future** by teaching them coding and programming in coding-labs or workshops with learning robots (e.g. “Robotics”)
- **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.





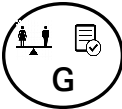
Foster diversity, equity, inclusion (DEI)

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**.
 - Revised **A1 Group Code of Conduct** with an increased focus on ESG, human rights and A1 New Ways of Working – roll-out in May 2021
 - 440 participants in trainer-based virtual **compliance trainings** and 2.580 completed compliance e-learning courses in Q1 2021 – group wide compliance e-learning in Q3 2021
 - **199 new or prolonged measures** as defined in the **Compliance Risk Assessment** to be implemented in 2021.
-
- **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 to be implemented
 - **Advance female talent:** (Future) Female Leaders Program, Female Leaders Circle in Austria

ESG KPIs

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

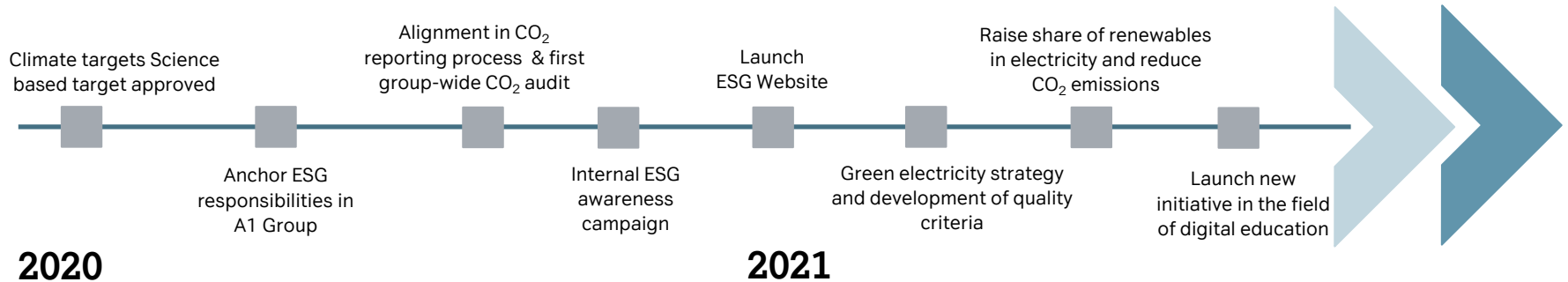
* Scope 1 und Scope 2 market based CO₂-emissions, in CO₂e

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

ESG Milestones & Goals

Relevant milestones reached ...

... and ambitious goals to achieve



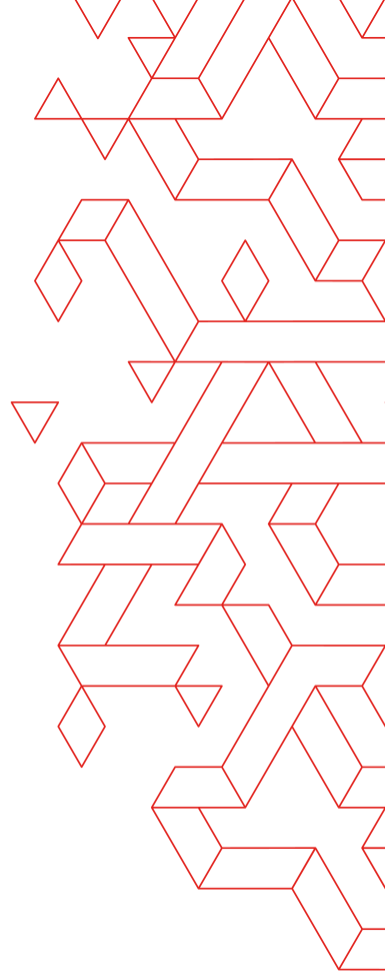
Ratings in 2020



Results for the first half and the second quarter 2021

Appendix 2

Additional information on KPIs
and financials



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

as of June 30, 2021 (in '000)



Austria

Mobile market position #1

Mobile subscribers:

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

RGUs:

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

A1

Bulgaria

Mobile market position: #1

Mobile subscribers:

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

RGUs:

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

A1

Croatia

Mobile market position #2

Mobile subscribers:

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

RGUs:

- 668 (Q2 2020: 676)

