

Annual General Meeting 2025

Telekom Austria AG

June, 3 2025



Agenda item 1

Report on the 2024 financial year



Supervisory Board of Telekom Austria AG

Members

Shareholder representatives

Edith Hlawati <i>Chairperson</i>		Carlos Garcia Moreno Elizondo <i>Deputy Chairperson</i>		Alejandro Cantú Jiménez		Karin Exner-Wöhrer	
Carlos M. Jarque		Peter Kollmann		Daniela Lecuona Torras		Stefan Fürnsinn	
		Peter Hagen		Oscar von Hauske Solís			

Staff representatives

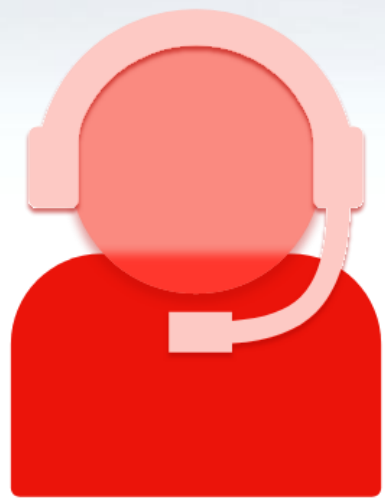
Gerhard Bayer		Gottfried Kehrer		Franz Valsky		Alexander Sollak		Renate Richter	
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Supervisory Board of Telekom Austria AG

Attendances

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

Please put on
your headphones.



**Channel 0:
Original**

**Channel 1:
German**

**Channel 2:
English**

A1

Ongoing growth with record results in 2024

Record revenues

+3.1% (EUR 5.4 bn)

EBITDA

For the first time over EUR 2 bn

+5.1% (EUR 2.0 bn)

Free Cash Flow

+62.5% (EUR 575 mn)

Dividend

Increase 7 years in a row

EUR 0.4 (+11%)

Mobile customers

+7.4% (27.1 mn)

