



# Annual General Meeting Telekom Austria AG

June, 27 2024

| A<sup>1</sup> Group

Agenda item 1

# Report on the 2023 financial year

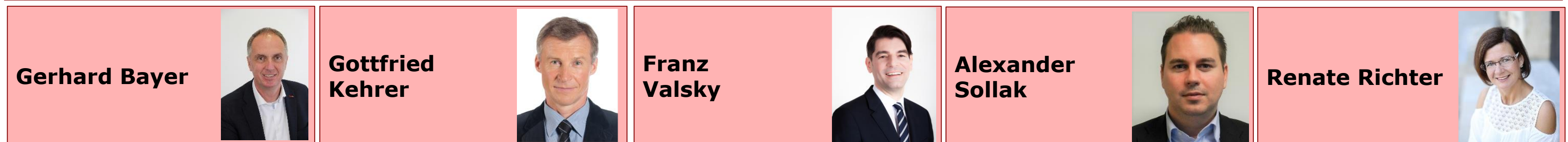
# Supervisory Board of Telekom Austria AG

## Members

### Shareholder representatives



### Staff representatives



# Supervisory Board of Telekom Austria AG

## Attendances

	Supervisory Board	Remuneration committee	Audit committee
Dr. Edith HLAWATI	6/7 (86%)	4/5 (80%)	
Dr. Carlos GARCIA MORENO ELIZONDO	7/7 (100%)	5/5 (100%)	5/5 (100%)
Dr. Alejandro CANTU	7/7 (100%)		
Dr. Christine CATASTA (until June, 7 2023)	3/3 (100%)		2/2 (100%)
Dr. Karin EXNER-WÖHRER	7/7 (100%)		
Dr. Stefan FÜRNSINN (since June, 7 2023)	4/4 (100%)		3/3 (100%)
Dr. Peter HAGEN	7/7 (100%)		5/5 (100%)
Dr. Carlos M. JARQUE	7/7 (100%)		5/5 (100%)
Dr. Peter KOLLMANN	6/7 (86%)		4/5 (80%)
Daniela LECUONA TORRAS	7/7 (100%)		
Oscar VON HAUSKE SOLÍS	7/7 (100%)	5/5 (100%)	5/5 (100%)
Gerhard BAYER	7/7 (100%)		5/5 (100%)
Ing. Gottfried KEHRER	6/7 (86%)		
Renate RICHTER	7/7 (100%)		5/5 (100%)
Mag. Alexander SOLLAK	7/7 (100%)		5/5 (100%)
Franz VALSKY	6/7 (86%)		

The logo consists of a large, bold, red 'A' with a white '1' inside it, positioned at the top left of the slide.

# Record 2023 full year results

EUR 5,251 mn **+4.9%**  
**Record Revenues**

EUR 1,924 mn **+4.7%**  
**Highest EBITDA**

EUR 0.36 **+13%**  
**Dividend increase**  
**6 years in a row**

The logo consists of a large, bold, red 'A' with a white '1' inside it, positioned at the top left of the slide.