A1

Belarus

Mobile market position #2

Mobile subscribers:

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

RGUs:

- 661 (Q2 2020: 618)

A1

Slovenia

Mobile market position #2

Mobile subscribers:

- 706 (Q2 2020: 699)

RGUs:

- 213 (Q2 2020: 208)

A1

Serbia

Mobile market position #3

Mobile subscribers:

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

A1

North Macedonia

Mobile market position #1

Mobile subscribers:

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

RGUs:

- 344 (Q2 2020: 333)

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A1 Telekom Austria Group: Profit and Loss

(in EUR million)	Q2 2021	Q2 2020	% change
Service Revenues	976.4	939.5	3.9%
Equipment Revenues	166.8	136.7	22.0%
Other operating income	22.6	19.5	15.9%
Total Revenues	1,165.8	1,095.7	6.4%
Cost of Service	-329.2	-322.0	-2.3%
Cost of Equipment	-162.8	-134.5	-21.0%
Selling, General & Administrative Expenses	-243.5	-246.8	1.3%
Others	-2.5	-2.3	-9.7%
Total Costs and Expenses	-738.1	-705.6	-4.6%
EBITDA	427.7	390.1	9.6%
<i>% of Total Revenues</i>	<i>36.7%</i>	<i>35.6%</i>	
Depreciation and Amortisation	-199.6	-197.4	-1.1%
Depreciation RoU assets	-40.7	-41.1	1.0%
EBIT	187.4	151.6	23.6%
<i>% of Total Revenues</i>	<i>16.1%</i>	<i>13.8%</i>	
EBT (Earnings Before Income Taxes)	165.5	125.3	32.1%
Net Result	125.0	113.8	9.8%

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

Total Revenues (in EUR million)	Q2 2021	Q2 2020	% change
Austria	666.2	635.9	4.8%
Bulgaria	145.1	121.5	19.5%
Croatia	108.7	99.3	9.5%
Belarus	95.7	98.3	-2.7%
Slovenia	51.2	50.8	0.8%
Serbia	74.7	68.1	9.7%
North Macedonia	32.0	28.3	13.4%
Corporate & other, eliminations	-7.8	-6.4	-22.1%
Total Revenues	1,165.8	1,095.7	6.4%
Costs and Expenses (in EUR million)	Q2 2021	Q2 2020	% change
Austria	417.0	402.6	3.6%
Bulgaria	89.7	73.4	22.2%
Croatia	69.4	65.5	5.9%
Belarus	50.6	53.2	-4.8%
Slovenia	36.5	36.7	-0.4%
Serbia	49.8	47.4	5.0%
North Macedonia	20.5	18.0	13.6%
Corporate & other, eliminations	4.6	8.9	-48.2%
Total Operating Expenses	738.1	705.6	4.6%

A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q2 2021	Q2 2020	% change
Austria	7,319	7,514	-2.6%
International	10,315	10,331	-0.1%
Corporate	375	376	-0.2%
A1 Telekom Austria Group	18,009	18,221	-1.2%

FTE (End of Period)	Q2 2021	Q2 2020	% change
Austria	7,305	7,493	-2.5%
International	10,323	10,276	0.5%
Corporate	373	372	0.1%
A1 Telekom Austria Group	18,000	18,141	-0.8%