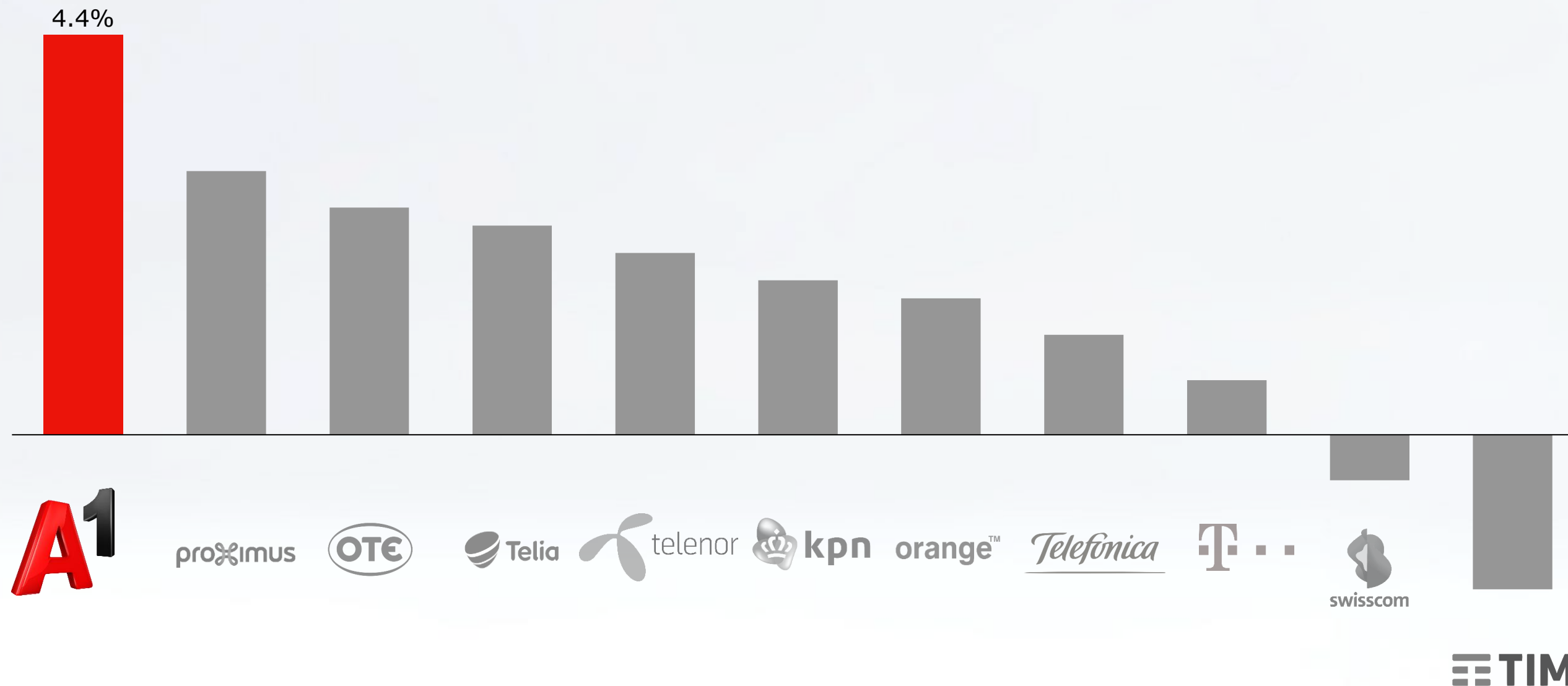
RGUs

+1.3% (6.3 mn)



Continuously outperforming peers

Revenues, CAGR 2020-2024 (%)