# Record 2023 full year results

25.2mn

**+5.6%**

Mobile customers

4.6mn

**+3.2%**

Broadband+TV RGUs

**Largest customer base**

EUR 960 mn

**+2.6%**

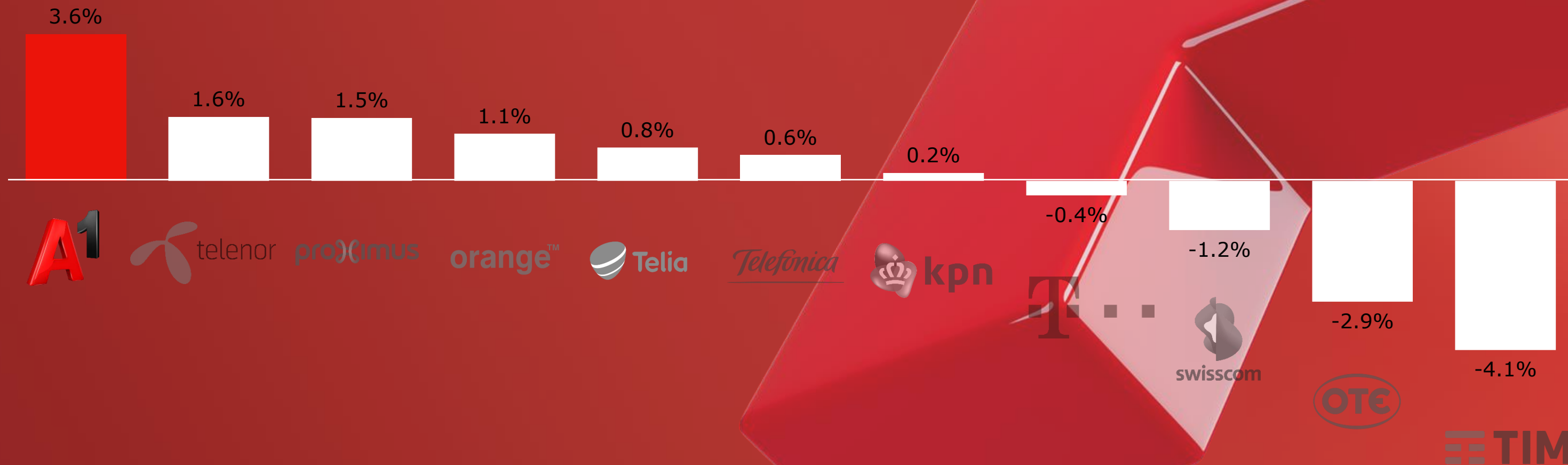
excl. spectrum

**Record high investments**



# Constantly outperforming our peers

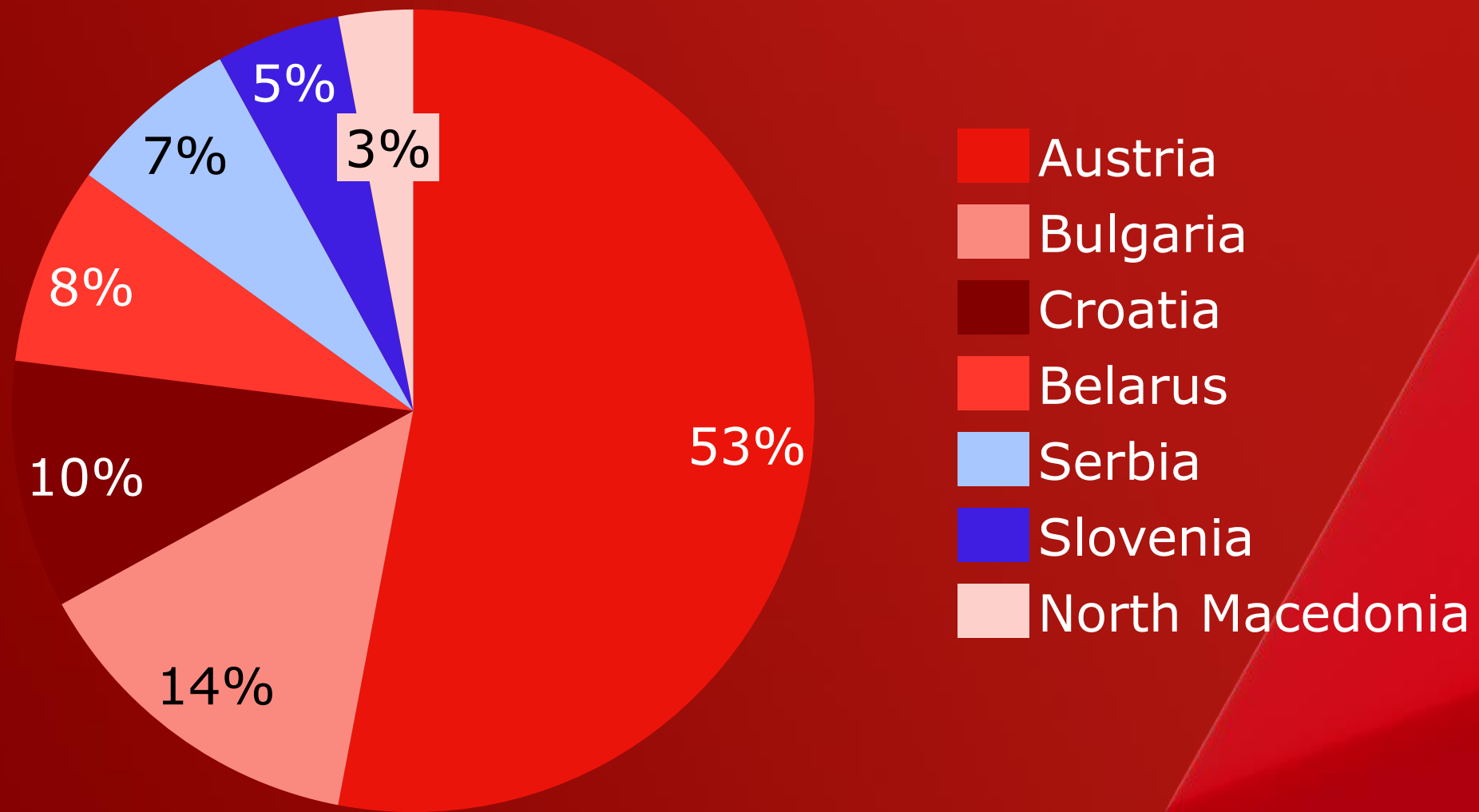
Revenues, CAGR 2019-2023 (%)



