



Empowering digital life

A1 at a glance 2024



Key figures

A1 Group

in EUR million	2023	2024	Δ
Total revenues	5,251	5,413	3%
Service revenues	4,348	4,502	4%
Mobile service revenues	2,429	2,500	3%
Fixed-line service revenues	1,919	2,002	4%
Equipment revenues	811	813	0%
Other operating income	92	98	6%
EBITDA ¹⁾	1,924	2,021	5%
EBITDA margin	36.6%	37.3%	1 pp
EBITDAaL ²⁾	1,671	1,603	-4%
EBITDAaL margin	31.8%	29.6%	-2pp
Depreciation, amortization, impairments	1,013	1,160	14%
EBIT ³⁾	911	861	-5%
EBIT margin	17.3%	15.9%	-1pp
Net result	646	627	-3%
Net margin	12.3%	11.6%	-1pp
Net result proforma	557	627	13%
Capital expenditures	1,093	865	-21%
Free cash flow	354	575	62%

	Dec. 31, 2023	Dec. 31, 2024	Δ
Net debt / EBITDA	1.3	1.1	-0.2x
Net debt (excl. leases) / EBITDAaL	0.4	0.2	-0.2x

Customer indicators (thousand)	Dec. 31, 2023	Dec. 31, 2024	Δ
Mobile subscribers	25,245	27,122	7%
Postpaid	21,512	23,447	9%
Prepaid	3,733	3,676	-2%
RGUs ⁴⁾	6,271	6,352	1%

Employee indicators	Dec. 31, 2023	Dec. 31, 2024	Δ
Employees (full-time equivalents)	17,508	17,298	-1%
Share of female employees	40%	40%	-1pp
Share of female executives	35%	35%	0pp

Environmental indications/Sustainability indicators	Dec. 31, 2023	Dec. 31, 2024	Δ
Total energy consumption (in MWh)	960,564	976,502	2%
Direct scope 1 CO ₂ emissions (in tonnes)	20,964	18,807	-10%
Indirect scope 2 CO ₂ emissions market-based (in tonnes)	97,006	87,260	-10%
Energy efficiency indicator (in MWh/terabyte)	0.08	0.07	-11%
Share of renewable energy in electricity (in %)	76%	79%	3pp
Recycling rate (in %)	57%	58%	1pp
Participation in free training - Digital competences	142,520	171,382	20%

¹⁾ Earnings Before Interest, Tax, Depreciation and Amortization

²⁾ EBITDA after Leases: EBITDA – depreciation of lease assets according to IFRS 16 – interest expenses pursuant to IFRS 16.

³⁾ Operating income according to IFRS

⁴⁾ Revenue Generating Unit

The definitions of alternative performance indicators can be found in the glossary of the consolidated report. This and other relevant reports can be found on the Group website www.A1.group in the Investor Relations/Results Center section.

A1: Empowering digital life



As A1 Group, we are clearly focused on underpinning and expanding our relevance for customers. We want to offer them the best customer experience – in our core business as well as in new business areas. To this end, we think, plan and act with anticipation regarding future customer expectations and market trends.

We use Group-wide synergies and increase our efficiency together. By doing so, we aim to continue on our sustainable growth path. Our first-class digital infrastructure and the services based on it provide the solid foundation for this. Our strong A1 brand thereby stands for a distinct value proposition.

We are expressly committed to shaping a sustainable future through technology – in the interests of our employees, customers, business partners and further stakeholders along

the value chain. Accordingly, we take our ecological and social responsibility seriously. To this end, we promote efficient, resource-conserving and therefore more sustainable ways of working and living, as well as equal and secure access to connectivity and digital services.

As part of América Móvil, A1 can rely on the strength of one of the largest telecommunications providers in the world. América Móvil has more than 323 million mobile customers and around 78 million fixed-line RGUs as well as subsidiaries in 23 countries in North, Central and South America and Europe.

Thus, A1 benefits from economies of scale and the strength of a globally operating group of companies – bringing advantages and synergies in areas such as product development, technology and purchasing.

Management Board of the A1 Group



Alejandro Plater

CEO since September 1, 2023

Aug. 1, 2015 – Aug. 31, 2023 COO

Aug. 1, 2015 – Aug. 31, 2018 CEO

Business areas

Service Network & IT, Access & Transport, Purchasing, Finance, Internal Audit, Human Resources, Legal, Compliance, Marketing, Branding, General Secretary



Thomas Arnoldner

Deputy CEO since September 1, 2023

Sep. 1, 2018 – Aug. 31, 2023 CEO

Business areas

Mergers & Acquisitions, Regulation & European Affairs, International Business Development/Group Strategy, Communications, Investor Relations, ESG

5.4

EUR bn

revenues in 2024

2.0

EUR bn

EBITDA in 2024

30

million

customers in
7 core markets

17

thousand

employees

Sustainable Development Goals (SDGs)

The A1 Group supports the following SDGs through a variety of activities.



See Group Website www.A1.group, section ESG/Sustainability Strategy/Sustainable Development Goals

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Resilience, Sustainability, and Trans- formation

We leverage strengths and expertise of the A1 team across the entire Group. Our clear focus: customer relevance.



Alejandro Plater, CEO

A red ink signature of Alejandro Plater, consisting of stylized initials and a horizontal line.

Thomas Arnoldner, Deputy CEO

A red ink signature of Thomas Arnoldner, featuring a stylized 'T' and 'A' followed by a flourish.

In 2024, we once again delivered strong results-driven by continuous and substantial optimizations. These results highlight our resilience, particularly in a challenging environment.

We not only achieved solid operational and financial performance but also set key strategic directions to ensure a strong position for the future.

In line with our guiding behaviours 'ART', we aim to continue our sustainable growth path in the years to come by acting even more proactively ('Anticipate'), increasing our relevance for customers in both our core business and new business areas ('Relevant'), and becoming even more efficient by leveraging group-wide synergies ("Together").

Group strategy with "Human@Center"

These goals are embedded in the two core pillars of our corporate strategy, which we consistently pursued in 2024:

- ✓ Evolve the core to stay relevant for our customers.
- ✓ Explore the new to discover new growth opportunities.

At A1, people are at the heart of everything we do: "Human@Center". This applies not only to our employees, but especially to our customers. Rather than following a purely product-oriented approach, we focus on delivering a compelling customer journey – with products and added services that provide real value based on our customers' actual needs. Our clear objective: to stay relevant to our customers and strengthen A1's position as an attractive brand.

In 2024, we achieved significant success in the enterprise segment, particularly by expanding digital B2B services and offering ICT, cloud, and security solutions. Moving forward, we aim to extend these achievements to small and medium-sized enterprises (SMEs).

Sustainable growth is at the core of our strategy. We are therefore committed to the principles of the three-pillar model of sustainable development ("People, Planet, Profit"), the UN Global Compact, and the United Nations Sustainable Development Goals (SDGs).

Solid results demonstrate operational and financial strength

In 2024, the strong growth in our CEE markets was complemented by robust performance in Austria. The positive development in our Eastern European markets was primarily driven by high demand for high-speed broadband solutions, value-protecting measures, the expansion of digital B2B services, and successful cross- and upselling activities with a focus on cyber security, insurance, and streaming services. These offerings are becoming an essential part of our overall portfolio.

As a result, the A1 Group achieved strong financial results in 2024:

- ✓ Total revenues increased by 3% to EUR 5.4 bn
- ✓ EBITDA grew by 5%, surpassing EUR 2.0 bn for the first time
- ✓ Net income reached EUR 627 mn (2023: EUR 646 mn)
- ✓ Earnings per share amounted to EUR 0.94 (2023: EUR 0.97)
- ✓ The continued steady revenue growth and careful cost management fostered a sustainable improvement in profitability
- ✓ Free cash flow stood at a solid EUR 575 mn

As a result of our conservative financial policy, the A1 Group remains one of the highest-rated companies in the telecommunications industry in Europe. By the end of 2024, we held an A-/A3 credit rating from all three major rating agencies.

We further reduced our already low debt levels by approximately EUR 280 mn, bringing our net debt excluding leases to EBITDAaL ratio down to 0.2x and including leases to 1.1x.

The results for 2024 also reflect the proportional spin-off of our tower business ("Towers") in September 2023. As part of this transaction, we transferred more than EUR 1 bn in financial liabilities to EuroTeleSites. The resulting positive effect on our balance sheet structure provides us with additional financial flexibility for future growth opportunities.

Further details on our 2024 financial performance can be found in the [consolidated Group results report 2024](#).

Continuous dividend growth

Our strong financial performance supports an attractive dividend policy: For the 2024 financial year, we propose a dividend of EUR 0.40 per share (2023: EUR 0.36). Thus, we have been increasing the dividend for seven consecutive years.

Capital market performance

After a 58% increase in the Telekom Austria share price in 2023, the stock gained another 4% in 2024, while the ATX and the Telecom Sector Index rose by 7% and 16%, respectively.

25 years on the stock exchange

The A1 Group celebrates its 25th stock exchange anniversary in 2025. Since the IPO in 2000, the company has developed from a national telecommunications provider to a leading digitalization partner in Central and Eastern Europe (see page 56).

Customer relevance as a key focus

As in previous years, our focus remains on how we differentiate ourselves from the competition in consistently competitive markets and maintain our leading position despite challenging macroeconomic conditions.

When it comes to investments, this means staying relevant to our customers by ensuring the most direct and targeted market impact possible.

In 2024, we intensified our efforts to use data-driven insights to identify which touchpoints along the customer journey create the most value for our customers. Since data protection and information security are top priorities for us, customers can rely on our GDPR-compliant and in 2024 once again top-certified data centers and cloud solutions. In addition, A1's reliable security solutions help customers effectively protect themselves against cyberattacks.

Critical infrastructure

Both our high-performance, future-proof fixed and mobile networks as well as our data centers are part of critical digital infrastructure. Together with the products and services built on them, they ensure reliable digital communication – even under significantly increased demand – for our private customers, businesses and their employees, and the public sector. For us, security, resilience, and trust are top priorities.

The dynamic progress of digitalization opens up great potential for development, both economically and environmentally. We not only provide the technological basis in this context, but are also actively committed to driving digitalization forward. However, this must be done with great care. We are therefore committed to issues such as data protection, information security, measures against cybercrime, the development of digital skills, and climate protection.

Award-winning network and service

High-quality infrastructure remains a critical factor in differentiation and competitive advantage. In 2024, we continued to expand our 5G network, achieving 82% to 99% population coverage in our markets (except Serbia and Belarus, where 5G spectrum has not yet been allocated).

In fixed networks, we maintained our focus on fiber expansion, reaching approximately 77,000 km of fiber in Austria by year-end. In Serbia, following the acquisition of Conexio Metro, A1 introduced fixed-line products in 2025, making A1 a fully convergent provider across all its markets.

Both our network infrastructure and customer service (shops, app, etc.) received multiple awards in 2024. Our capital expenditures (CAPEX) amounted to EUR 865 mn, with around EUR 800 mn planned for 2025 (excluding spectrum investments).

Climate Transition Plan: CO₂ net zero until 2040

Our “Climate Transition Plan”, developed in 2024, outlines specific measures to reach net-zero emissions by 2040. These include reducing energy consumption, promoting sustainable mobility solutions, and fostering environmental awareness throughout the company.

Climate Transition Plan as a roadmap for the future

We made significant progress in energy efficiency and CO₂ reduction in 2024. Since 2019, we have already achieved a 58% reduction in emissions (Scope 1 & 2, market-based).

Beyond this, we remain deeply committed to environmental and social responsibility. We have pledged to achieve net-zero greenhouse gas emissions across all business areas and the entire value chain by 2040. This includes reducing both direct and indirect emissions, from operations to supply chains and product usage.

External recognition for sustainability

The Science Based Targets initiative (SBTi) officially validated our ambitious Climate Transition Plan in 2024. Additional independent institutions also recognized our ESG efforts:

- ✓ Sustainalytics ranked A1 Group among the top 10 most sustainable telecommunications companies worldwide
- ✓ EcoVadis recognized us with Gold status
- ✓ VÖNIX Sustainability Award in the category “consumer”

These achievements reaffirm our commitment to a climate-friendly future and our role as an ESG leader in the telecom industry.

Transformation for leveraging group-wide expertise

We are currently facing a generally strained macroeconomic environment, with continued uncertainty. At the same time, we are operating in highly competitive markets. Navigating those challenges requires both compelling customer offerings and enhanced efficiency.

To maximize synergies, we established the “Competence Delivery Center” (CDC) in June 2024. This structure consolidates expertise across 13 specialized Delivery Centers (DCs) per year-end 2024, covering areas like Network, IT Services, Data & Security Solutions, TV Platforms, and Finance.

By optimizing collaboration across countries and functions, these DCs enhance efficiency and reflect our Human@Center approach: “Team up beyond limits”.

As one A1 team, we will continue to focus in 2025 on expanding our core business and unlocking new growth opportunities – particularly in the area of B2B digital services. At the same time, we are making targeted market investments, continuously increasing our efficiency, and placing a strong emphasis on resilience and future readiness.

We extend our sincere gratitude to our customers for their trust and loyalty, to our business partners for their excellent collaboration, and especially to our employees for their dedication. Together, we will continue on our growth path while maintaining our clear focus on customer relevance. ■

Guidance 2025 and dividend policy

For 2025, we expect to continue our growth path:

- ✓ **Revenue growth** of 2-3% p.a.
- ✓ **CAPEX** excluding spectrum of around EUR 800 mn

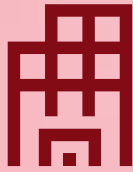
The dividend policy remains unchanged:

Based on the Group's operational and financial performance, the dividend level will be maintained or sustainably increased.

A1 Group: Reasons to invest

Digital leader in CEE

Broadband Internet | Mobile
& Home Entertainment | Voice
Telephony | Data & IT Services |
Security | Digital Payments



- ✓ Exploiting **growth opportunities in digital services** on the back of an **excellent customer journey and accelerating growth in B2B digital services**
- ✓ **Country diversification and GDP growth:** **2.8%** in A1 CEE countries outpacing 1.2% in EUR (2025e)

Strategic Strengths

#1 and 2
in 6/7 mobile
markets



- ✓ **Market Leadership:** Strong brand and market positions in CEE, award-winning network & outstanding customer service
- ✓ **Digital Innovation:** Expanding service offerings through digitalization for retail and business customers
- ✓ **Unique footprint:** Business in Austria brings stability, international markets growth

Financial Performance

> € 500 mn
free cash flow p.a.



- ✓ **Revenue & EBITDA Growth:** Industry-leading and constant increases
- ✓ **Strong Free Cash Flow:** Supporting investments & shareholder returns
- ✓ **Attractive Risk Profile:** Underpinned by highest credit rating (A-/A3) in peer group

Capital Structure & Shareholder Returns

~5%
dividend yield



- ✓ **Financial Strength:** Conservative financial profile provides flexibility for growth
- ✓ **Consistent Dividend Growth:** increase in seven consecutive years with >10% CAGR
- ✓ **Core shareholders bring further expertise and stability:** América Móvil (one of the largest telcos) and ÖBAG (Rep.Austria); minimum 10% free float stipulated in syndicate agreement

Free cash flow: average last 5 years

Dividend yield: per year-end 2024, dividend CAGR over last seven years

GDP growth rates: IMF World Economic Outlook (April 2025) - Real GDP growth

A1: Strong presence in CEE

We serve 30 million customers in seven core markets.

The holding company Telekom Austria AG is the parent company of the A1 Group.

As a leading communications provider in the CEE region, we offer products and services in the areas of broadband internet, mobile and home entertainment, voice telephony, data and IT solutions, security, wholesale, smart home and payment solutions.