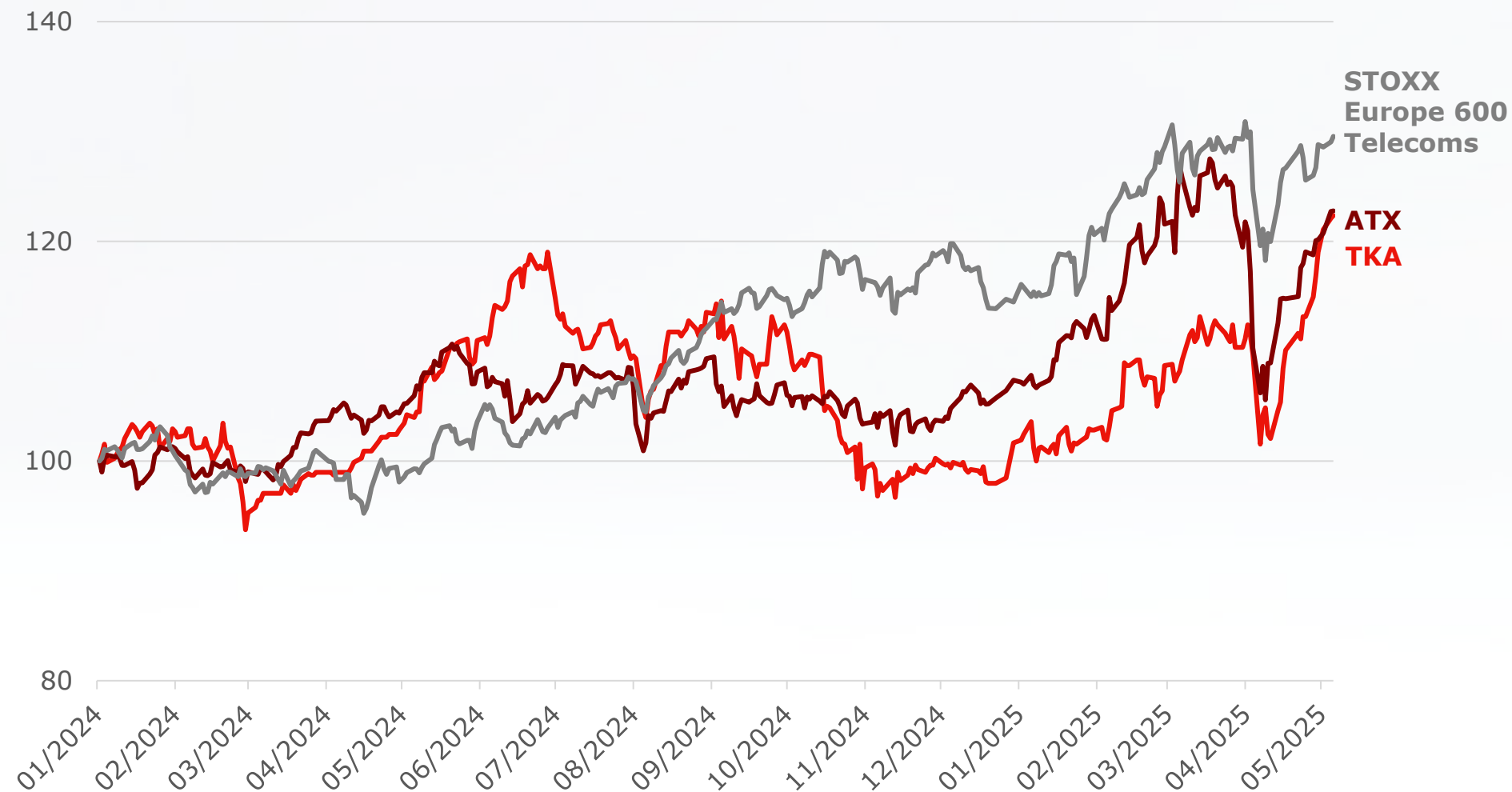


Source: Company Filings. DT without USA. Telefonica and Telecom Italia w/o LatAm
Telenor development accounts for organic growth that excludes disposals



2024: Share stable after record year 2023 – Outperformance in 2025

Share price development
(January 2024 – May 2025)



Performance 2024

TKA: +4%

ATX: +7%

Telco Sector:
+16%

Performance since 01/2025

TKA: +23%

ATX: +21%

Telco Sector:
+15%

415,159 own shares

per 31.12.2024

- Corresponds to a pro rata amount of the share capital of Telekom Austria AG of EUR 905,461.78
- No transactions in FY 2024

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25 years on the stock exchange

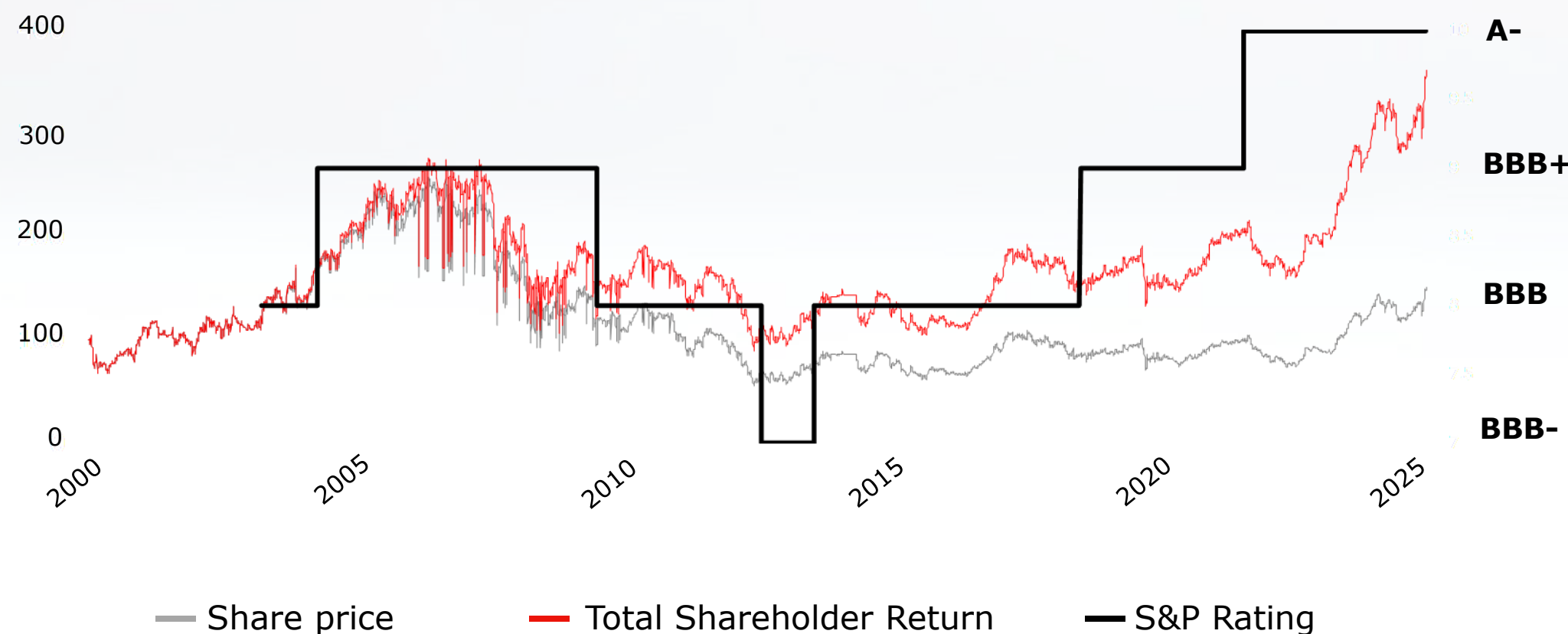
A milestone with impact



- IPO in November 2000
- One of the largest transactions in the country

Share price performance & rating

(since IPO, stock price indexed)



Dividends paid total

> € 3.9 bn

Total shareholder return

~260% (~5.5% p.a.)