Source: Company Filings. DT without USA. Telefonica and Telecom Italia w/o LatAm. Telenor development accounts for organic growth that excludes disposals

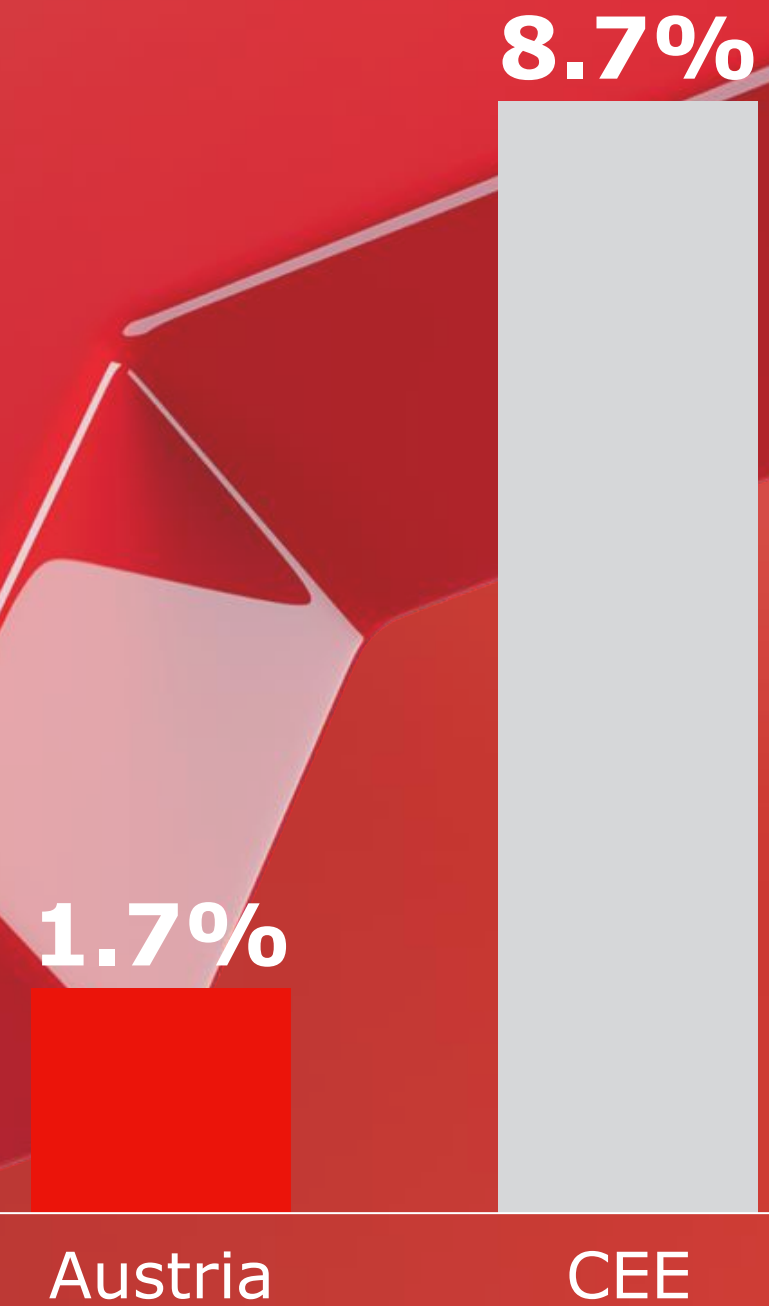


# Revenue Split 82% in Euro Currency



Bulgaria planned to become EURO in 2025

Total revenues, YoY growth rate



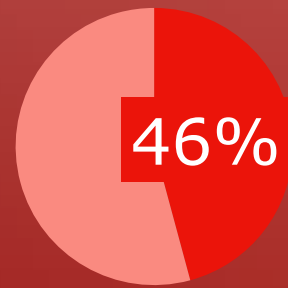




# Stable Business in Austria 2023FY

# #1

Revenue  
market share



EUR 2,798 mn

# +1.7%

Revenues

EUR 1,064 mn

# +2.3%

EBITDA

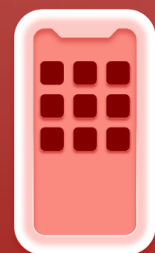
# +24.2%

Security Service Revenues



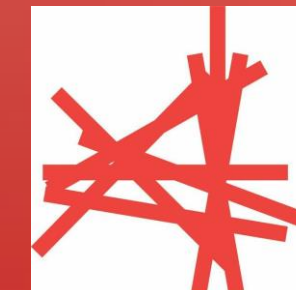
# 1.6m

Broadband+TV  
RGUs



# 4.1m

Mobile postpaid  
subscribers



# A1

## Growth engine in Eastern Europe 2023FY

### #1

Bulgaria

### #2

Croatia  
N.Macedonia

### #3

Belarus  
Slovenia  
Serbia

EUR 2,485 mn

## +8.7%

Revenues

EUR 915mn

## +7.8%

EBITDA

EUR 181 mn

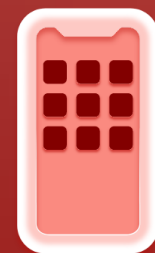
## +80.3%

Revenues B2B Digital Services



## 3.1m

Broadband+TV RGUs



## 12.3m

Mobile postpaid subscribers

# A1

## #BoljiOnline



# Key highlights 2023



**'A-'**  
**Credit  
Rating**