Our core markets are reported as segments:

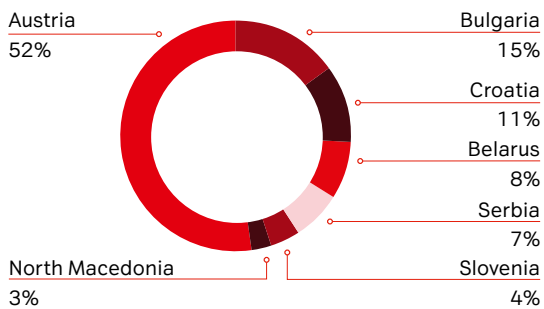
- ✓ Austria
- ✓ Bulgaria
- ✓ Croatia
- ✓ Belarus
- ✓ Serbia
- ✓ Slovenia
- ✓ North Macedonia

As of December 31, 2024, the A1 Group employed 17,298 employees (full-time equivalents; FTE):

	2024
Austria	6,042
Bulgaria	3,848
Croatia	1,922
Belarus	2,125
Serbia	1,585
Slovenia	601
North Macedonia	771
Holding incl. A1 Digital	406
A1 Group	17,298

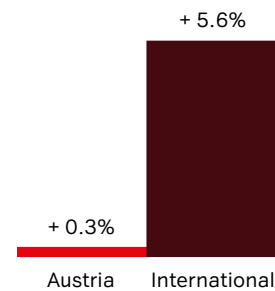
Distribution of revenues by segment

(Excluding holding company & Other, eliminations)

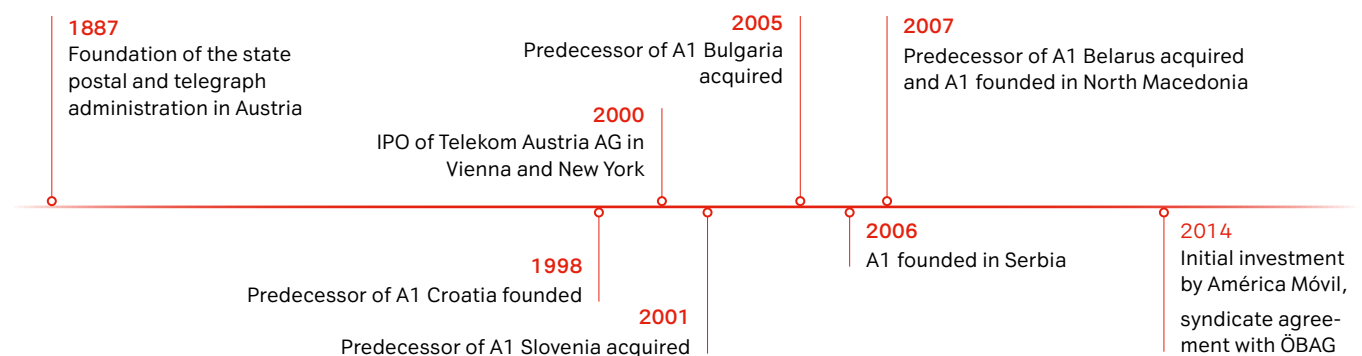


Revenue growth (year-on-year)

(Excluding holding company & Other, eliminations)



Internationalization of the A1 Group



A1 in Austria



MARKET
OVERVIEW



Business development in 2024

In 2024, in a competitive environment, A1 placed a strong focus on customer retention and the development of high-quality, attractive offerings, supported by targeted customer segmentation and our multi-brand strategy. The emphasis was on integrated household solutions, an optimized customer journey, and loyalty programs. Entertainment services and cybersecurity solutions rounded out the offering.

To meet the continued high demand for high-speed internet, the expansion of our fiber infrastructure was consistently driven forward. The acquisition of IT service provider NTT Austria GmbH strategically complements our portfolio, enabling us to better respond to the growing demand for ICT services.

About A1 in Austria

A1 is Austria's leading fixed-line and mobile provider with approximately 5.1 mn mobile customers and 2.7 mn RGUs.

In 2024, the business in the Austria segment contributed 52% to revenues and 51% to EBITDA of the A1 Group.

KEY DATA
AUSTRIA

Population

9.1
million

GDP/capita, PPP

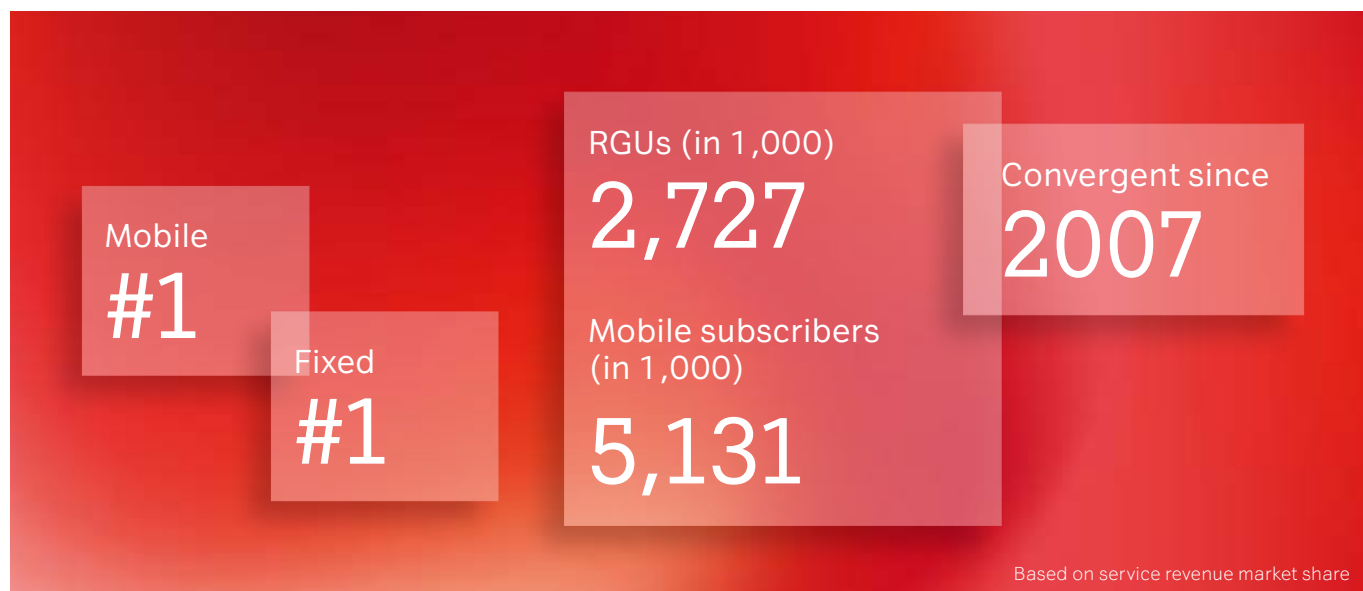
73,100
USD

Inflation

2.9%

Currency

EUR
Euro



Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	2,807	0.3%	52%
ARPU (EUR)	17.7	1.8%	n.a.
ARPL (EUR)	37.9	6.1%	n.a.
EBITDA	1,039	-2.3%	51%
EBIT	387	-21.5%	45%
CAPEX	524	-11.1%	61%

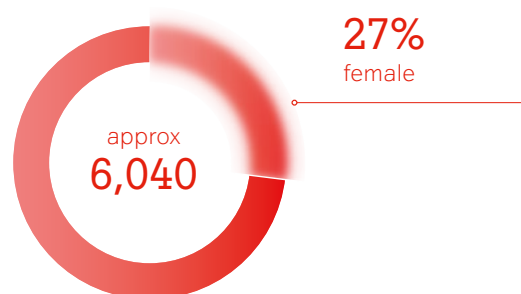
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	429,630	-3%	44%
Share of renewable energy in total energy consumption	86%	2%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	11,270	-17%	11%
Number of participations in digital competence trainings	88,609	-2%	81%

¹⁾ Scope 1 and Scope 2 (market-based)

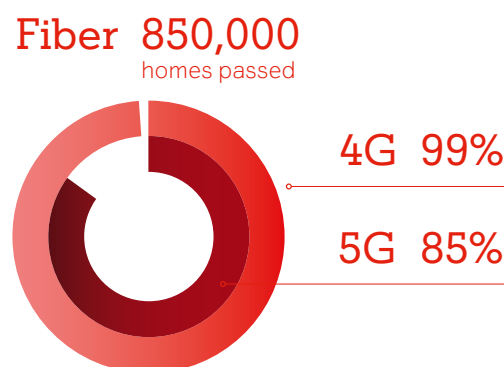
Quality certificates

- ✓ ISO 9001
- ✓ ISO 14001
- ✓ ISO 18295
- ✓ ISO 20000-1
- ✓ ISO 27001
- ✓ ISO 27011
- ✓ ISO 45001
- ✓ ISO 50001
- ✓ EMAS
- ✓ EN 50600
- ✓ ECO Datacenter 3.0

Employees



Network coverage



Brands



A1 in Bulgaria



MARKET
OVERVIEW

Business development in 2024

The financial year 2024 was a strong one for A1 Bulgaria, with both revenues and EBITDA showing notable growth and exceeding the record levels of the previous year.

In the mobile segment, we successfully leveraged our 5G network and encouraged customers to switch to higher-value tariffs. Demand for high-bandwidth products in the fixed-line business remained consistently high, supported by an attractive TV content offering that continued to perform well.

Our Solutions & Connectivity business also benefited from the sustained demand for IT and cybersecurity services, contributing to further growth.

About A1 in Bulgaria

In Bulgaria, A1 is the second-largest provider in the mobile and fixed-line segments and overall, the number one in the market.

The predecessor company of A1 Bulgaria was founded in 1994 and acquired by the Group in 2005.

In 2024, the business in Bulgaria generated 15% of total revenues and 17% of the Group's EBITDA, making it the second-largest market after Austria.

KEY DATA
BULGARIA

Population

6.4
million

GDP/capita, PPP

38,900
USD

Inflation

2.4%

Currency

BGN
Bulgarian Lev

Market position

Mobile

#2

Fixed

#2

RGUs (in 1,000)

1,343

Mobile subscribers
(in 1,000)

3,847

Convergent since

2011

Based on service revenue market share

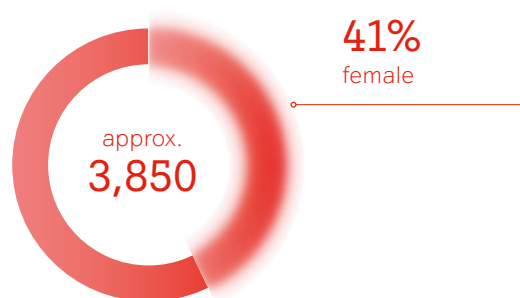
Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	821	9.5%	15%
ARPU (EUR)	8.0	5.1%	n.a.
ARPL (EUR)	17.6	5.2%	n.a.
EBITDA	341	12.2%	17%
EBIT	187	3.0%	22%
CAPEX	121	-11.8%	14%

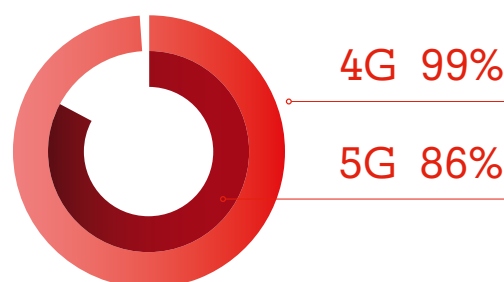
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	180,293	17%	18%
Share of renewable energy in total energy consumption	70%	8%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	20,217	-24%	19%
Number of participations in digital competence trainings	1,170	-91%	1%

¹⁾ Scope 1 and Scope 2 (market-based)

Employees



Network coverage

Fiber 1.4 mn
homes passed

Quality certificates

- ✓ ISO 9001
- ✓ ISO 14001
- ✓ ISO 20000-1
- ✓ ISO 22301
- ✓ ISO 27001
- ✓ ISO 27701
- ✓ ISO 27017
- ✓ ISO 27018
- ✓ ISO 30301
- ✓ ISO 37001
- ✓ ISO 39001
- ✓ ISO 45001
- ✓ AQAP 2110

Brands

A1 in Croatia



MARKET
OVERVIEW



Business development in 2024

In 2024, we recorded encouraging financial results in Croatia with both revenues and EBITDA recording solid growth.

In the mobile segment, we saw an increase in contract customers, while continued investments in our 5G network and fiber infrastructure paid off through successful monetization. Customers now benefit from higher broadband speeds.

We also recorded strong momentum in ICT services, achieving double-digit revenue growth in this segment.

About A1 in Croatia

In Croatia, A1 is the second-largest provider of fixed-line and mobile services.

The predecessor company of A1 Hrvatska was founded by the Group in 1998 and began operations in 1999.

In 2024, the business in Croatia contributed 11% to the Group's revenues and EBITDA.

KEY DATA
CROATIA

Population

3.8
million

GDP/capita, PPP

46,800
USD

Inflation

3.0%

Currency

EUR
Euro

Market position

Mobile

#2

Fixed

#2

RGUs (in 1,000)

722

Mobile subscribers
(in 1,000)

2,158

Convergent since

2011

Based on service revenue market share

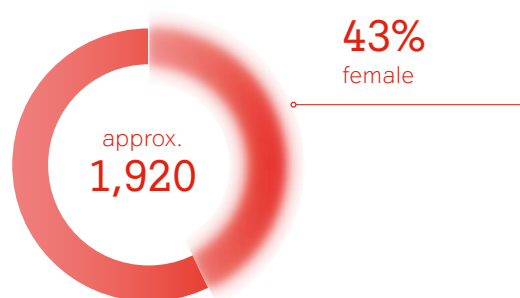
Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	570	8.6%	11%
ARPU (EUR)	12.0	3.9%	n.a.
ARPL (EUR)	32.9	6.0%	n.a.
EBITDA	224	18.7%	11%
EBIT	100	12.3%	12%
CAPEX	79	-61.5%	9%

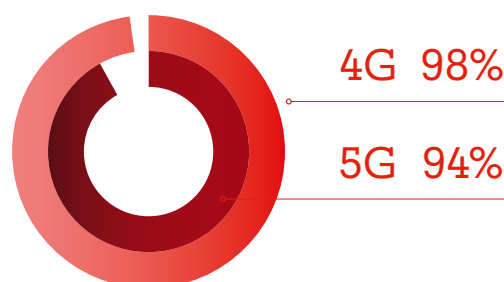
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	92,006	-2%	9%
Share of renewable energy in total energy consumption	80%	3%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	6,580	-19%	6%
Number of participations in digital competence trainings	9,336	64%	9%

¹⁾ Scope 1 and Scope 2 (market-based)

Employees



Network coverage

Fiber 409,000
homes passed

Quality certificates

- ✓ ISO 9001
- ✓ ISO 14001
- ✓ ISO 22301
- ✓ ISO 27001
- ✓ ISO 27017
- ✓ ISO 45001
- ✓ PCI DSS
- ✓ Tier III Datacenter

Brands

A1 **tomato**

A1 in Belarus



MARKET
OVERVIEW



Business development in 2024

In the financial year 2024, we continued to focus on targeted up- and cross-selling in Belarus. We were particularly successful with convergent offers and mobile tariffs with unlimited data. In the fixed-line segment, the demand for high-speed internet products and convergent solutions with TV content remained high.

The geopolitical and macroeconomic situation in Belarus remained challenging. Regulatory measures intensified again in the financial year. Despite this environment, the company managed to grow operationally and expand the customer base, especially in the fixed-line segment.

About A1 in Belarus

A1 is the second-largest private provider of telecommunications, ICT, and content services in Belarus.

The predecessor company of A1 Belarus became part of the Group in 2007.

In 2024, the business in Belarus contributed 8% to the Group's revenues and 10% to EBITDA.

KEY DATA
BELARUS

Population

9.2
million

GDP/capita, PPP

30,800
USD

Inflation

5.7%

Currency

BYN
Belarusian Rubel

Market position

Mobile

#2

Fixed

#2

RGUs (in 1,000)

972

Mobile subscribers
(in 1,000)

4,933

Convergent since

2016

Based on service revenue market share

Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	449	1.6%	8%
ARPU (EUR)	4.2	-4.1%	n.a.
ARPL (EUR)	7.8	5.5%	n.a.
EBITDA	196	2.1%	10%
EBIT	155	11.8%	18%
CAPEX	54	115.3%	6%

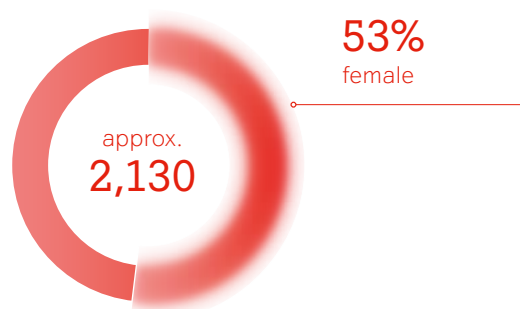
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	100,271	-3%	10%
Share of renewable energy in total energy consumption	0.2%	0.2%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	30,447	-6%	29%
Number of participations in digital competence trainings	269	-46%	0%

¹⁾ Scope 1 and Scope 2 (market-based)

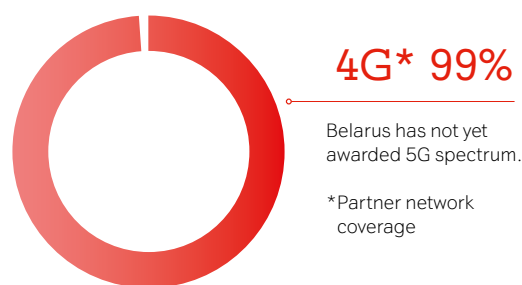
Quality certificates

- ✓ ISO 9001
- ✓ ISO 14001
- ✓ ISO 27001
- ✓ ISO 37001
- ✓ ISO 45001
- ✓ PCI DSS
- ✓ Tier III Datacenter

Employees



Network coverage

Fiber 1.4 mn
homes passed

Brands



A1 in Serbia



MARKET
OVERVIEW

Business development in 2024

In the 2024 financial year, we reached a key milestone in our convergence strategy with the acquisition of Conexio Metro. Early 2025 marked the launch of our first fixed-line broadband products in Serbia.