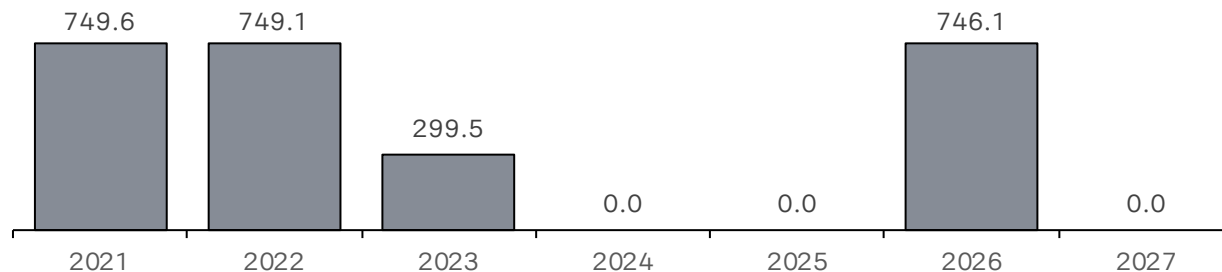
A1 Telekom Austria Group: Net debt

as of June 30, 2021

Net Debt (excl. Leases) (in EUR million)	30 June 2021	31 December 2020	% change
Long-term Debt	1,045.6	1,793.7	-41.7%
Short-term Borrowings	1,498.7	749.1	100.1%
Cash and Cash Equivalents	-313.4	-210.9	-48.6%
Net Debt (excl. Leases) of A1 Telekom Austria Group	2,230.9	2,331.9	-4.3%
Leverage Ratio	1.5	1.7	

Net Debt incl. Leases (in EUR million)	30 June 2021	31 December 2020	% change
Long-term Debt incl. Leases	1,692.8	2,494.3	-32.1%
Short-term Borrowings incl. Leases	1,657.9	903.4	83.5%
Cash and Cash Equivalents	-313.4	-210.9	-48.6%
Net Debt incl. Leases of A1 Telekom Austria Group	3,037.2	3,186.8	-4.7%
Leverage Ratio	1.9	2.0	

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



- EUR 2,544.3 mn short- and long-term debt as of June 30, 2021
- Average cost of debt of 2.95%
- Cash and cash equivalents of EUR 313.4 mn
- Average term to maturity of 2.2 years

Lines of credit

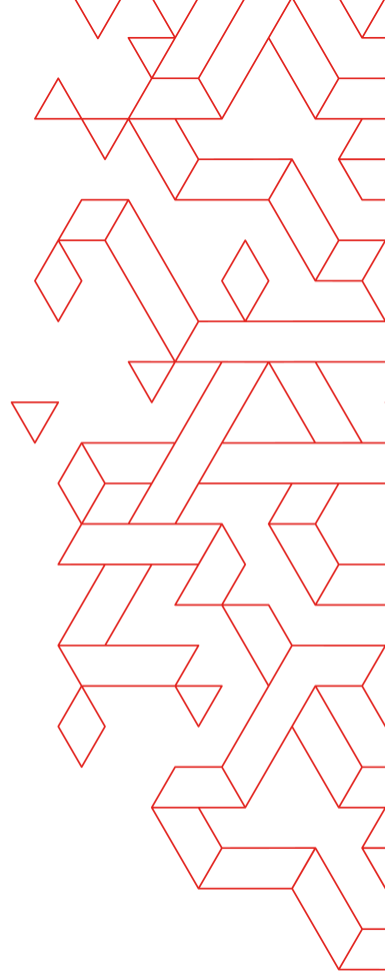
- Undrawn committed credit lines amounting to EUR 1,015 mn
- Average term to maturity of 5.1 years

Ratings

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

Appendix 3

Reconciliation of Free Cash Flow



1-6M 2021: Reconciliation free cash flow

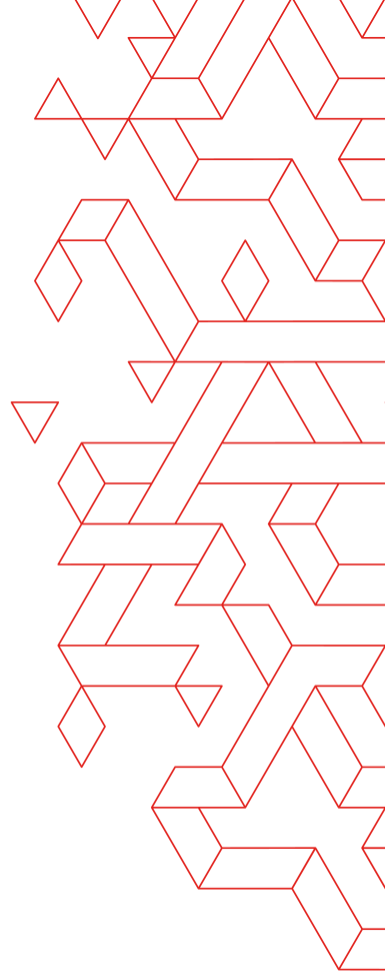
	1-6 M 2021	1-6 M 2020	% change
FCF after social plans new	297.8	256.7	16.0%
Social plans new funded	47.2	57.8	-18.3%
Total social plans paid*	-49.7	-50.9	-2.5%
FCF - previously reported	295.3	263.5	12.1%