**Public  
Listing**



**CDP  
ESG Rating**



**Great Place  
to work**



**#3  
most valuable  
Austrian Brand**



**+26%  
B2B Digital  
Services  
revenues**

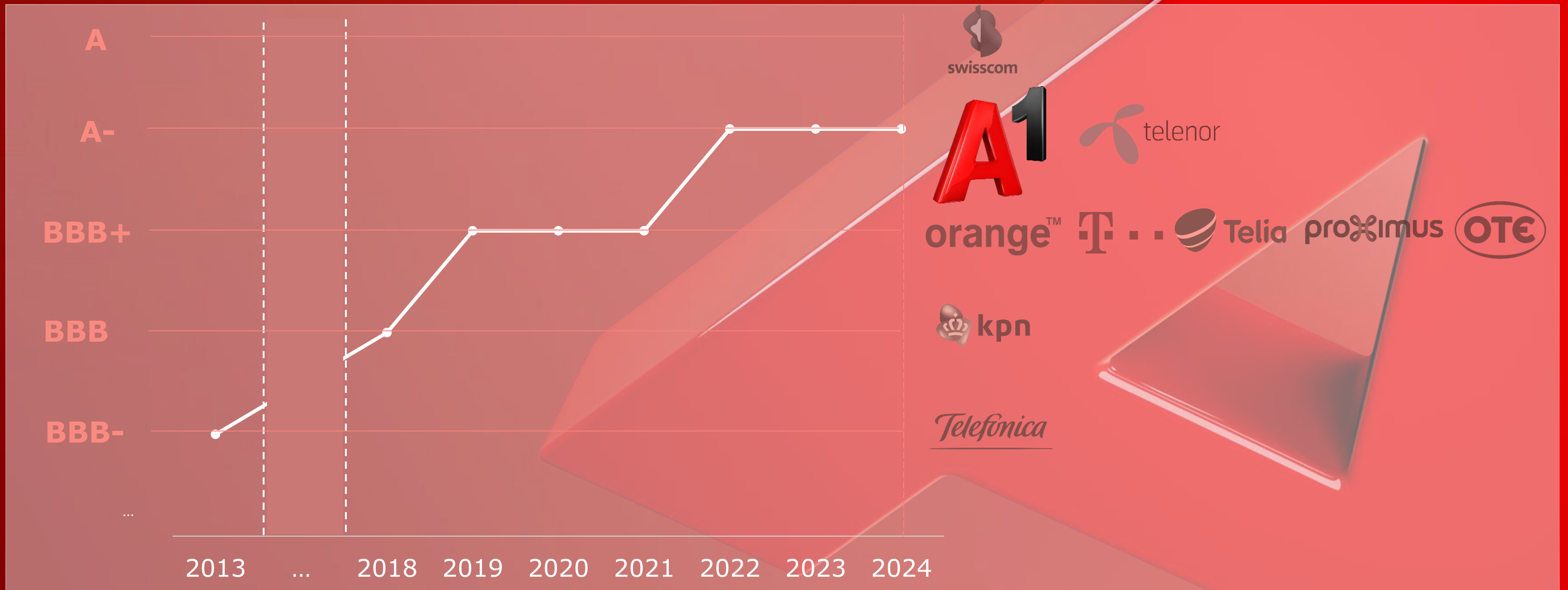
# A1

## A-rated by all 3 major rating agencies

Fitch **A-**

Standard & Poor's **A-**

Moody's **A3**



Source: Standard & Poor's Credit Rating Bloomberg (05/2024)

Notes: DT: Deutsche Telekom; Swisscom watch negative by Standard & Poor's



# EuroTeleSites

Leading **tower company** in footprint

Listed on **Vienna Stock Exchange**  
Sep 22<sup>nd</sup> 2023

**1 share of ETS**  
for every 4  
A1 shares

# ESG achievements 2023 and focus 2024

2023

**E** **54% CO<sub>2</sub> reduction**  
since 2019 (Scope 1+2)

**S** **Digital education**  
**277k participants**  
since 2020

**G** **6 supplier audits**  
in 2023



2024

- Align **Climate Transition Plan** with Budget
- **Scope 3 reduction program**
- **SBTi approval** of our higher climate ambition
- **CSRD** reporting
- Foster initiatives and events
  - Woman@A1
  - A1 MINTchanger:in Event
  - Safer Internet Day @ A1 Group