The competitive landscape in the mobile market remained largely stable. We introduced a new product portfolio and focused on upselling the existing customer base.

In terms of results, A1 in Serbia recorded both revenues and EBITDA growth.

About A1 in Serbia

A1 is the third-largest mobile operator in Serbia. Since the beginning of 2025, A1 also offers broadband products in the fixed-line segment and is now convergent in all its markets.

The predecessor company of A1 Srbija was founded as part of the Group in 2006 and began operations in 2007.

In 2024, the business in Serbia contributed 7% to the Group's revenues and EBITDA.

KEY DATA
SERBIA

Population

6.6
million

GDP/capita, PPP

29,600
USD

Inflation

4.5%

Currency

RSD
Serbian Dinar

Market position

Mobile

#3

Mobile subscribers
(in 1,000)

2,368

Based on service revenue market share

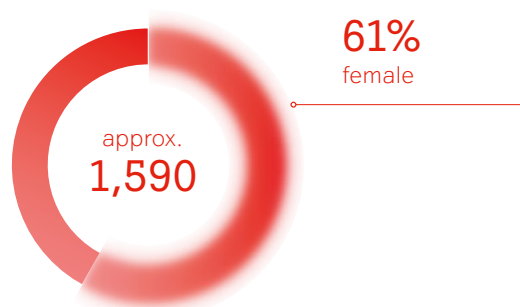
Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	398	4.0%	7%
ARPU (EUR)	9.8	8.7%	n.a.
ARPL (EUR)	n.a.	n.a.	n.a.
EBITDA	146	15.2%	7%
EBIT	62	5.2%	7%
CAPEX	33	-41.7%	4%

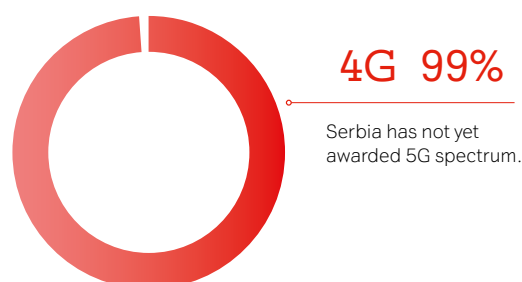
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	86,974	4%	9%
Share of renewable energy in total energy consumption	66%	3%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	24,076	-3%	23%
Number of participations in digital competence trainings	3,935	-60%	4%

¹⁾ Scope 1 and Scope 2 (market-based)

Employees



Network coverage



Quality certificates

- ✓ ISO 14001
- ✓ ISO 27001
- ✓ ISO 45001

Brands



A1 in Slovenia



MARKET
OVERVIEW



Business development in 2024

The Slovenian market remained highly competitive also in the financial year 2024 with aggressive offers, especially in the mobile market. That led to a decline in revenues and EBITDA.

In this environment, A1 Slovenia focused on strengthening its market position through attractive offers and a clear emphasis on customer retention and acquisition.

About A1 in Slovenia

A1 Slovenia is the second-largest mobile operator and the fourth-largest fixed-line operator in the country.

The predecessor company of A1 Slovenija began operations in 1999 and became part of the Group in 2001.

In 2024, the business in Slovenia contributed 4% to the Group's revenues and 3% to EBITDA.

KEY DATA
SLOVENIA

Population

2.1
million

GDP/capita, PPP

55,700
USD

Inflation

2.0%

Currency

EUR
Euro

Market position

Mobile

#2

Fixed

#4

RGUs (in 1,000)

215

Mobile subscribers
(in 1,000)

723

Convergent since

2015

Based on service revenue market share

Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	230	-5.0%	4%
ARPU (EUR)	14.6	-3.2%	n.a.
ARPL (EUR)	32.0	-2.9%	n.a.
EBITDA	52	-7.3%	3%
EBIT	-14	168.8%	-2%
CAPEX	21	-46.6%	2%

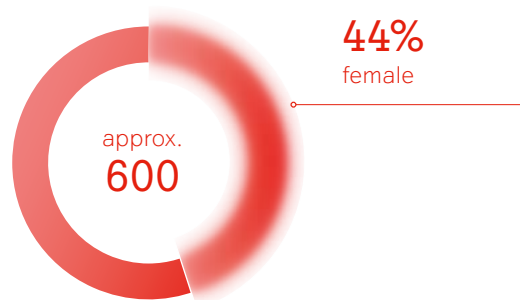
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	47,562	6%	5%
Share of renewable energy in total energy consumption	96%	0%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	429	-7%	0%
Number of participations in digital competence trainings	5,033	-76%	5%

¹⁾ Scope 1 and Scope 2 (market-based)

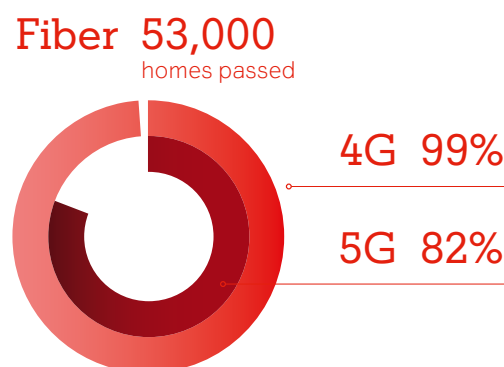
Quality certificates

- ✓ ISO 14001
- ✓ ISO 22301
- ✓ ISO 27001
- ✓ ISO 45001
- ✓ EMAS

Employees



Network coverage



Brands



re:do



A1 in North Macedonia



Business development in 2024

The financial year 2024 was successful in North Macedonia with solid growth rates in revenues and EBITDA.

We gained new customers in both the mobile and fixed-line business. In the mobile business, we successfully monetized the demand for attractive 5G tariffs with unlimited data in the premium segment. In the fixed-line business, higher-speed internet tariffs proved popular.

Our Solutions & Connectivity business also continued its growth trajectory throughout the year.

About A1 in North Macedonia

A1 is the leading mobile operator and the number two in the fixed-line market in North Macedonia.

The predecessor of A1 Makedonija was founded as part of the Group in 2007.

In 2024, the business in North Macedonia contributed 3% to the Group's revenues and 3% to EBITDA.

KEY DATA NORTH MACEDONIA

Population

1.8
million

GDP/capita, PPP

26,300
USD

Inflation

3.3%

Currency

MKD
Mazed. Dinar

Market position

Mobile

#1

Fixed

#2

RGUs (in 1,000)

374

Mobile subscribers
(in 1,000)

1,131

Convergent since

2014

Based on service revenue market share

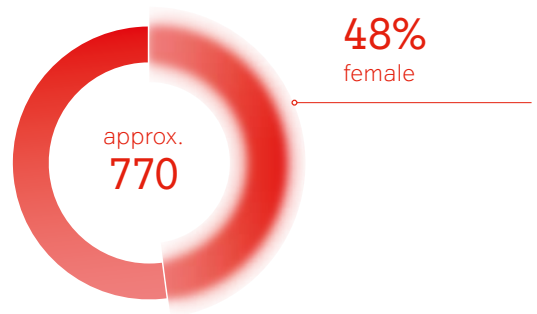
Key figures 2024

Financial (in EUR mn)	2024	Δ	Share of A1 Group
Revenues	164	8.2%	3%
ARPU (EUR)	7.8	8.5%	n.a.
ARPL (EUR)	11.4	0.5%	n.a.
EBITDA	57	18.3%	3%
EBIT	24	57.5%	3%
CAPEX	21	-31.3%	2%

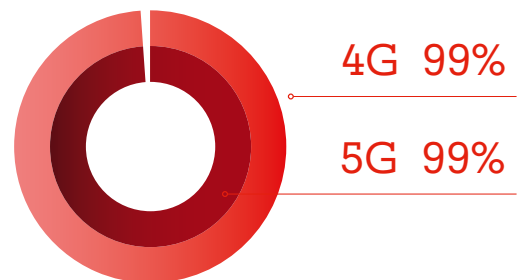
Non-financial	2024	Δ	Share of A1 Group
Total energy consumption (in MWh)	37,373	6%	4%
Share of renewable energy in total energy consumption	45%	9%	n.a.
CO ₂ emissions ¹⁾ (in tonnes CO ₂ equivalent)	13,012	12%	12%
Number of participations in digital competence trainings	819	-58%	1%

¹⁾ Scope 1 and Scope 2 (market-based)

Employees



Network coverage

Fiber 87,000
homes passed

Quality certificates

- ✓ ISO 9001
- ✓ ISO 14001
- ✓ ISO 20000-1
- ✓ ISO 22301
- ✓ ISO 27001
- ✓ ISO 27018
- ✓ ISO 45001

Brands



We are actively shaping the digital future,
with a clear focus on people and on generating
social and economic value through innovation.

Strategy



In a rapidly evolving landscape, customer and societal expectations are continuously changing. That is why we follow our guiding behaviours “ART”: We anticipate future needs (“**A**nticipate”) and constantly question how we can remain relevant for our customers (“**R**elevant”). Together as A1 team – across borders – we drive innovation, to create real value and positive experiences for our customers and society (“**T**ogether”). This is what our vision “Empowering Digital Life” means to us.

Empowering digital life

The solid foundation for pursuing our vision is provided by our outstanding digital infrastructure and innovative

services. At the same time, we actively contribute to shaping a sustainable future through technology. Our employees, customers, business partners, and all other stakeholders along the value chain are at the center of our efforts – today and for future generations. We take ecological and social responsibility, enabling resource-efficient, effective, and sustainable ways of working and living, as well as secure and equal access to connectivity and digital services.

Our corporate strategy is aligned with key industry trends, such as the strong growth in data traffic, the increasing importance of digitalization, and the rising complexity of IT landscapes for our customers. Further insights into industry trends can be found in the Group Management Report.

The corporate strategy covers the period from 2023 to 2027 and is built on two core pillars:

- ✓ Evolve the core to stay relevant for customers.
- ✓ Explore the new to discover growth opportunities.

At the heart of our activities is Human@Center, placing people at the core of our strategy. The A1 brand, sustainability (ESG), and security serve as key enablers and are integral components of our corporate strategy.

Evolve the core

In a fast-moving environment, continuous development and innovation are essential. We not only want to meet but exceed the evolving demands of our customers. We actively drive the development of our core business. Our strategy puts customer-relevant benefits at the center, aiming for exceptional digital experiences and added value.

The focus is on the entire customer journey – taking a holistic view of customer needs at all touchpoints with A1, identifying them quickly, understanding them, and addressing them in a targeted manner. Our strong local presence, such as through customer and field service, serves as a key differentiator.

Our broad customer base is a fundamental pillar of success. Overall, customer loyalty is at the heart of all our efforts. To precisely identify customer requirements and offer tailored

solutions, we are also further professionalizing data-driven processes, such as artificial intelligence (AI). Thus, we are not only optimizing our internal operations but also creating personalized, innovative experiences. Our high-performance infrastructure – from cloud solutions to state-of-the-art data centers – forms the backbone for AI deployment. We do not just use AI ourselves; we also advocate for a responsible and ethical approach to this technology ("Fair AI").

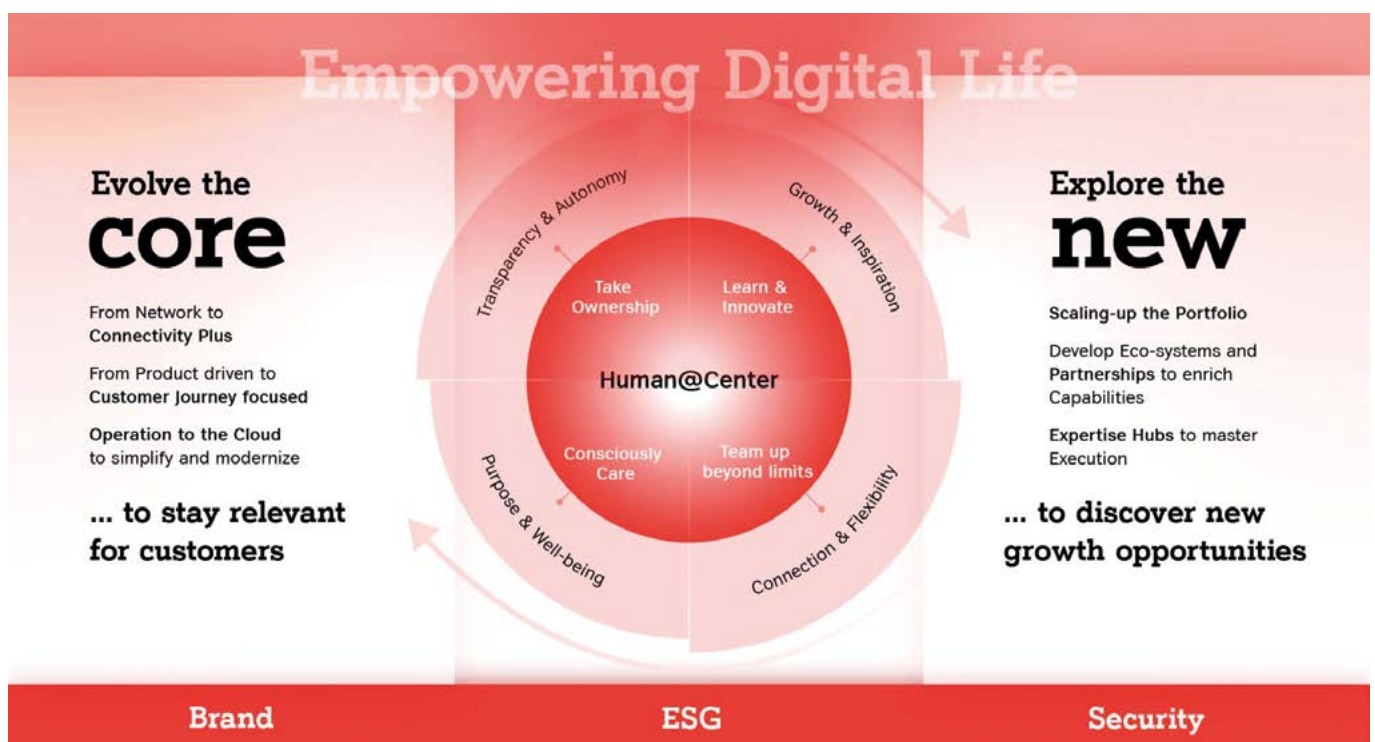
By intensifying cloud adoption, we can simplify and modernize processes and IT landscapes. This, in turn, accelerates time-to-market for new products, enables faster responses to business opportunities, and drives digital transformation.

Explore the new

To tap into future business potential, we focus on three key approaches. We selectively expand our existing portfolio by strategically pursuing growth opportunities.

Partnerships play a crucial role in this process, expanding our capabilities, enhancing our speed, and allowing us to offer our customers a comprehensive range of digital services from a single source.

The growing demand for managed services in ICT, cloud, and security underscores our strategic focus on digital B2B services, particularly for small and medium-sized enterprises (SMEs). SMEs make up the majority of the businesses in the EU but still have significant potential, with a relatively low



digitalization rate of just 58%¹⁾ compared to 91% for large enterprises. We aim to leverage our expertise from the large enterprise segment to expand into the SME market. As a strong corporate group, we leverage our collective strengths to efficiently meet the needs of our customers across all markets. To achieve this, we pool our expertise in group-wide competence centers, allowing us to tackle key topics, initiatives and processes more effectively, harness synergies, and drive innovation. This approach lays the foundation for sustainable growth, ensuring we remain future-ready and relevant to our customers.

Human@Center

Our market environment is changing rapidly – new technologies, increasing complexity, and evolving customer needs are shaping our business. To realize our vision of “Empowering Digital Life”, we place people at the center of our strategy with Human@Center – including our employees, customers, business partners, and all other stakeholders.