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

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

Appendix 4

Regulatory Topics



Mobile Termination Rates

	Jan 2016	Jul 2016	Jan 2017	Jul 2017	Jan 2018	Mar 2019	Jan 2020	April 2020	Aug 2020	
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	
Bulgaria (BGN)	0.019	0.019	0.014	0.014	0.014	0.014	0.014	0.014	0.014	
Croatia (HRK)*	0.063	0.063	0.063	0.047	0.047	0.047	0.045	0.045	0.045	
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	MTS 0.025/0.0125 BeST 0.018/0.009
Slovenia (EUR)	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.00882	
Serbia (RSD)	3.43	2.75	2.07	2.07	1.43	1.43	1.43	1.43	1.43	
North Macedonia (MKD)***	0.90	0.90	0.63	0.63	0.63	0.63	0.63	0.63	0.63	

* 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	2021 (No auction)	The NRA has launched a consultation on a new "Spectrum Release Plan for Austria" over summer 2021.
Bulgaria	2021 (700, 800)	No further info yet
Croatia	2021 (700/3.6 GHz, 26GHz) 2022 (800, 900, 1800, 2100, 2600 MHz)	5G auction (700MHz, 3.6 GHz, 26 GHz) will take place in July 2021.
Belarus		No announcements on any dates.
Slovenia	2021 (No further auction, auction already held in April 2021)	-
Serbia	Q4 2021 (3600 MHz/700MHz)	Due to the Covid-19 Crisis, the auction is postponed to Q4 21. Exact date tbd.
North Macedonia	2021 (700 MHz, 3500 MHz)	Public consultation by NRA finished. Possible inclusion of 2100 MHz band in same auction.

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

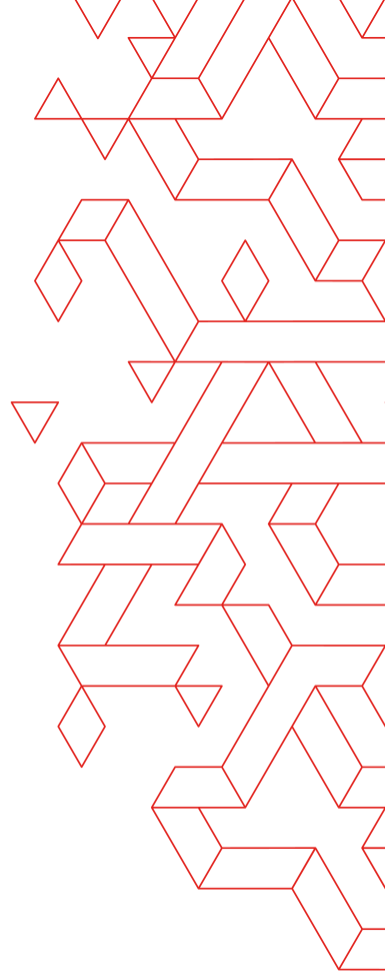
EU roaming price regulation

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

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

Appendix 5

Personnel restructuring in Austria



Quarterly Overview: Restructuring charges and provision vs. FTE

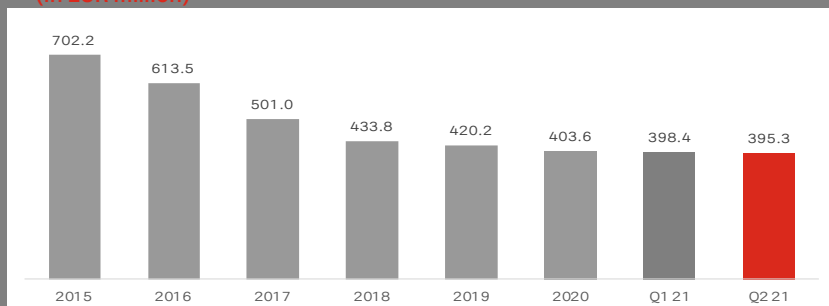
Overview restructuring charges (in EUR million)

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

FTEs addressed

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

Overview restructuring provision* (in EUR million)



Provisioned FTEs

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

* 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