# Building best infrastructure for Austria

## Fiber

**~ 95%**

Communities passed

**~ 730,000**

Homes Passed

**~ 73,000 km**

Fiber across Austria

## 5G

**~85%**

Pop Coverage

**~90%**

Goal 2024

**5G spectrum**

secured in 2024

## Impact on society

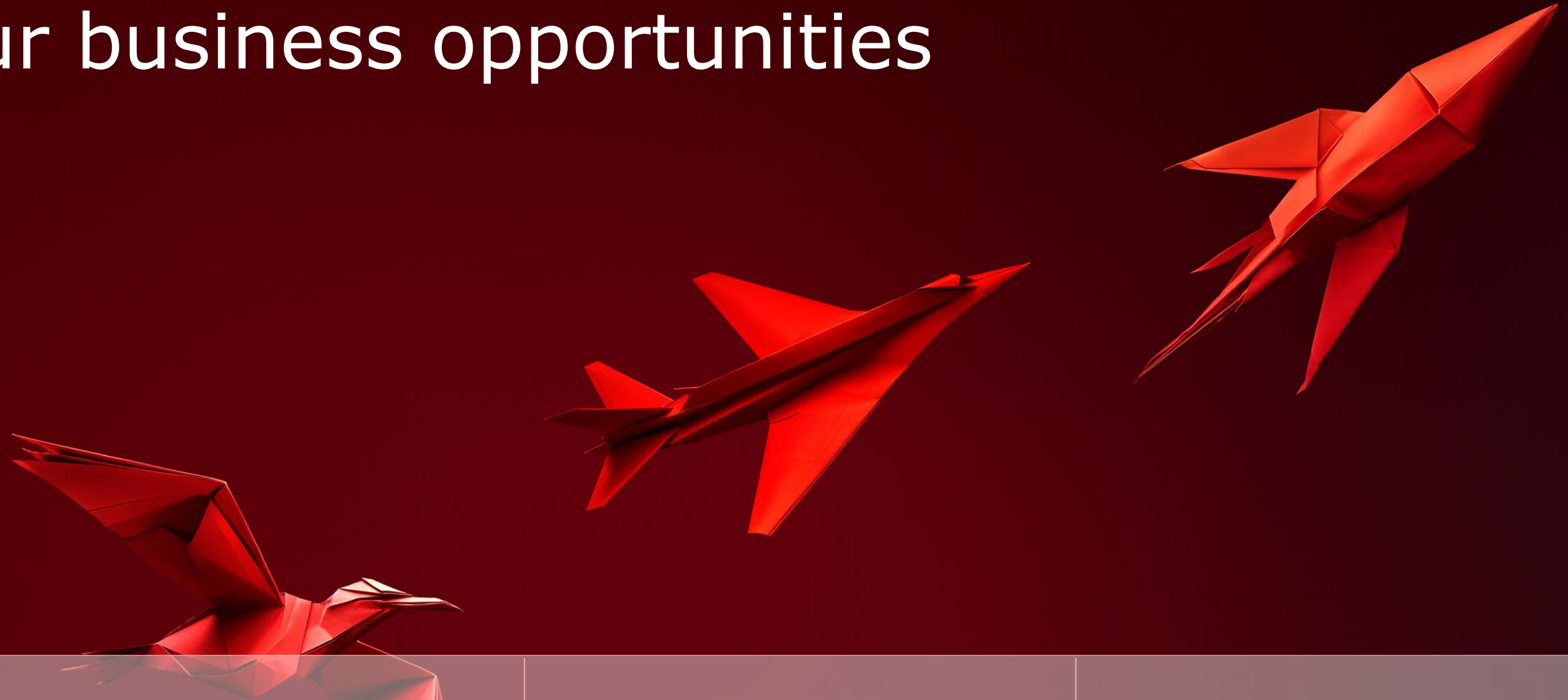
**EUR 590 mn**

Investment

**~16,000** Jobs

of which **7,000** directly at A1

# Unfolding our business opportunities for 2024



Evolve  
the **CORE**  
to **#1**

Extend  
**B2B**  
Digital Services  
(ICT)