Human@Center defines the cultural and behavioral requirements that support our strategy and identifies the necessary framework conditions for successful implementation. We promote ownership (take ownership), continuous learning and innovation (learn & innovate), cross-border collaboration and diverse teams (team up beyond limits). Additionally, we promote responsible, fair, and inclusive interactions within the company and our social responsibility (Consciously Care). This approach fosters a corporate culture that enables sustainable success. (See chapter “Employees”)

The brand: A1

The strong A1 brand is the unifying element across all our markets. It represents both the values and corporate culture we uphold and how A1 is perceived externally.

Our brand performance and customer satisfaction serve as key indicators of our strategy’s success across target audiences. A consistent brand identity enables joint, cross-market initiatives. For employees, the A1 brand acts as a unifying foundation, reflecting the values and principles of the entire group.

Security

Customer expectations and regulatory requirements regarding information security and data protection have increased significantly in recent years. At the same time, many companies across markets have already experienced data breaches. We view cybersecurity and data protection as essential business enablers, fostering the execution of our corporate strategy.

As a technology leader and operator of critical infrastructure, security is paramount to being a reliable and trustworthy partner for our customers. Our business partners can rest assured that we handle data responsibly and protect it appropriately.

We build on our long-standing expertise and ensure the highest security standards within our own infrastructure. We are also continuously building additional expertise that we also make available to our customers. Through innovative solutions, we help them protect their data effectively and navigate the digital world securely. (See chapter “Technology”)

Sustainability (ESG)

Aligned with our vision of Empowering Digital Life, technology plays a central role in shaping a sustainable and inclusive future. We take ecological and social responsibility by promoting more efficient, resource-conscious, and sustainable ways of working and living.

Sustainability encompasses three dimensions: Environment, Social, and Governance – ESG.

Our sustainability strategy (see chapter “Sustainability”) is comprehensive and interdisciplinary. From energy efficiency to gender equality, nearly every business area is encouraged to rethink processes, products, and services to make them more sustainable. Sustainability considerations are embedded in all decision-making processes.

Sustainability is driving a fundamental transformation across the entire group – a bold journey that is well underway, yet still presents ambitious challenges ahead. ■

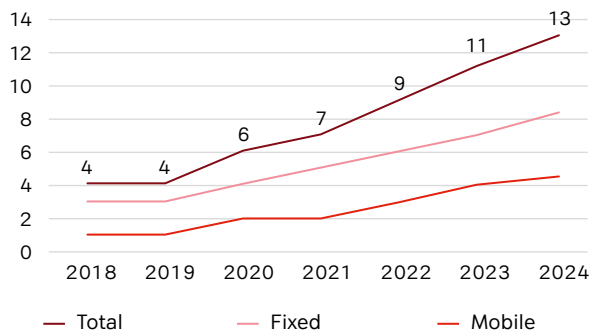
¹⁾ Source: <https://ec.europa.eu/eurostat/web/products-eurostat-news/w/ddn-20240829-1>

Digital transformation promotes innovation, future-proofing, and sustainability.

Technology



Development of data volume in the A1 network (in mn terabyte)



The A1 Group provides the foundation for a society that is increasingly characterized by digital applications, thanks to its powerful and future-proof infrastructure. Our fixed-line mobile and data center portfolio ensures reliable connectivity for around 30 million customers – in both the private and business sectors. With the rapid progress of digitalization, the demand for stable, secure, and high-performance networks is also growing. Through targeted investments and technological advancements, we ensure that our infrastructure far exceeds these requirements.

The future is Cloud

The increasing demand for cloud services and networked solutions requires flexible and powerful technologies. Therefore, we are purposefully investing in the expansion of our networks and cloud infrastructure to provide optimal digital solutions for today's work and living environments.

We are driving forward the expansion of broadband with state-of-the-art technologies and combining high-performance networks with innovative cloud solutions. With the fiber rollout and the further development of our 5G network, we are creating the basis for seamless, highly available connectivity. At the same time, we are increasingly relying on cloud architectures to dynamically manage networks and efficiently provide new digital services. Software-Defined Networks (SDN) and Network Function Virtualization (NFV) enable flexible scaling of our infrastructure, while Edge Computing platforms ensure rapid data processing in close proximity to the customer. These technologies are essential for data-intensive applications such as AI, IoT, and real-time communication.

More sustainable data centers with A1 Cloud service provider Exoscale

Exoscale, the cloud service provider of A1, is working on more sustainable data centers with a focus on artificial intelligence.

Liquid cooling solutions promise a significant reduction in energy consumption and the utilization of the waste heat generated. The innovative cooling system integrates special cooling lines directly into the server systems and utilizes thermodynamic effects, thereby significantly reducing the energy requirements.

The solution can be used in both new and existing data centers and has a long, reliable useful life.

High-performance 5G and fiber networks

With 5G, we are already offering our customers the most modern mobile network with the highest data speeds and short response times (latency) in five of our seven core markets.

5G fact check

- ✓ 5G is a new transmission protocol, not a new technology.
- ✓ Response times (latencies) in the millisecond range, 4 times faster than 4G
- ✓ Data transfer rates in the gigabit range, 4 times faster than 4G.
- ✓ The form and medium of transmission (radio) have been in use for a long time and are well researched.
- ✓ Previous research results on mobile communications can therefore be applied to 5G.
- ✓ International measurement results show that exposure levels will hardly change as a result of 5G.

In Serbia and Belarus, the allocation of 5G frequencies is still pending. In Austria, Bulgaria, Croatia, Slovenia, and North Macedonia, we are working on complete coverage and, depending on the country, have already reached 82–99% of the respective population. In addition, we offer tailor-made solutions, such as mobile private networks and network slicing, to meet specific requirements, particularly for business customers.

The A1 fiber network is the backbone of all our networks and ensures high-performance connections for mobile base stations as well as gigabit-capable access for business and private customers. Fiber optics offer the best speeds and is the most energy-efficient technology on the way to carbon-neutral communication solutions.

Broadband expansion in Austria

In 2024, we continued to push ahead with the fiber expansion in Austria and expanded our fiber network to a total length of around 77,000 km. Per year-end 2024, we already reach around 850,000 addresses directly with fiber. The expansion took place in both urban and rural areas in all federal states. Overall, we have either started or continued the FTTH network expansion in 141 municipalities. In addition to the extensive FTTH expansion, FTTH connections are also implemented synergistically along the excavation routes during the realization of individual customer projects.

Modern technologies, including artificial intelligence, are continuously being evaluated in order to optimize the quality and costs of our FTTH expansion to the best of our ability. This is implemented, for instance, in the selection of areas and in the acceptance and monitoring of construction performance.



With 5G mobile communications, we already reach 85% of the population in Austria. In previous years, expanding coverage was very important. In the reporting year, the focus was on expanding capacity in order to be able to offer our customers even higher bandwidths.

In 2024, we acquired a license at auction in Austria for the use of 26 GHz frequencies and, therefore, as in Bulgaria, Croatia, and Slovenia, we can offer 5G services on the so-called millimeter waves ("5G mmWave") in the future. This is suitable for the transfer of extremely high data speeds, for example, beyond 1 Gbps, over short distances in a point-to-multipoint architecture.

Broadband expansion of our international companies

In **Bulgaria**, we have significantly expanded our 5G network in 2024, simultaneously improving the quality of data services by relieving the 4G network. By the end of the year, we were able to cover 86% of the population with 5G and reach 1.4 million households with fiber. At the same time, the share of VoLTE (Voice over LTE) services increased.



Our network in Bulgaria has been recognized by Ookla, OpenSignal, and nPerf as the best in the country, and by

Ookla as the best in Europe and the fourth best in the world in terms of speed.

In **Croatia**, we focused on the expansion of the fixed network in 2024. We reach approximately 409,000 households with FTTH technology. After the successful acquisition of 5G spectrum, we further expand 5G network coverage to 94% and 4G network coverage to 98%.

Also in **Belarus**, there was a strong focus on expanding our fixed network infrastructure during the reporting year: by the end of 2024, we reached approximately 1.4 million households with fiber (Homes Passed). Due to regulatory restrictions, mobile operators in Belarus cannot use 4G over their own infrastructure. At the same time, coverage is high: Currently, over 99% of the population is covered with 4G.

In **Serbia**, we took an important step in 2024 by acquiring Conexio Metro d.o.o., enabling us to offer convergent products over our own fiber network starting in 2025. At the same time, we leverage a wholesale contract and continue to expand our own fiber infrastructure, creating new opportunities for innovative services and applications. A1 Serbia was the fastest mobile network in Serbia for four consecutive years in a row, according to Ookla, the creator of Speedtest.

In **Slovenia**, we continued to expand the mobile network in 2024, mainly by introducing new features and further optimizing network quality. In October 2024, the company again ranked first in the OpenSignal benchmark, receiving the highest number of first-place badges.

In **North Macedonia**, we are continuing to expand our 5G network coverage in 2024, offering network coverage to 99% of the population. As part of our strategic goal to maximize the convergent portfolio, we are continuously expanding our FTTH coverage, which now accounts for 25% of the company's total fixed network.



A1 Private Cloud

With the A1 Private Cloud product, we offer scalable cloud services to enhance the efficiency and competitiveness of companies.

At the same time, we ensure that they are able to overcome the challenges of data sovereignty and data security.

We provide companies with maximum flexibility and scalability.

Types of Cloud Services

Public cloud

Services are provided by third-party providers via the public internet and are accessible to everyone.

Private cloud

Cloud infrastructure is exclusively used for a single organization.

Hybrid cloud

The combination of public and private cloud allows companies to move workloads between the two as needed, thereby leveraging flexibility and scalability.

Multi-cloud

Use of services from multiple cloud providers in order to utilize services from different providers.

Data centers and Cloud

Cloud computing has become an indispensable component of the IT infrastructure of many companies in recent years. The increasing relevance of data centers due to private clouds and AI applications increases the need for energy-efficient data centers.

The annual revenue in the field of cloud computing amounts to around USD 680 bn and could triple by 2032. A study of the INTEGRAL Institute commissioned by A1 shows that, for

example, in Austria, four out of five companies are already relying on the cloud. One particularly important argument in favor of the cloud is the increase in cybersecurity. At the same time, security aspects, the safeguarding of data sovereignty, and data protection are seen as major challenges, particularly due to stricter directives and regulations such as NIS 2 and DORA. (See chapter "Data Protection and Information Security")

In order to meet these requirements and developments, an increasing number of companies are using hybrid cloud services, which is a combination of public and local, private cloud services. With Exoscale, we offer a sovereign European public cloud from the A1 data center, which not only guarantees data storage in Europe, but also pursues an open-source approach that enables technology independence and digital sovereignty.

Innovation through Artificial Intelligence

In marketing and sales, we purposefully employ AI to address customers more effectively – the keyword: customer relevance – and to improve personalization in the consumer sector. By analyzing anonymized usage data, we optimize our content offering and thereby increase the customer benefits for our customers. AI tools, such as our internal CSS Chat GPT and Midjourney, help us to increase the click-through rates on our homepage and to adapt the visual language more precisely to the expectations of our customers.

Personalized TV entertainment experiences

Our predictive models, which are based on purchasing and usage behavior, identify potential customer needs and enable tailored communication. This ensures that our customers receive exactly the content and recommendations that correspond to their individual preferences and needs.

Technology recommendations based on feasibility

Another exciting field of application is mobile feasibility. Here, AI estimates the achievable 4G/5G download data rate for stationary devices. Our machine learning models enable prediction of the data rate for various scenarios, which is particularly advantageous for new customers.

Efficiency improvement and Fair AI

AI plays a crucial role in increasing the efficiency of our internal processes. AI-based anomaly detection and predictive models support our finance departments in monthly closings and forecasts. A particular focus is placed on "Fair AI" to ensure that our models are free from unwanted prejudices and guarantee fair treatment for all groups of people.



Campus network portfolio

A1 has been offering a complete campus network portfolio since 2024. In addition to network slice-based solutions, A1 also offers autonomous mobile private networks (MPNs). Customers now have exclusive access to local mobile network resources for the first time. By installing a Mobile Edge Core Server directly on-site, they enable independent network operation that is not dependent on the public network, which ensures high availability, low latency, and unaffected data throughput. Such mobile private networks are primarily used in manufacturing plants, hospitals, airports, and railway lines.

An example of this is the A1 5G campus network for Vienna Airport. They are launching the digitalization project 5GforVIE. In collaboration with a partner, an industrial 5G campus network is being created that is completely separate from the public 5G network. This network guarantees the highest connection quality for future innovative applications such as automated apron operations and autonomous area management. This will further drive digital transformation and sustainability at the airport, optimize workflows, and increase safety, productivity, and resilience, benefiting over 30 million passengers per year.

A1 Start Up Campus

The A1 Start Up Campus supports young companies in Austria through know-how and infrastructure. We offer free office space, data center services, and cloud storage space. Our specialists provide assistance with business-related topics such as marketing, sales, controlling, and media work.

One of the stars of the program is the start-up Whalebone. This company has developed a seamless, DNS-based cybersecurity solution that is already available in all A1 markets, with Slovenia soon to follow. In times of increasing cyberthreats, our customers receive outstanding protection services such as threat prevention, identity protection, child protection, and an educational portal. The service already has more than 3 million customers in the A1 markets. With the support of A1, this startup continues to expand in Europe and beyond. ■

Data protection and information security
are of strategic importance.

Data Protection and Information Security



As digitalization progresses and data volumes increase, data protection and information security are essential parts of our corporate strategy.

Information security

Actively practiced responsibility beyond the legally required extent.

As an operator of critical infrastructure, we actively assume responsibility. We use the latest technologies to protect our systems from unauthorized access and damage and are

constantly improving our information security management system. Our security concepts and measures have all been audited. It has been confirmed that all A1 companies comply with the ISO 27001 standard. Due to the Network and Information Security Act (NIS 2), we are subject to specific security requirements that were reviewed by the NIS authority in 2023. In conjunction with the NIS 2 Directive, which also includes a risk assessment of suppliers, we have committed

to adhering to the quality criteria of Cyber Trust Austria and to received the "Cyber Trust Austria Gold Label" again in 2024.



We increase the resilience of our systems with a continuous exchange of knowledge and experience with authorities and partners. Networking takes place at the regional level with local authorities, between the group companies, and with international experts at specialist conferences. In addition, we participate in national and international exercises to combat cybercrime and have been a member of the global umbrella organization FIRST (Forum of Incident Response and Security Teams) since 2023. This confirmed the professionalism and high level of maturity of the A1 CERT (Computer Emergency Response Team). For several years, A1 CERT has been working with Scitum-CERT, the Security Operation Center of América Móvil, which is also a FIRST member. Together, we monitor A1's cybersecurity around the clock according to the "follow-the-sun" principle and defend against the ever-increasing number of cyberattacks.

DDoS attacks

Our defense systems against DDoS attacks recorded a similar number of daily attacks of around 200 in 2024 compared to the previous year. These attacks were automatically repelled and did not affect the quality of service for our customers. Investment by the A1 Group in automatic DDoS defense allows virtually all of these DDoS attacks to be successfully counteracted. So that A1 business customers can successfully defend against DDoS attacks, A1 offers DDoS automatic protection in all countries of the A1 Group.

Types of cybercrime

- ✓ **DDoS-attacks** = Distributed Denial of Service; the aim is to overload a server with malicious network traffic so that internet services are temporarily unavailable or are only available to a limited extent.
- ✓ **Phishing** = the illegal collection of data through links in e-mails, file attachments, SMS or messages, and calls under the guise of a trustworthy identity with the aim of obtaining personal data from unsuspecting users.
- ✓ **Malware** = malicious software that infects IT systems.
- ✓ **Ransomware** = malware that encrypts data on infected systems. Cybercriminals gain access to IT systems and either encrypt data or copy data to systems controlled by the perpetrators. It can be assumed that approximately two thirds of companies worldwide have fallen victim to ransomware and extortion.

The cybersecurity landscape is changing rapidly, and identity security plays a crucial role in protecting against the increasing threat of cybercrime.

According to the 2024 KPMG Cybersecurity Report¹⁾, the top five types of attacks were phishing attacks (87%), malware (86%), business e-mail compromise/CEO/CFO fraud (80%), social engineering (62%), and denial-of-service attacks (54%) compared to the previous year.

Phishing attacks are therefore statistically in the lead for cyberthreats. They aim, for example, to obtain user IDs, passwords, telephone numbers, bank and credit card details of potential victims in order to withdraw money, purchase vouchers, or buy goods at their expense. In phishing attacks, many methods are used to harm victims, such as fake e-mails (SPAM), SMS, spoofed phone calls, attempts to contact victims via social media, and fake QR codes.

In order to be better protected against this, A1 participates in working groups of the Federal Ministry of the Interior and collaborates with representatives of banks and Watchlist Internet to develop preventive measures against phishing. All participants organized the campaign #10TageGegen-Phishing campaign (10DaysAgainstPhishing) together with the Austrian Chamber of Commerce (WKO) in October 2024.

Ransomware attacks are no longer an exception, but rather a constant threat to companies of all sizes. Attackers who can spread unnoticed throughout the network can turn a single incident into a company-wide crisis.

- ✓ One in three companies has paid the ransom at least once in connection with a ransomware attack.
- ✓ Deepfakes have more than doubled in Austria with an increase of 119% compared to the previous year.
- ✓ 54% of the companies surveyed have been victims of disinformation campaigns in the last 12 months, with 42% even being targeted several times.
- ✓ 33% of companies are concerned that company data could become accessible to third parties through AI.
- ✓ 66% are concerned that cyberattacks against their service providers will have an impact on them.

Security initiatives

In order to offer A1 customers better protection against increasing cybercrime, a wide range of products is being offered, some of which are being rolled out across the entire A1 Group. These include products such as A1 online protection, virus protection, identity protection, the safe surfing package, etc.

¹⁾ KPMG, Cybersecurity in Austria, Security Forum, Digital Economy, Austria, April 2024.

A1 is aware of the special responsibility of being part of Austria's critical infrastructure and is committed to initiatives that go beyond the legally required extent to continuously improve security. These include, for example, the "Austrian Cyber Security Challenge" (Austria's largest hacker competition) and campaigns by the Federal Ministry of the Interior.

Measures against telephone fraud

In 2024, we implemented significant measures to combat telephone fraud (spoofing). In accordance with the new Ordinance on Communication Parameters, Charges and Value-Added Services (KEM-V 2009), we use advanced technologies to detect suspicious calls from abroad. Starting on September 1, 2024, for mobile phone numbers and on December 31, 2024, for all other phone numbers, we will ensure that the authenticity of the caller's number is verified and, if necessary, suppressed to prevent fraudulent calls.

EU regulation DORA

The A1 Group meets the requirements of the EU directive Digital Operational Resilience Act (DORA), which aims to strengthen digital operational resilience. Through our comprehensive security measures and continuous monitoring, we ensure that we meet the highest standards in this area and strengthen our customers' trust in our secure and reliable services.

Implementation of the EU directives NIS and NIS 2

The A1 Group meets the requirements of the EU directive NIS and has prepared for the implementation of the EU directive NIS 2, which aims to improve the cybersecurity and resilience of network and information systems and is specifically targeted at critical infrastructures.

Through continuous monitoring and adjustments to our security measures, we ensure that our systems meet the highest security standards. These measures are not only a regulatory obligation, but also a central component of our strategy to strengthen our customers' trust in us as a secure and reliable service provider. In 2024, A1 in Austria provided full proof of the implementation of these security requirements to the NIS authority and thus completed the security audit in accordance with NIS.

"Mein A1" App: Test winner in several categories

Another milestone in 2024 is the recognition of our "Mein A1" App as the test winner in the categories "Protection of personal data", "Identity theft and extension of rights", as well

as "Securing the app source code". This recognition confirms our ongoing efforts to meet the highest standards in terms of data protection and information security.

Cybersecurity Award



In 2024, the A1 Group was awarded the prestigious Cybersecurity Award, which was given out in a three-stage selection process. This process included the evaluation of the publicly visible IT presence, the identification and analysis of possible vulnerabilities and threats to the company

through cyberscreening, as well as in-depth interviews with the Management Board and the Chief Information Security Officer (CISO).

A key component of our cyber-risk management is the continuous review and software updates of our infrastructure, as well as training and development for our employees. The "A1 Telekom Austria Security Committee", consisting of highly qualified security experts from all countries of the A1 Group, regularly exchanges information on current local, regional, and global cyber-risks and cyberattacks.

Protection of personal data

The protection of personal data is of particular importance for a telecommunications company. A1 therefore has a governance model for data protection management that is aligned with the strategy and adopted by our Management Board. It is based on the far-reaching regulations of the European General Data Protection Regulation (GDPR). Local laws and regulations are of course also observed.

Code of Conduct

In our Code of Conduct applicable throughout the Group, data protection and information security represent essential principles for the actions of our employees. The protection of privacy and the associated respect for the human rights of customers, employees, shareholders, suppliers, and sales partners are guiding principles enshrined in the A1 Group's Code of Conduct.

The contractual partners of the corporate group are obliged to adhere to the principles laid down in the Code of Conduct, and thus also to respect human rights and comply with data protection regulations. The Code of Conduct is an integral part of the relationship with contractual partners and is supplemented by the respective agreements governing data protection principles.

Group Data Governance Policy

The Group Data Governance Policy is the result of a combination of requirements and interpretations in relation to the GDPR and various other data protection regulations. This policy serves as a means of self-governance.

Data protection guidelines of the Group companies

Each Group company has data protection guidelines that regulate the processing of personal data in accordance with applicable laws and the technical and organizational measures for the protection of personal data. Furthermore, taking into account locally applicable regulatory provisions, the Group companies are also obliged to impose such technical and organizational measures on third parties (contractors) who process personal data (in their capacity as processors) by concluding data processing agreements. This is to ensure that third parties who process personal data on our behalf in accordance with the instructions given follow strict technical, organizational, and contractual measures to protect personal data.

Awareness-raising and training for employees

All employees are obliged to maintain confidentiality regarding company and business secrets. Such confidential information must be stored securely and may only be shared internally with those employees who require it for their professional duties (need-to-know principle).

The first mandatory training courses on information security, data protection, and compliance are held as soon as employees join the company. The Group companies also hold regular training courses and offer internal e-learning courses and workshops.

Further information on data protection and information security can be found in the sustainability statement in the 2024 Group Management Report. Privacy policies are available on the websites of the A1 companies. ■



Our ambition: consistently sustainable, responsible, and future-oriented.

Sustainability



Sustainability at A1: Management and strategy

Our understanding of responsibility is to create the greatest possible benefit for society, our customers, our employees, and the environment by shaping our core business.

We integrate the three-pillar model of sustainable development (triple bottom line – “People, Planet, Profit”) into our activities. We want to act sustainably in our business activities and fulfill our responsibility at all levels.

Our self-perception as a responsible company is therefore an integral part of our corporate strategy. We integrate sustainable action along our value chain and play an active role in addressing environmental, economic, and social challenges.

Sustainability management

We established a Group-wide, integrated sustainability management system in 2010, which has been gradually developed further since then. The highest level of management is clearly committed to sustainable action. The “Group ESG” unit is assigned to the Deputy CEO and is responsible for managing, coordinating, and implementing the sustainability strategy in close cooperation with the ESG managers in the subsidiaries.

In this context, Group ESG initiates company-wide guidelines and policies, such as e.g. the Clean Energy Policy, the Human Rights Policy, the Media Ethics Policy, the Conflict Mineral Policy, the Diversity, Equity & Inclusion Policy, the Responsible Sourcing Policy and the Fair Pay Principles, in order to ensure a uniform integration of sustainability in the subsidiaries.

The cross-border approach creates synergies and enables central management of shared objectives with due consideration of regional particularities. Steering meetings to discuss the implementation of the sustainability strategy with local ESG managers are held at monthly intervals.

The topic of sustainability is regularly discussed in depth at management meetings and on the Supervisory Board, giving it an important role at the highest level.

In addition, sustainability targets have been a factor in management remuneration since 2020. Sustainability targets are defined annually for the short-term remuneration (short-term incentives, STI) of the A1 Group Management Board and the CEOs in the countries, which are based on the Group-wide objectives. For 2024, STI targets have been set for the Management Board in the areas of sustainability in supply chain management and employee satisfaction. In addition, STI targets have been defined by the A1 Group Management Board for the CEOs of the subsidiaries as well as for other members of the top management in connection with our Climate Transition Plan.

The long-term incentives (LTI) for the members of the Management Board and the CEOs of the subsidiaries now include the energy efficiency indicator, the reduction of CO₂ emissions, and the reduction of the gender pay gap. The achievement of sustainability targets therefore has a direct influence on management remuneration.

Sustainability strategy

Together with Group ESG, the sustainability responsables in the subsidiaries and in an ongoing dialog with the Supervisory Board, the Management Board has developed the sustainability strategy with an ambitious list of goals. This supports the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. Our sustainability strategy focuses on three strategic areas of action: “E” (Environmental), “S” (Social), and “G” (Governance).

In 2024, we revised our sustainability strategy to make it even more ambitious and future-oriented. In doing so, we have focused on incorporating current trends and developments. Our goal is not only to act sustainably, but also to be a forerunner in the field of sustainability.

E: Environment

Our biggest challenge in the environmental sector is to continuously increase energy efficiency and keep electricity consumption as low as possible while expanding ever more powerful infrastructure.

The goal is to offer customers the best possible services while keeping the environmental impact as low as possible. Another lever for this is to obtain “clean” electricity for the

Sustainability ratings

Our sustainable activities are evaluated annually by rating agencies. The results confirm our leading position as a sustainable company and ESG frontrunner.



Sustainalytics, a Morningstar company, is a leading independent research, rating and data company in the field of ESG, and has recognized Telekom Austria AG as a Sustainalytics ESG Top Industry Rated Company. With 12.8 points, we are classified as low risk, putting us among the best telecommunications companies worldwide.



CDP awarded the A1 Group an “A-” rating. In addition, in 2024, it participated in the EcoVadis Sustainability Rating and achieved the gold medal. The rating covers a wide range of non-financial indicators in the areas of environment, labor, and human rights, ethics and sustainable procurement.

More information on the ratings:
www.A1.group/responsibility

operation of networks or to produce electricity from renewable energies ourselves in order to continuously reduce CO₂ emissions.

Our ambitions to make a contribution to combating climate change are also reflected in our related goals (see chapter “Environmental and Climate Protection”).

S: Social

In the social area, we are focusing on two main topics: promoting digital competences in society (see chapter “Digital Competences”) and equality, as well as reducing the gender pay gap (see chapter “Employees”).

G: Governance

Our ESG focus in the area of governance is on integrating sustainability in the supply chain (see “Value Chain”) and maintaining a best-practice compliance management system (see chapter “Compliance”).

Sustainability goals from 2025 onwards

E	S	G
CO₂ Emissions Goal by 2030: Reduction of Scope 1 and Scope 2 (market-based) CO ₂ emissions by 90% and Reduction of Scope 3 CO ₂ emissions by 60% (BY 2019) Status: -58% Scope 1 and Scope 2 (market-based), -26% Scope 3 See chapter on Environmental and Climate Protection	Digital Competences Goal by 2030: We want to enable people to participate in our digital competence programs, thereby reaching 1 million participations (BY 2021). Status: 437,526 participations See chapter on Digital Competences	Compliance Management Goal until 2030: Maintain the externally certified Best-Practice Compliance Management System (CMS) Status: Successful recertification (2022/2023) of the CMS See chapter on Compliance
Energy Efficiency Goal by 2030: Increase energy efficiency by 80% (BY 2019) Status: Increase of 60% See chapter on Environmental and Climate Protection	Volunteering Goal until 2030: The A1 Group offers its employees at least four corporate volunteering options annually until 2030 Status: Offered in all countries See chapter on Employees	Board Remuneration Goal until 2030: Implementation of ESG goals in the management board remuneration plan in all years until 2030 Status: ESG goals included in Short-Term and Long-Term Incentives See chapter on Sustainability
Circular Economy Goal by 2030: Device take-back will be increased to 50% by 2030 compared to the annual volume brought to market Status: Take-back of 28% of devices brought to market in 2024 See chapter on Environmental and Climate Protection	Diversity Goal by 2030: Increase the share of women in the company and women in leadership positions to 40% Status: 40% women in the company, 35% in leadership positions See chapter on Employees	Supply Chain Goal by 2030: Conduct five on-site inspections of suppliers each year until 2030 to ensure high supplier standards along the supply chain Status: 5 on-site audits conducted See chapter on Sustainability
E-Waste Goal by 2030: We aim for the sustainable processing of 100% of CPEs (modems, routers, TV receivers, etc.) Status: 100% of the CPEs have undergone sustainable processing See chapter on Environmental and Climate Protection	Gender Pay Gap Goal by 2030: Reduce the adjusted income gap to 1% or less and continue efforts to reduce the unadjusted income gap Status: New goal – status will be published for the first time in 2025 See chapter on Employees	Learning* Goal by 2030: We want to achieve/maintain an average of 40 training hours per employee (FTE) per year. Status: 42 hours per FTE/year See chapter on Employees

BY = Base Year; CPE = Customer Premises Equipment; *Employee Learning = S Goal

Responsibility along the value chain

The solid foundation of our value creation lies in the expansion, operation, and provision of high-performance infrastructure such as fiber and mobile networks. These networks and our data centers are the backbone of digital communication, enabling reliable data transmission of excellent quality.

Together with our employees, we develop products and solutions that are tailored to ensure customer relevance and positive digital experiences, as well as underpinning the dynamically increasing demand for stable, secure connectivity and digital services.

As we do not manufacture hardware ourselves, we source products such as network components and technologies through a global supply chain (upstream). The products sourced from Tier 1 suppliers – i.e., our direct suppliers – include, in particular, network technologies (mobile and fixed terminal devices), transport and core components, IT infrastructure and associated services (such as support and maintenance).

We place great importance on sustainability aspects in procurement and therefore take measures to promote environmentally friendly and socially responsible supply chains. We therefore ensure, through strict due diligence checks, that our suppliers meet our high standards regarding social

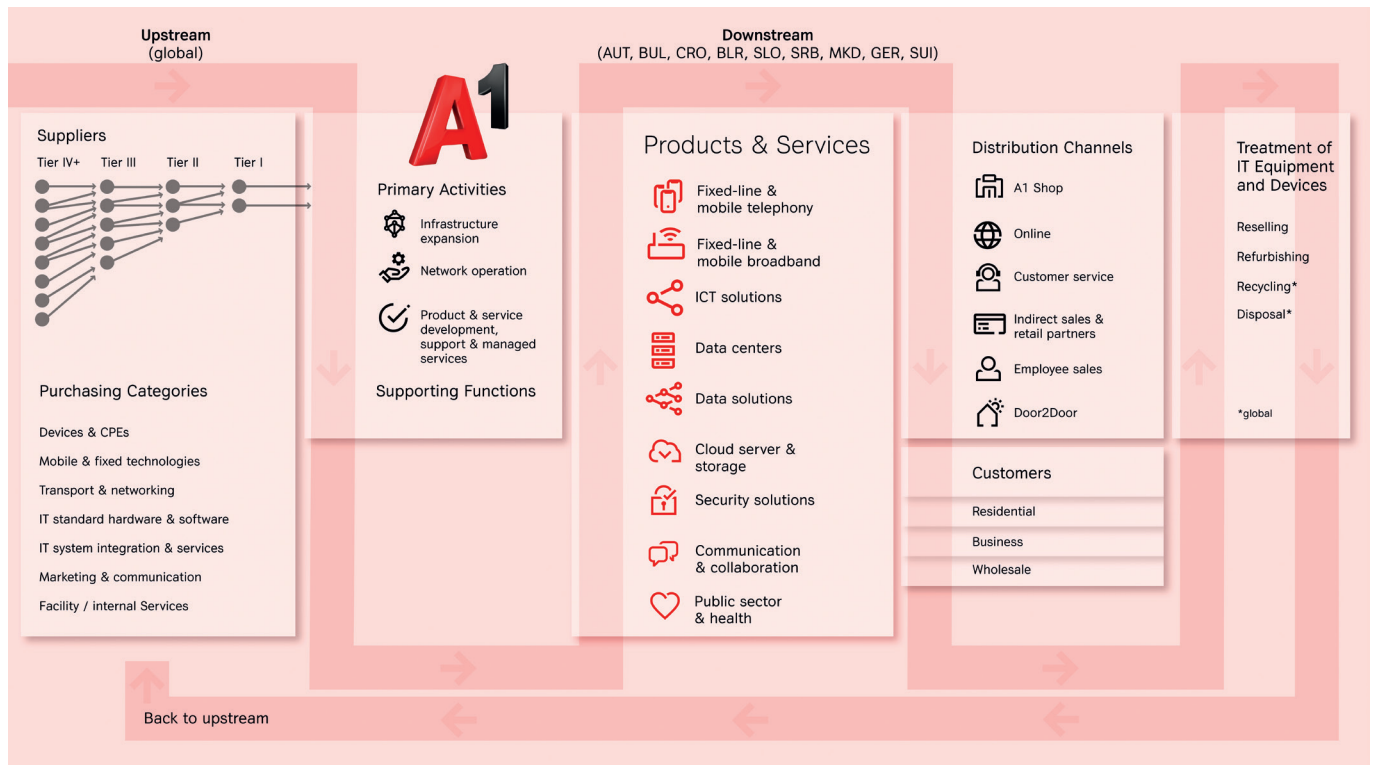
and environmental standards. In addition, the contracts with suppliers include clear clauses about compliance with human rights and environmental standards.