Enable  
**SME**

Scale  
**Financial**  
Services

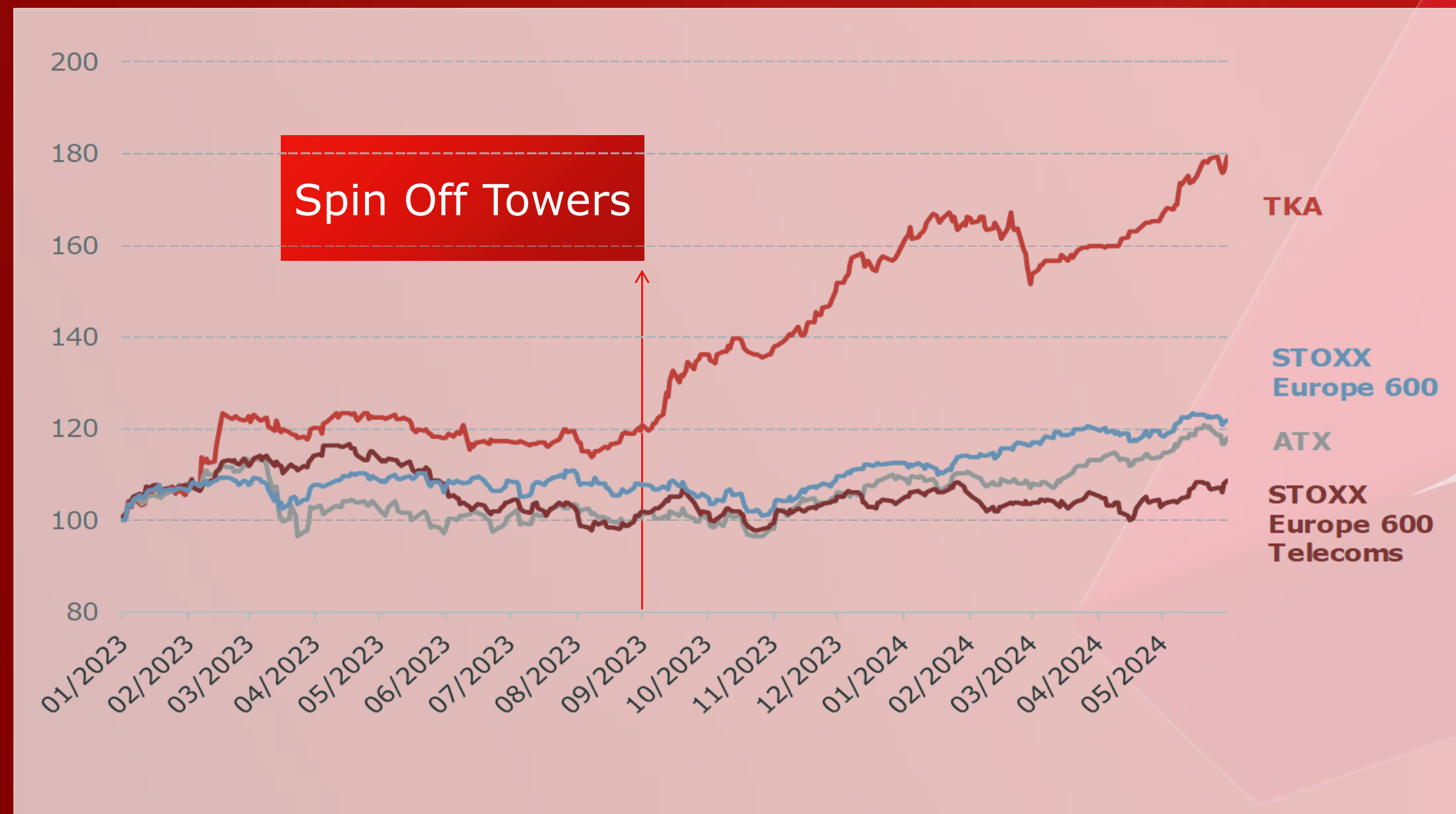




# Share price

## Share price development

(January 2023 – May 2024)



## Performance 2023

TKA: +57.8%

ATX: +9.9%

Telco sector: +3.8%

**415,159 own shares**

per 31.12.2023

- Corresponds to a pro rata amount of the share capital of Telekom Austria AG of EUR 905,461.78
- No transactions in FY 2023

# To sum it up | Reasons to invest

**1**

## **2023, a year of records**

**Highest revenues, highest EBITDA, record customer base**

**2**

## **Best credit rating**

**'A-' rated by all 3 major rating agencies supporting the consistency of our dividend strategy**

**3**

## **Certified for efforts**

**ESG ratings, best network awards, Great Place To Work**

**4**

**Human@Center** enabling our performance and building on a **strong brand**

Agenda item 2

# Appropriation of net profit

# Proposal for the appropriation of net profit

The Management Board and the Supervisory Board propose to use the net profit of Telekom Austria AG generated in the 2023 financial year in the amount of EUR 645.881.000,00 as follows:

- Distribution of a dividend of EUR 0.36 per eligible no par value share
- The remainder will be carried forward to new account
- Ex-Dividend Day: July 1, 2024
- Dividend Record Date: July 2, 2024
- Distribution Date: July 4, 2024

Agenda item 3

# Discharge of the members of the Management Board

# Discharge of the members of the Management Board

## Members of the Management board

- Alejandro Douglass Plater