Since 2022, we have been a member of the Joint Alliance for Corporate Social Responsibility (JAC), an association consisting of around 30 telecommunications companies operating worldwide. JAC conducts annual on-site audits of our suppliers. These audits evaluate, verify and improve working standards, health and safety guidelines, environmental standards, ethical standards, as well as the management systems at the suppliers. The results of these audits are presented in the form of a mandatory action plan. In 2024, JAC carried out a total of 150 audits at production and work sites – five of which were commissioned by us. This makes an important contribution to making our supply chain socially and environmentally responsible and future-proof.

Our responsibility also extends to our downstream value chain. Through our initiatives to promote digital competences, we support people of all ages in navigating the digital world confidently and competently through workshops and webinars (see chapter “Digital Competences”).

In addition to our measures to reduce CO₂ emissions and increase energy efficiency, we place particular emphasis on the reuse, refurbishment and recycling of used equipment and infrastructure in order to conserve resources and promote the circular economy (see chapter “Environmental and Climate Protection”). ■

Our value chain



Actively protect the climate and significantly reduce direct CO₂ emissions.

Environmental and Climate Protection



Ambitious climate targets and a clear transition plan

At A1, we are fully aware of the interactions between the environment and business activities. Therefore, we set ourselves ambitious goals and developed a Climate Transition Plan. This sets out clear and binding measures for our climate vision of “Net Zero by 2040”.

The main drivers of climate change and global warming are greenhouse gas emissions caused by humans, particularly CO₂. However, digitalization opens up opportunities for emissions reduction.

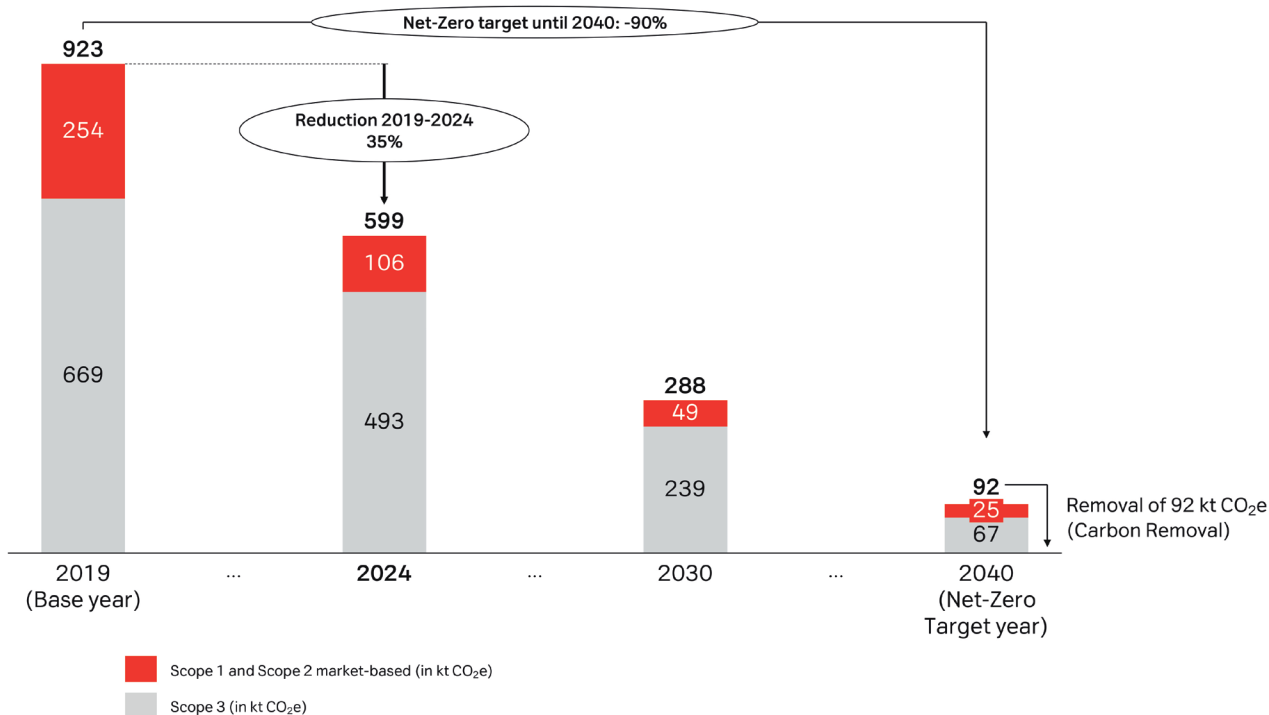
At the same time, the challenge lies in the fact that the expansion of increasingly powerful infrastructure and the use of digital technologies can increase energy demand, particularly electricity. This must be countered, for example, by continuously increasing energy efficiency.

In line with the Paris Climate Agreement, we have set ourselves ambitious goals: By 2030, we aim to reduce our direct CO₂ emissions (scope 1 and scope 2 market-based) by at least 90% (base year 2019). Furthermore, it is our goal to reduce our other indirect CO₂ emissions generated along our value chain (scope 3¹⁾) by 60% over the same period. Our long-term target is to achieve net-zero emissions throughout our entire value chain by 2040. These targets have been validated by the Science Based Targets initiative (SBTi) to ensure that they contribute to limiting the rising global temperature and achieving international climate goals.

To achieve these goals, we developed a Climate Transition Plan in 2024, which was approved by the A1 Group Executive Board and confirmed by the A1 Group Supervisory Board. This plan outlines in detail how the aspired goals are to be achieved by 2040. It is based on five cornerstones:

- Increasing energy efficiency: Modernization of networks, introduction of energy-efficient technologies, dynamic control of energy consumption through digital tools, as well as the modernization and virtualization of data centers.
- Transition to renewable energies: Expansion of photovoltaic systems and wind turbines at our locations, procurement of green electricity.
- Transformation of the vehicle fleet: Gradual replacement of vehicles with combustion engines by electric and hybrid vehicles, supported by the expansion of charging infrastructure.
- Modernization of building technology: Installation of energy-efficient heating and cooling systems, as well as the use of natural ventilation and heat recovery.
- Decarbonization in the value chain: Collaboration with suppliers to decarbonize their business processes, promotion of environmentally friendly alternatives in the context of business trips, reconditioning of customer end devices, and provision of refurbished devices.

Our path to net-zero emissions



¹⁾ Includes the following Scope 3 categories: Category 1 – Purchased goods and services; Category 2 – Capital goods, Category 3 – Fuel and energy-related emissions, Category 11 – Use of products sold.

Decarbonization in the supply chain

The majority of our CO₂ emissions are due to indirect CO₂ emissions, which occur along our value chain and are largely outside our direct sphere of influence. In order to achieve our net-zero emissions target, it is therefore crucial to develop a decarbonization strategy together with our suppliers.

Therefore, the Supplier Engagement Program was developed in 2024. A program that, as part of the Joint Alliance for CSR (JAC) – a global network of around 30 telecommunications companies – aims to reduce CO₂ emissions from suppliers.

Based on a maturity evaluation and other criteria, such as the level of CO₂ emissions, prioritization of suppliers was carried out. Based on this evaluation, 917 JAC suppliers were selected. With these, individual scorecards and suggested action plans were developed, which were based on their self-assessment. In 2025, we will evaluate the progress of suppliers and run further webinars to support them in development of their decarbonization capability.

Together with our suppliers, we are thus committed to making our supply chain more sustainable (see also “value chain” in the chapter on sustainability - strategy and management).

Consistently pursued climate strategy

The following results show that we are on the right track with our climate strategy: Compared to the base year 2019, we were able to reduce our scope 1, scope 2, and scope 3 emissions by 35% and are thus above our net-zero reduction pathway. Compared to 2019, we reduced the direct CO₂ emissions (scope 1 and scope 2) by 58% and our scope 3 emissions by 26%.

We have achieved this with a variety of measures: For example, we increased our own production of electricity from renewable energy sources by 42% compared to the previous year. We have also made significant progress in terms of obtaining electricity from renewable energy sources: In 2019, only 42% of our electricity consumption came from renewable energy sources.

Thanks to the consistent implementation of our Clean Energy Policy, a clear change has been achieved here: By the year 2024, we have already increased the proportion of electricity from renewable energy sources to 79%. The proportion of renewable energy in total energy consumption was 71% in 2024.

The cleanest electricity, however, is undoubtedly that which we do not consume at all, but rather save through targeted energy efficiency measures. An increase in data traffic should not necessarily lead to a higher demand for electricity and an increase in CO₂ emissions.

Between 2019 and 2024 alone, the volume of data transmitted by our infrastructure has increased by almost 200%. At the same time, we were able to improve our energy efficiency (measured by the electricity consumption per transported data volume) by 60%.

Circular economy

When expanding our infrastructure, we are not only concentrating on energy efficiency and the avoidance of CO₂ emissions. We also focus on the issue of resource conservation. Consistent life-cycle management ensures that technical equipment remains operational for as long as its lifespan allows – provided that it meets our high standards for energy efficiency and quality.

We also take into account aspects of life-cycle management for end devices, such as mobile phones, set-top boxes, and routers. We have therefore set the goal for ourselves of recovering 50% of the devices placed on the market. In 2024, this proportion was already 28%.

Devices such as modems and media boxes that are still functional and technically up to date undergo a comprehensive refurbishment process in order to be reused.

If reuse is not possible, whether for devices or infrastructure equipment, they are carefully dismantled, systematically separated into groups, such as circuit boards, copper, and iron, and then professionally recycled. We subject 100% of the devices we take back to sustainable processing. ■

Actively and responsibly shaping digital worlds.

Digital Competences



The dynamically advancing digitalization is changing working environments, educational offerings and social interaction. This creates new opportunities but is also associated with challenges.

Access to digital education and an understanding of the opportunities and risks of the digital world are indispensable prerequisites for actively and responsibly shaping current and future developments.

Our understanding of responsibility extends well beyond providing connectivity and top-quality services. We therefore consider it our task to promote digital competences and support people of all ages in navigating the digital world confidently and competently. Currently, there is a particular focus on raising awareness about cyber risks and the responsible use of technology.

In October 2024, we therefore launched the Group-wide “Take 5 Seconds” awareness campaign. With this initiative, we aim to encourage people to consciously pause and think for five seconds before disclosing personal information online, writing hate comments, or sharing photos thoughtlessly.



Promotion of digital competences

Our Digital Education Initiative, which we launched in all our subsidiaries in 2011, forms a core pillar of our commitment. This offers a wide range of free workshops, webinars, events and educational videos for children, educators, parents, and seniors. The focus of the content is on STEM education (Science, Technology, Engineering, and Mathematics), robotics and programming, making, and tinkering, as well as the promotion of digital media literacy. With more than 430,000 participations Group-wide since 2021, we are gradually getting closer to our ambitious goal of reaching a total of one million participations by 2030.

Educational commitment: "Better Online"

A special highlight of our international initiatives is #BoljiOnline (Better Online), a platform for digital educational engagement by A1 Croatia in collaboration with the Center for Safer Internet Croatia. Its goal is to make the internet a safer and more positive place for everyone. By raising awareness about the benefits and the risks of digital technologies, users get help strengthening their health, well-being, and relationships in the digital age.

The innovative programs run as part of #BoljiOnline include:

- ✓ The School of Responsible Influencing, in which influencers are trained and certified in responsible internet behavior. This initiative is being extended to other markets and was meanwhile also launched in Serbia, Belarus, Bulgaria, and North Macedonia.
- ✓ The Gen Z Academy, which educates young people in schools about internet safety and cyber threats.
- ✓ Numerous interactive initiatives such as online games, podcasts, and learning quizzes.

Putting social responsibility into practice

These programs impressively demonstrate how digital education can be linked to social responsibility. The #BoljiOnline initiative reflects the core values of the A1 brand by not only promoting digital competences, but also emphasizing the importance of having a safe, respectful, and responsible approach to digital technologies.

Our commitment to digital education is an integral part of our sustainability strategy and reflects our aspiration to make a positive contribution to society. We empower people to seize the opportunities of digitalization and to confidently meet its challenges. In this way, we are actively contributing to a sustainable, digital future. ■

A1 digital.campus

At the end of March 2025, the A1 digital.campus in Austria reopened its doors at the new location in the A1 headquarters in Vienna.

As Austria's largest private digital education initiative, the campus is committed to dialogue and promoting a responsible use of digital technologies. To mark the occasion, an exclusive round table was held on the topic of "Digital escalation: hate, lies, division - ways out of the crisis in our debate culture".

The event was dedicated to the question of how a constructive digital communication culture can be promoted and how children and young people in particular can be better protected in everyday digital life.

Since its initial opening in 2011, the A1 digital.campus in Austria has already registered around 500,000 participations.



Focus on people:
Human@Center

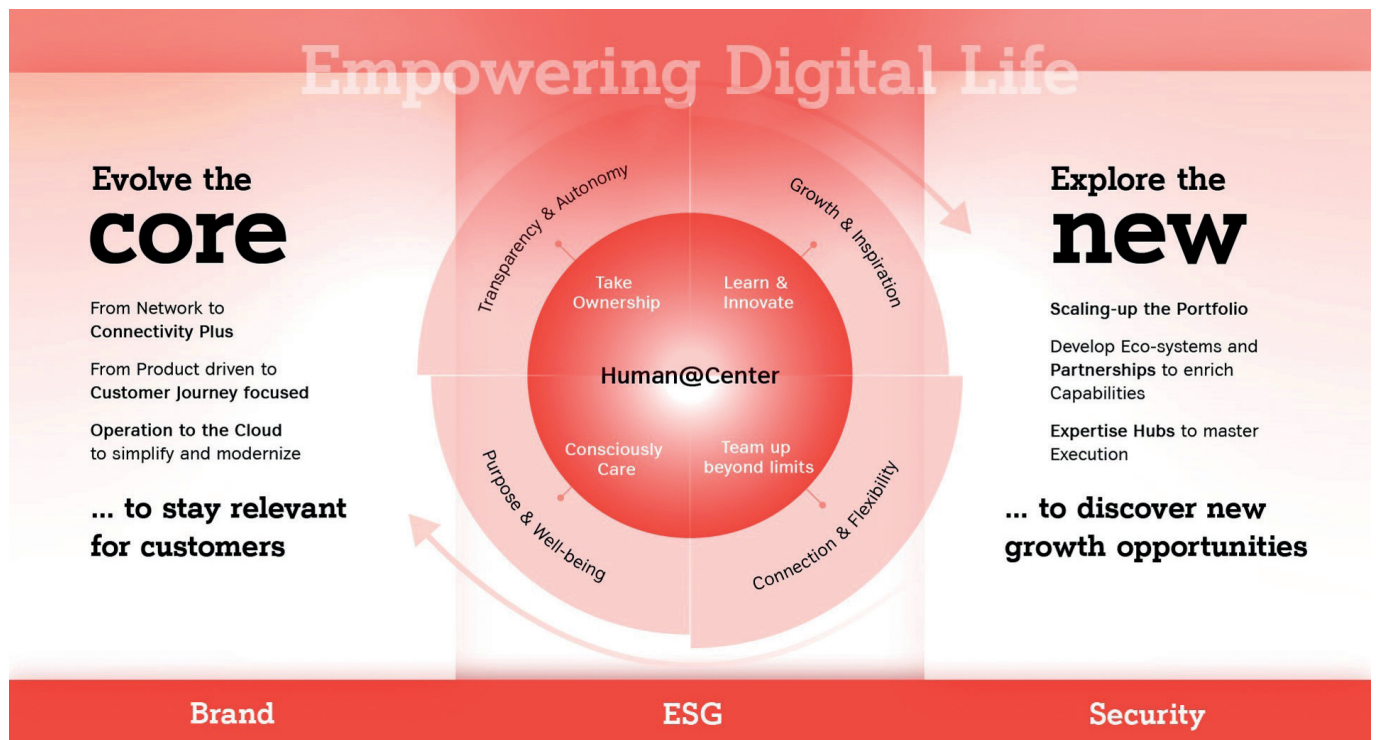
Employees



Our goal as A1 team is to provide optimal digital experiences and create real added value and growth. We aim to jointly expand our core business and develop new business areas. Quick, efficient action and the smart, customer-focused use of resources are crucial in this regard. To achieve this, we pool our group-wide strengths and competences, leverage synergies, and drive innovation forward. And because all these developments do not begin with technology, but with humans, we place them at the center of our strategy.

Human@Center

With “Human@Center”, we have defined specific requirements for our corporate culture. We must expand upon existing strengths. Behavior that serves the consistent pursuit of our strategy is encouraged. It is up to each and every one of us to realize these ambitions and put them into practice. In order to make this possible, we as an employer provide the appropriate framework conditions.



Human@Center provides a target image for the beneficial approaches and actions, with the four orientations described below:

Take Ownership

Taking responsibility for one's own actions, with all their positive and negative effects, is one of the focuses of Human@Center. Responsibility for accomplishments, milestones achieved, but also for failures and "lessons learned". This requires courage, but also fills us with satisfaction and pride when we experience the positive effects of our own actions.

Regular management team events with updates on company development and strategic and operational topics provide insight and an overview for orientation. We place great importance on providing sufficient opportunity and time for questions and discussions in these formats, thereby ensuring an open feedback culture.

The foundation for implementation in day-to-day business is laid in the Group-wide performance dialogues between managers and team members: Transparency regarding goals and expectations, the necessary development steps, and the flexibility available for this are evaluated and regularly refined in these dialogues.

Attractive employer

At the end of 2024, the A1 Group employed around 17,300 employees (percentage of women: 40%). This makes us an important and multi-award-winning employer in this region, with the ambition to remain attractive as such.

	2023	2024	Δ
Austria	6,473	6,042	-431
Bulgaria	3,646	3,848	202
Croatia	1,854	1,922	68
Belarus	2,182	2,125	-57
Serbia	1,551	1,585	34
Slovenia	629	601	-29
North Macedonia	776	771	-6
Holding incl. A1 Digital	396	406	9
A1 Group	17,508	17,298	-209

With digitalization, the requirements are changing, and technological change is also having an impact on the telecommunications industry. In recent years, we have reduced our workforce in Austria by approximately 300-400 employees per year through social plans, retirements, natural turnover, and non-replacements in a socially acceptable manner, with us spending nearly EUR 100 mn per year on social plans. In 2024, the number was slightly higher – among other reasons due to the high inflation of previous years.

Learn & Innovate

In the context of learning and further development, we also look at beneficial behaviors and attitudes: being and remaining curious, leaving one's comfort zone, openly addressing problems, and tackling new topics. It should also be possible to experiment, because when it comes to innovative approaches, traditional solutions often do not help. We are therefore open to new ideas and approaches.

The company provides extensive learning opportunities for our experts and managers. From coaching to international and local leadership programs, such as Data4Leaders, to specialized programs such as Data4Business. In 2024, the group-wide GenAI training was rolled out to further expand data competence within the A1 Team. Access to various learning platforms, such as LinkedIn Learning or Udemy, is, of course, available to the entire team. In 2024, the average number of training hours per employee was 42 hours.

The A1 Skillpassport, which is linked to the A1 job platform, helps to find the right learning opportunities. Local reskilling programs help in the course of job changes. A learning budget for individual further training measures serves as support, particularly for career changers. For us, executives are important multipliers in the process of change. Therefore, in 2024, the Human@Center Practice Lab 4 Leaders was launched, a training on H@C behaviors and specific applications in which 99 colleagues participated. A similar training session was also held for all CEOs.



Team up beyond Limits

In working life, one plus one very often adds up to more than two. Teamwork stands for the bundling of knowledge, creativity, and energy among departments and countries. This is exactly what is needed to successfully master current and future challenges.

In order to support international cooperation and team cohesion, various digital collaboration tools are provided, as well as flexible working models in terms of time and location. We also have a transparent internal job market: All open jobs in the A1 countries are visible to all team members. We have a strong interest in retaining our talents in the company and promoting internal development.

Many divisions work using agile structures. They separate functional and personnel management and always put teams together in new "squads" according to the respective requirements. The Group Young Potential Program (GYPP) also promotes international cooperation. In 2024, 28 colleagues took part in it.

To evaluate these measures and activities, we provide formats for regular feedback. In addition to the format of performance dialogues, local surveys and company-wide surveys, such as the A1 Voices, are also conducted. In the course of the corresponding surveys, four countries were certified as "Great Places to Work" (representing around 68% of the workforce).



Consciously Care

Performing, learning, taking responsibility, and working together are possible only if we are physically, mentally, and emotionally well. That's why we pay close attention to ourselves and our surroundings.

Our Group-wide A1 Health, Safety, and Well-Being Policy published in 2023 and ISO-45001 certifications in all countries are important components. Like our A1 Human Rights Policy, they document our focus on fundamental rights and responsible, fair, and equal treatment of one another.

In difficult life situations, all employees have access to offers that are free of charge and anonymous, such as the Employee Assistance Program. Qualified advisers are available in all national languages to help solve individual problems of various kinds. Mental well-being is also a key focus in this regard. In Austria, occupational psychological counseling and occupational medicine complete the range of services.

Diversity and fairness

- ✓ **Diversity:** Diversity makes us stronger. Aspects such as gender, sexual orientation, religion, origin, ethnicity, skin color, age, special needs, etc. are insignificant to us. Talent is not subject to regulatory standards, and we want to work with the top talent and enable them to develop their full potential.
- ✓ **Equity** means for us using the available resources in a way that all employees can make the best possible contribution within the scope of their work.
- ✓ **Inclusion** creates a working environment where everyone feels welcome, respected, supported, and valued, regardless of their individual differences.

We do not tolerate discrimination or any other offensive or degrading behavior such as intimidation, bullying, sexual harassment, or false accusations.

The wide variety of corporate volunteering offers in all countries provide opportunities to do good personally as part of sustainability initiatives. In 2023, "Spletne brihte" in Slovenia made it into the Guinness Book of Records as the world's largest online quiz, in which more than 20,000 children participated. In 2024, A1 Bulgaria won the national award for Volunteering HEROS.

Fairness as a principle at A1

Fairness and integrity are indispensable prerequisites for daily actions and thinking at A1. This is reflected in our Code of Conduct, in our Fair Pay Principles published in 2023, and, since 2020, in our Group-wide Unconscious Bias trainings.

In 2024, 2,865 of these trainings were completed successfully. In Austria, mandatory e-learning sessions on sexual harassment were held, as well as diversity training sessions in both German and English.

Recruitment

A new evaluation logic was developed at A1 in Austria already in 2023 to counteract prejudices in recruitment. A uniform job architecture is used Group-wide, with clearly defined salary bands for the respective job levels. These are regularly compared with market data and adjusted if necessary.

In 2024, Group-wide guidelines were developed that clearly describe the roles of all those involved in the recruitment process and make the entire process transparent. They are aimed at ensuring equal opportunities and unbiased recruitment, as well as promoting further development. This initiative supports us in creating a diverse workforce.

When recruiting external talent, we also place particular emphasis on increasing and promoting such diversity within the company. Austria focuses on apprentices and dual students. This year, one of our female apprentices won the "Junior Sales Champion International 2024" award. The "A1 START" initiative in Croatia and Slovenia focuses on technical job fields, and "A1 WayUp Gen'24" in North Macedonia focuses on students. In Belarus, open positions that are suitable for people with disabilities are specially marked.

In Bulgaria, there is the A1 Internship Program and the A1 Summer Academy, where 60% of the participants became a permanent part of the A1 team in 2024. In Austria, A1 has been recognized by sheconomy and kununu as one of the best employers for women and has received the "Top Female Workplace 2024".



Diversity, equity and inclusion

Diversity and internationality offer us many valuable advantages. For example, a broader range of perspectives and ideas that translate into creativity and innovative strength. With our Code of Conduct and our Diversity, Equity & Inclusion Policy, we have clearly defined goals, expectations, and responsibilities. We are committed to promoting diversity, ensuring equality, and creating an inclusive work environment.



In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

pay. This way, we not only strengthen our corporate culture but also contribute to social change.

Telekom Austria AG has been a member of the Diversity Charter since 2014 and signed the UN Women's Empowerment Principles (WEPs) in 2024 to further strengthen its commitment to gender equality. This step demonstrates how determined the A1 Group is to promote women in leadership positions and in the STEM field, as well as to ensure fair

We review and analyze the gender pay gap on a Group-wide basis. Its reduction is also a part of management objectives in terms of management remuneration. According to our findings, existing differences in income are strongly driven by structural factors. This includes, for example, the comparatively low number of women in STEM (Science, Technology, Engineering, and Mathematics) professions, as well as the proportion of women in leadership positions.

Therefore, A1 Austria participates in the SHE goes DIGITAL initiative, and experienced "MINT (STEM in German) Sisters" support female applicants for STEM positions at A1. The "MINT Busters" dispelled myths that might prevent women and girls from applying for a STEM job at Girls' Day 2024 in a workshop.

The Croatian STEMfemme program offers training and mentoring for young students, while STEMfemme Junior is aimed at girls of primary school age and was also implemented at A1 in Bulgaria in 2024.

Also, at A1 in Slovenia, where there is a partnership with "Girls Do Code", the digital skills of girls are promoted, and women are recognized for their achievements in STEM at "Engineer of the Year". These are all examples of initiatives that are not only intended to bring more women into STEM positions, but also to reduce the gender pay gap.

Gender Pay Gap

We are committed to reducing the gender pay gap - also as part of our ESG objectives - and are focusing on diversity, equity, and inclusion (DEI). The initiatives and measures in this regard express our commitment to equal income and equal opportunities. The aim is to create strategic structural conditions to fully recognize and promote the diversity of employees and their potential and, in the spirit of Human@Center, to focus on people.



Female Empowerment

The Group-wide target of a 40% proportion of women in management positions reflects our commitment to greater diversity at all levels within the company. It is our belief that an increase in the proportion of women in leading positions also has a positive impact on income disparities.

For example, the Austrian Female Empowerment Program has focused on promoting women in leadership positions. It was carried out for the fourth time in 2024 and 85 female colleagues have already participated in it.

Diverse Initiatives

We have established a number of initiatives to take account of the diversity of our team. Flexible, country-specific work models, for example, enable work that is independent of time and location. The flexibility and diversity of our A1 teams is further enhanced by childcare services and kindergartens, which vary from country to country.



For the seventh consecutive year, A1 Slovenia and A1 Serbia have been awarded the coveted certificate for family friendliness. Every year, the two A1 companies undergo an audit to ensure that they continue to meet the high standards. At the end of 2024, A1 Austria

was recognized as one of ten companies by Great Place to Work as a Best Workplace™ for Young Talents 2025.

All of this confirms our successful commitment as an employer to a harmonious balance between work and family life, as well as our exemplary diversity management.

On International Women's Day in March 2024, Austria hosted the Women@A1 Festival, which was organized by A1 women for A1 women. And in October, the so called "MINTchanger" event took place, an event for empowerment, rolemodels and networking in the STEM world, featuring many exciting deep dives, insights, and keynotes. Colleagues on maternity leave benefit from seminars and the networking events by Business@Breakfast, as well as their own maternity leave mentors and the internal platform Karenz@A1.

In general, the topic of exchange and networking is becoming increasingly present. For example, there are various internal networks for women, for the LGBT+ community, for the ESG community, and for part-time employees, which are created with strong contribution by like-minded employees.



Social dialogue

Communication with employee representatives is valuable for us because it allows us to learn even more from them about the interests and concerns of our workforce. This knowledge helps us to work towards a balanced and harmonious working environment.

The Supervisory Board of Telekom Austria AG consists of 15 people, five of whom are employee representatives.

The European Works Council brings together employee representatives from all EU countries and facilitates transnational social dialogue. ■

Actively practicing good
Corporate Governance.

Compliance



Integrity as a guarantee of trustworthiness

That the company's goals are only pursued and achieved with impeccable conduct is a given for us. Compliance is therefore firmly anchored in the A1 Group.

Clearly communicated values, guidelines and rules determine how managers and employees conduct themselves.

Managers, especially top management, lead by example and convey the right messages ("tone from the top"). Targeted measures to promote good conduct support practical implementation.

The ongoing development of the externally certified compliance management system (CMS) in line with best practice considerations is a key aspect of the ESG strategy. Ultimately, ethical and legal behavior is critical to ensuring trust in the A1 Group.

Compliance Management System

Strategy

Culture

Compliance goals

Communication

Governance

Prevention

Risk assessment
/ planningBehavior-orient-
ed prevention,
incl. guidelines,
trainingProcess-oriented pre-
vention incl. Internal
Control System

Detection

Whistle-
blower
system

Audit

Reaction

Investiga-
tions & Case
management

Measures

Evaluation

Effectiveness

Constant improvement

Reporting

Support

Compliance organization

Knowledge

Compliance-IT

By regularly checking the appropriateness and effectiveness of the CMS, we aim to determine whether the current compliance requirements are fair and where there may be potential for improvement.

Our CMS was audited for the first time in 2012/2013 by PwC and again in 2018/2019 by KPMG and in 2023/24 by BDO. We received an unqualified audit opinion each time.

Fair and sustainably successful business development

The A1 Group's Code of Conduct contains important ESG aspects, such as:

- ✓ Responsibility for people, society and the environment and the strict rejection of any form of corruption.
- ✓ The commitment to diversity and inclusion as well as human rights, environmental protection, and digital education.

To promote ethically and legally impeccable behavior in the many decisions that have to be made on a daily basis, we have a rigorous set of regulations. It includes regulations on integrity, fair dealings with stakeholders, the protection of personal and confidential data, reporting and avoiding conflicts of interest, handling gifts, invitations, and personal benefits, protecting company assets, communicating the content of the Code of Conduct and the Group's whistleblower principles. The Code of Conduct addresses all employees and managers Group-wide and also represents a contractually agreed guideline for A1's business partners.

Group-wide policies also provide detailed guidance on specific compliance issues such as anti-corruption and conflicts of interest, data protection, antitrust law, and capital market compliance. The policy on anti-bribery, anti-corruption and conflicts of interest contains a strict ban on all forms of bribery and corruption. The prohibition of donations to and placing ads in the media of political parties and organizations with close ties to political parties, and a commitment to responsible advertising are clearly regulated.

To ensure compliance with all relevant sanctions regulations, sanctions management was adapted to the increased requirements, particularly in relation to the Ukraine conflict.

In order to integrate the concept of integrity for the long term, comprehensive compliance training courses are held annually for specific target groups and for all employees.

To report observed or suspected misconduct, employees and external persons can use the whistleblower platform "tell.me" and remain anonymous if desired.

Further information on compliance at the A1 Group can be found in the Sustainability Statement of the Group Management Report 2024 and on the Group website www.A1.group, under "Compliance". ■

Active and transparent
communication creates trust.

Investor Relations



For us, good capital market communication means providing timely, accurate, transparent, and comprehensible information. The range of tasks includes reporting, publications required by law, and direct dialogue with investors. The latter takes place at conferences, roadshows, and other capital market events as well as via communication platforms (such as MS Teams), by telephone, and by e-mail.

Share and shareholder structure

Telekom Austria AG has been listed on the Vienna Stock Exchange since November 2000. In 2025, we will celebrate a special milestone: our 25th anniversary of being publicly listed (see the 25 Years on the Stock Exchange chapter for more information).

ISIN
AT0000720008

Ticker symbol
TKA

Reuters
TELA.VI

Bloomberg
TKA AV

Listing
Vienna Stock Exchange, prime market

At the end of 2024, 60.6% (which is 402,661,546 shares) were owned by América Móvil. The Republic of Austria held 28.4% of the shares (which is 188,876,602 shares) through Österreichische Beteiligungs AG ("ÖBAG"). Additionally, Telekom Austria AG continued to hold 415,159 treasury shares.

Share price performance

In 2024, the Telekom Austria share recorded moderate growth of 4.1% after a record increase of 58% the previous year. In the first half of the year, the share rose sharply to its annual high of EUR 9.32 on June 28. In the second half of the year, the share lost initial gains due to profit-taking and was further pressured by general market volatility in the summer. In the fourth quarter, the share gradually stabilized to the level at the beginning of the year. Meanwhile, the STOXX Europe 600 Telecommunications Index increased by 16.2% from the beginning of the year, while the ATX Index rose by

6.6% and the European stock market (STOXX Europe 600) increased by 6%.