- Thomas Arnoldner
- Siegfried Mayrhofer (until August, 31 2023)

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Management Board for the 2023 financial year.

Agenda item 4

# Discharge of the members of the Supervisory Board

# Discharge of the members of the Supervisory Board

## Shareholder representatives

- Edith Hlawati
- Carlos Jose Garcia Moreno Elizondo
- Alejandro Cantú Jiménez
- Karin Exner-Wöhrer
- Peter Hagen
- Oscar von Hauske Solis

- Carlos M. Jarque
- Peter F. Kollmann
- Daniela Lecuona Torras
- Christine Catasta  
(until June, 7 2023)
- Stefan Fürnsinn  
(since June, 7 2023)

## Staff representatives

- Gerhard Bayer
- Gottfried Kehrer
- Franz Valsky
- Renate Richter
- Alexander Sollak

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Supervisory Board for the 2023 financial year.



Agenda item 5

# Compensation for the members of the Supervisory Board

# Compensation for the members of the Supervisory Board

As in the previous year, the Management Board and the Supervisory Board of Telekom Austria AG propose to determine the remuneration for the elected members of the Supervisory Board for the 2023 financial year as follows:

	2023
For the Chair	EUR 40,000
For the Deputy Chair	EUR 30,000
For every other member of the Supervisory Board	EUR 20,000
For the Chair of a Committee	EUR 12,000
For every other member of a Committee	EUR 10,000

In addition, the elected members of the Supervisory Board receive an attendance fee of EUR 400 for each meeting from the fiscal year 2024 onwards until further notice.