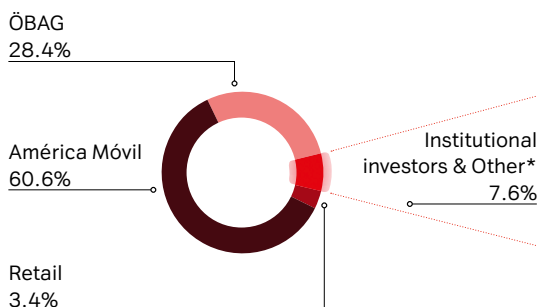
Analysts and recommendations

At the end of 2024, analysts from ten financial institutions reported on the Telekom Austria share in research publications:

- ✓ AlphaValue/Baader Europe
- ✓ Bank Pekao
- ✓ Barclays
- ✓ Bernstein
- ✓ Citigroup
- ✓ Erste Group Bank
- ✓ HSBC
- ✓ JP Morgan
- ✓ Kepler Cheuvreux
- ✓ Oddo BHF

Shareholder structure

indexed as of Dec 31, 2024



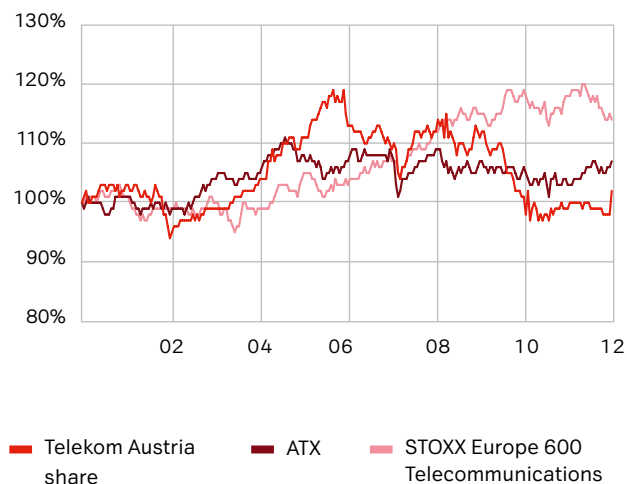
* including treasury shares, employee shares and non-identified

Institutional investors by regions



Performance of the Telekom Austria share

indexed as of Jan 1, 2024



Key share figures

	2023*	2024
Share price high (intraday)	€ 7.77	€ 9.32
Share price low (intraday)	€ 4.86	€ 7.33
Closing price on December 31	€ 7.65	€ 7.96
Market capitalization at year-end (in EUR mn)	5,083	5,289
Share development	57.8%	4.1%
Average trading volume (number of shares)	141,494	88,050
Number of shares issued	664,500,000	664,500,000
Number of shares outstanding	664,084,841	664,084,841

* Share prices before September 22, 2023 adjusted, for the spin-off of the tower business (adjustment factor: 0.8387).

As of December 31, 2024, three analysts recommended buying Telekom Austria shares and seven recommended holding them. There were no sell recommendations.

Dividend

The dividend policy aims for reliable payouts with sustainable growth and long-term stability. In 2023, an annual minimum dividend of EUR 0.32 was established. This corresponded to the dividend paid out in 2023. It was also determined that the dividend payout should grow sustainably in line with the operational and economic development of the corporate group. Accordingly, for the financial year 2023, a dividend of EUR 0.36 was paid on July 4, 2024. For the financial year 2024, the management board plans to propose a dividend of EUR 0.40 per share at the annual general meeting in 2025.

Debt and ratings

We make active use of the international and local debt capital markets in order to diversify our financing both regionally and in terms of our investor base.

Bonds

Since our first bond in 2003, we have issued a total of eight benchmark bonds, including the first hybrid bond in the European telecommunications sector.

Following consistent and successful debt reduction in recent years, only one bond remained outstanding as of December 31, 2024. It has a volume of EUR 750 mn, a coupon of 1.5%, and matures on December 7, 2026.

Ratings

Telekom Austria AG has an "A-" rating from all three major rating agencies: Fitch, Moody's Investors Service ("Moody's"), and Standard & Poor's Global Ratings ("S&P"), making it one of the highest-rated telecommunications companies in Europe.

Moody's confirmed our credit rating of A3 in November 2024. Fitch maintained the rating at A- since December 2023. S&P has rated us A- since October 2022, as reflected in the latest report published in May 2024.

Dividend development

Year	Dividend per share (paid)	Earnings per share (in reference year)	Free cash flow per share (in reference year)	Payout ratio
2024	EUR 0.36	EUR 0.97	EUR 0.53	37.1%
2023	EUR 0.32	EUR 0.95	EUR 0.90	33.5%
2022	EUR 0.28	EUR 0.68	EUR 0.73	40.9%
2021	EUR 0.25	EUR 0.58	EUR 0.76	42.7%
2020	EUR 0.23	EUR 0.49	EUR 0.51	46.7%
2019	EUR 0.21	EUR 0.36	EUR 0.58	57.8%
2018	EUR 0.20	EUR 0.48	EUR 0.58	41.6%

ESG-Ratings

We have our sustainable activities evaluated annually by international rating agencies. Additionally, Telekom Austria shares are listed in sustainability indices, such as the FTSE-4Good Index series since 2001 and the Austrian Sustain-

ability Index (VÖNIX) since 2005. The VÖNIX is a capitalization-weighted price index, comprising those publicly listed Austrian companies that are leaders in social and environmental performance. ■

	Rating 2024	Percentile	Category
CDP ¹⁾	A-		Leadership
Sustainalytics	12.8	Top 5%	Low Risk
ISS ESG	B-	Top 20%	Prime
EcoVadis	77	Top 3%	Gold

¹⁾ A1 Group expects the official score to be released in June 2025. The percentile is not yet available.

25

Years on the Stock Exchange

In November 2000, we ushered in a new era: with our listing on the Vienna Stock Exchange, we laid the foundation for growth, innovation, and internationalization – and marked the beginning of our transformation into a digitalization partner for an entire region.

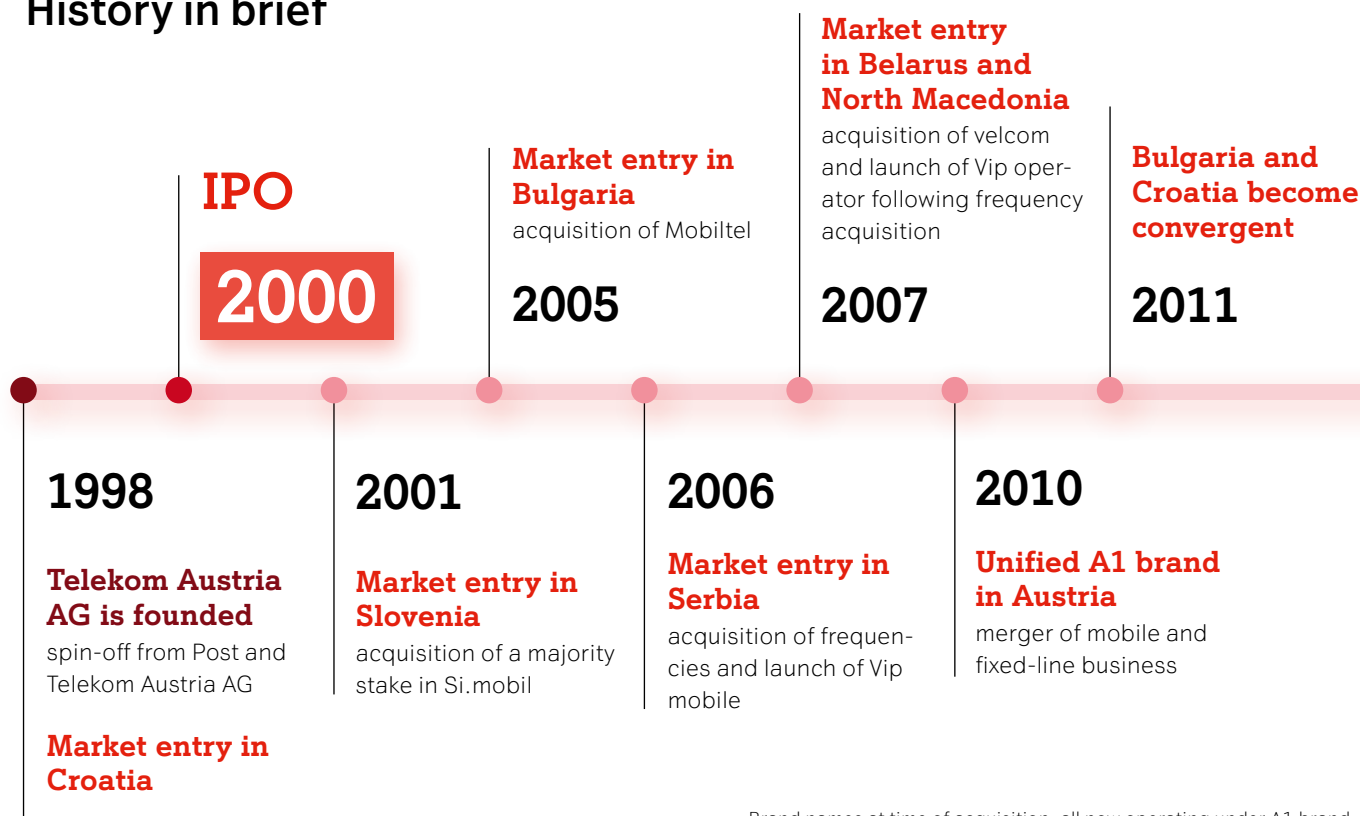
“For 25 years, A1 Group has been listed on the stock exchange – today, we are proud to stand as a leading digitalization partner in CEE, recognized for sustainable growth, a strong market position, and a brand synonymous with quality and innovation across the region. Building on our strong telecommunications roots, we have consistently evolved into an integrated ICT provider – a transformation that motivates us to continue setting new standards in the future.”

Alejandro Plater, CEO

A milestone with impact

Our initial listing on November 21, 2000, was one of the largest capital market transactions in Austria at the time. Gaining access to the capital market enabled us to invest ambitiously: in mobile and broadband infrastructure, in new markets, in innovation. The strong demand from institutional and retail investors confirmed our strategic direction – and set the course for long-term growth.

History in brief



Brand names at time of acquisition; all now operating under A1 brand.

Future-oriented investments

25 years later, the A1 Group is active in seven core markets, as well as in Germany and Switzerland. Under the unified A1 brand, we offer a broad portfolio of connectivity, digital solutions, and ICT services – with an increasing focus on software. Our infrastructure is the foundation: high-performance mobile and fiber networks, secure data centers, and European cloud services. In 2024 alone, we invested EUR 860 mn – of which more than EUR 520 mn was invested in Austria. This places us among the top three infrastructure investors among Austria's listed companies – not just today, but throughout our entire time on the stock exchange. Over 17,000 employees are driving this development every day. At the same time, we are setting clear standards in sustainability – with ambitious ESG goals and a strong commitment to social responsibility.

"A quarter of a century of stock market presence marks not only economic success but also continuous transformation. We are driving digital and sustainable change with determination – acting responsibly toward our customers, employees, and society. At the same time, as one of the country's largest listed infrastructure investors, we are committed to sustainably shaping the future of Austria."

Thomas Arnoldner, Deputy CEO



Condensed Consolidated Statement of Comprehensive Income

in EUR million, except per share information	2023	2024	Δ
Service revenues	4,348	4,502	3.5%
Equipment revenues	811	813	0.2%
Other operating income	92	98	5.9%
Total revenues (incl. other operating income)	5,251	5,413	3.1%
Cost of service	-1,474	-1,487	0.9%
Cost of equipment	-790	-807	2.2%
Selling, general & administrative expenses	-1,046	-1,088	4.0%
Other expenses	-18	-9	-47.8%
Total cost and expenses	-3,327	-3,391	1.9%
Earnings before interest, tax, depreciation and amortization (EBITDA)	1,924	2,021	5.1%
Depreciation and amortization	-796	-825	3.7%
Depreciation of right-of-use assets	-215	-338	57.1%
Impairment & reversal of impairment	-3	3	-203.2%
Operating income (EBIT)	911	861	-5.4%
Interest income	20	20	0.2%
Interest expense	-99	-100	1.7%
Interest on employee benefits and restructuring and other financial items, net	-9	-18	105.0%
Foreign currency exchange differences, net	-3	-2	-47.0%
Equity interest in net income of associated companies	1	1	35.8%
Financial result	-90	-98	9.7%
Earnings before income tax (EBT)	821	763	-7.1%
Income tax	-175	-137	-22.1%
Net result	646	627	-3.0%
thereof, attributable to the equity holders of the parent	645	626	-3.0%
thereof, non-controlling interests	1	0.7	4.0%
Earnings per share attributable to equity holders of the parent in euro*	0.97	0.94	-3.0%
Weighted-average number of ordinary shares outstanding	664.084.841	664.084.841	
Other comprehensive income items			
Effect of translation of foreign entities	-41	-6	n.m.
Realized result on hedging activities, net of tax	2	0	-100.0%
Unrealized result on debt instruments at fair value, net of tax	1	1	-52.8%
Items that may be reclassified to the net result	-37	-6	n.m.
Remeasurement of defined benefit obligations, net of tax	-13	7	-155.7%
Items that will not be reclassified to the net result	-13	7	-155.7%
Total other comprehensive income (loss)	-50	1	-102.0%
Total comprehensive income (loss)	596	628	5.3%
thereof, attributable to the equity holders of the parent	596	627	5.3%
thereof, non-controlling interests	1	1	4.0%

* Basic and diluted

Further Key Figures

Main elements of the consolidated Statement of financial Position (in EUR million)

	Dec. 31, 2023	Dec. 31, 2024	Δ
Current assets	1,545	1,828	18%
Non-current assets	8,012	8,026	0%
Total assets	9,557	9,854	3%
Current liabilities	1,845	1,889	2%
Non-current liabilities	3,111	2,976	-4%
Total liabilities	4,956	4,865	-2%
Total stockholders' equity	4,601	4,989	8%

Main elements of the consolidated Statement of Cash Flows (in EUR million)

	2023	2024	Δ
Net cash flow from operating activities	1,716	1,814	6%
Net cash flow from investing activities	-64	-909	n.m.
Net cash flow from financing activities	-600	-707	18%

Key non-financial indicators

	2023	2024	Δ
Environment			
Total energy consumption (in MWh)	960,564	976,502	2%
Total on-site stationary combustion	19,754	14,746	-25%
Energy consumption through owned vehicles	65,785	61,888	-6%
Consumption of purchased electricity	838,722	864,068	3%
Consumption of purchased heat energy	30,156	27,045	-10%
Energy efficiency indicator (in MWh/terabyte)	0.08	0.07	-11%
Share of renewable energy in total electricity consumption	76%	79%	4%
Total CO ₂ emissions (in t CO ₂ -equivalent)	702,325	598,754	-15%
thereof Scope 1 CO ₂ emissions	20,964	18,807	-10%
thereof Scope 2 CO ₂ emissions (market-based)	97,006	87,260	-10%
thereof Scope 3 CO ₂ emissions ¹⁾	584,355	492,687	-16%
CO ₂ -intensity (tons of CO ₂ equivalents/revenues in EUR million)	23	20	-13%
Recycling quota	57%	58%	1pp
Employees			
Total (FTE)	17,508	17,298	-1%
Share of women	40%	40%	-1pp
Share of women in management positions	35%	35%	0pp
Age structure			
below 30 years	16.0%	16.6%	1pp
30-50 years	61.3%	60.4%	-1pp
above 50 years	22.7%	23.0%	0pp
Training hours (per full-time equivalent)	44	42	-5%
Compliance trainings			
Number of participants in compliance trainings	48,870	43,848	-10%

¹⁾ Restatement of the 2023 reported Category 11 figure since an improved calculation method had been applied

Financial Calendar 2025

May 24, 2025	Record date: Annual General Meeting
June 3, 2025	Annual General Meeting
June 5, 2025	Dividend ex-date
June 6, 2025	Dividend record date
June 11, 2025	Dividend payment date
July 15, 2025	Results Q2 and H1 2025
October 14, 2025	Results Q3 and Q1-Q3 2025

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Disclaimer

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This document has been carefully prepared and all information has been carefully checked. Nevertheless, the possibility of layout and printing errors cannot be excluded. The use of automated calculation systems may result in rounding differences.

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