Agenda item 5

# Elections to the Supervisory Board

# Elections to the Supervisory Board: Dr. Peter F. Kollmann

**Dr. Peter F. Kollmann,  
born 25 November 1962,**

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders' meeting that resolves upon the discharge for the fiscal year 2026.



Dr. Peter F Kollmann has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

# Elections to the Supervisory Board: Dr. Peter Hagen

**Herr Dr. Peter Hagen,**

**born on 12 December 1959,**

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders' meeting that resolves upon the discharge for the fiscal year 2026.

Herr Dr. Peter Hagen has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.



## Agenda item 7

Election of the auditor of the financial statements and of the consolidated financial statements

# Election of the auditor of the financial statements and of the consolidated financial statements

The Supervisory Board of Telekom Austria AG proposes to elect Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H., Vienna, as auditor of the annual financial statements and the consolidated financial statements for the fiscal year 2024 and, to the extent required by law for the fiscal year 2024, as auditor of the consolidated sustainability report of Telekom Austria AG for the fiscal year 2024.

*The EU Directive 2022/2464 Corporate Sustainability Reporting Directive (CSRD for short) obliges listed companies to have their sustainability reports externally audited. This EU Directive had not yet been transposed into national law by the Austrian legislator on the day this resolution proposal was submitted. In order to avoid the need for a respective extraordinary General Meeting to appoint an auditor for the sustainability report for the fiscal year 2024, a corresponding resolution is to be passed at this Annual General Meeting.*

Agenda item 8

# Resolution on the Remuneration Policy



# Resolution on the Remuneration Policy

The Supervisory Board submits the remuneration policy for the Management Board and the Supervisory Board to the Annual General Meeting for approval.

In accordance with Section 78b para 1 Austrian Stock Corporation Act (AktG), the remuneration policy has to be submitted to the General Meeting for a vote at least every fourth fiscal year and whenever a significant change is made.

The principles for the remuneration of the members of the Management Board and Supervisory Board of Telekom Austria AG were last adopted at the General Meeting of Telekom Austria on 24 September 2020. The Supervisory Board has revised the remuneration policy and is now submitting it to the Annual General Meeting for approval.

The Supervisory Board proposes that a resolution shall be passed on the remuneration policy as it is published on the website of the Company registered in the commercial register.

Agenda item 9

# Resolution on the Remuneration Report

# Resolution on the Remuneration Report

The Management Board and the Supervisory Board submit the Remuneration Report of the Management Board and of the Supervisory Board for the vote of the Annual General Meeting.

The Supervisory Board proposes that a resolution shall be passed on the Remuneration Report 2023 as it is published on the website of the Company registered in the commercial register.

Agenda item 10

Resolution regarding the amendment of  
the Articles of Association in §§ 3, 5, 13,  
15, 17 and 18

# Resolution regarding the amendment of the Articles of Association in §§ 3, 5, 13, 15, 17 and 18

Resolution regarding the amendment of the Articles of Association in §§ 3, 5, 13, 15, 17 and 18.

Changed by the resolution:

- Possibility of a virtual or hybrid general meeting in §15 of the Articles of Association
- Other changes in §§ 3, 5, 13, 17 and 18

The entire text is available at the entrance to the hall and online on our website.

## General debate

# Annual General Meeting 2024

## Voting

# Resolutions

- 2 Resolution on the appropriation of the net profit shown in the financial statements for the financial year 2023.
- 3 Resolution on the discharge of the members of the Management Board for the financial year 2023.
- 4 Resolution on the discharge of the members of the Supervisory Board for the financial year 2023.
- 5 Resolution on the compensation for the members of the Supervisory Board for the financial year 2023.
- 6 Elections to the Supervisory Board.
- 7 Election of the auditors of the financial statements and of the consolidated financial statements for the financial year 2024.
- 8 Resolution on the remuneration policy.
- 9 Resolution on the Remuneration Report.
- 10 Resolution on the amendment of the Articles of Association in the Sections §§ 3, 5, 13, 15, 17 and 18.



# Annual General Meeting 2024

Thank you for attending!

<https://www.a1.group>