✓ **+ € 1.2** ETS* per TKA share

Investments since IPO

~ € 20 bn

~ € 11 bn in AT

*Spin-off ETS 4:1 in Sep' 2023



Austria: Largest digital infrastructure investor; central importance for the business location

Digital backbone

Fiber

~**95%** of all communities connected

~ **77k km** fiber

5G

~ **85%** pop coverage

Sovereign Cloud

A1 Private Cloud

with data centers in Europe

Added value for Austria

In 2024...

EUR 525 mn investments

EUR ~ 1 bn fiscal impact*

EUR 2.4 bn gross value added

Employment

16,000 jobs*

7,000 at A1

*including indirect and induced effects

A1

Higher environmental ambitions and enhanced social responsibility in supply chain

✓ Highlights

Adapted and approved **Climate Transition Plan** with **SBTi** approved **net-zero targets**

Commitment to the **UN Women's Empowerment Principles**

First sustainability statement published according to CSRD

ESG KPIs integrated into **procurement criteria**

Update of **ESG strategy** – e.g. **new target for gender pay gap**

Opening of the **new A1.digital Campus in Austria**





Unfolding our business opportunities



**Core business
regulated**



90% > 75%



**New Business
unregulated**

10% > 25%



Staying relevant for customers with
our principle “ART”

Anticipating

**Anticipating customer trends
and industry trends**

Relevant

**Providing a service portfolio
relevant for customers**

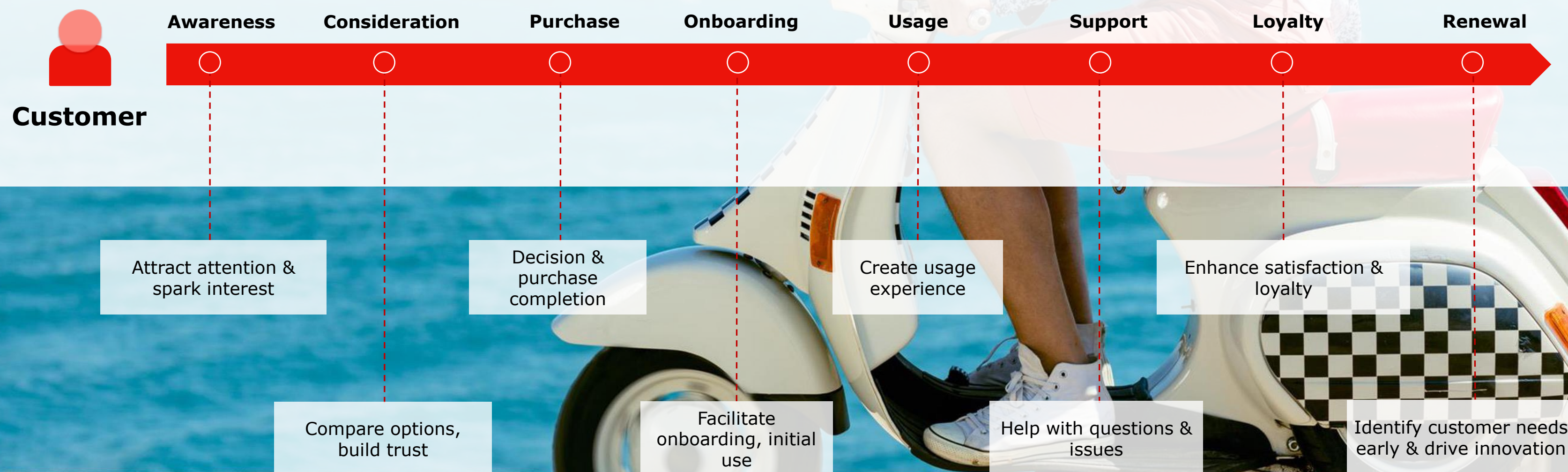
Together

**Together as
1 company**

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Customer Journey: Partnering along the path

Customer Journey means: consistently shaping **from the customer's perspective** – across all touchpoints and with the aim of making **relevance** and **value tangible**.

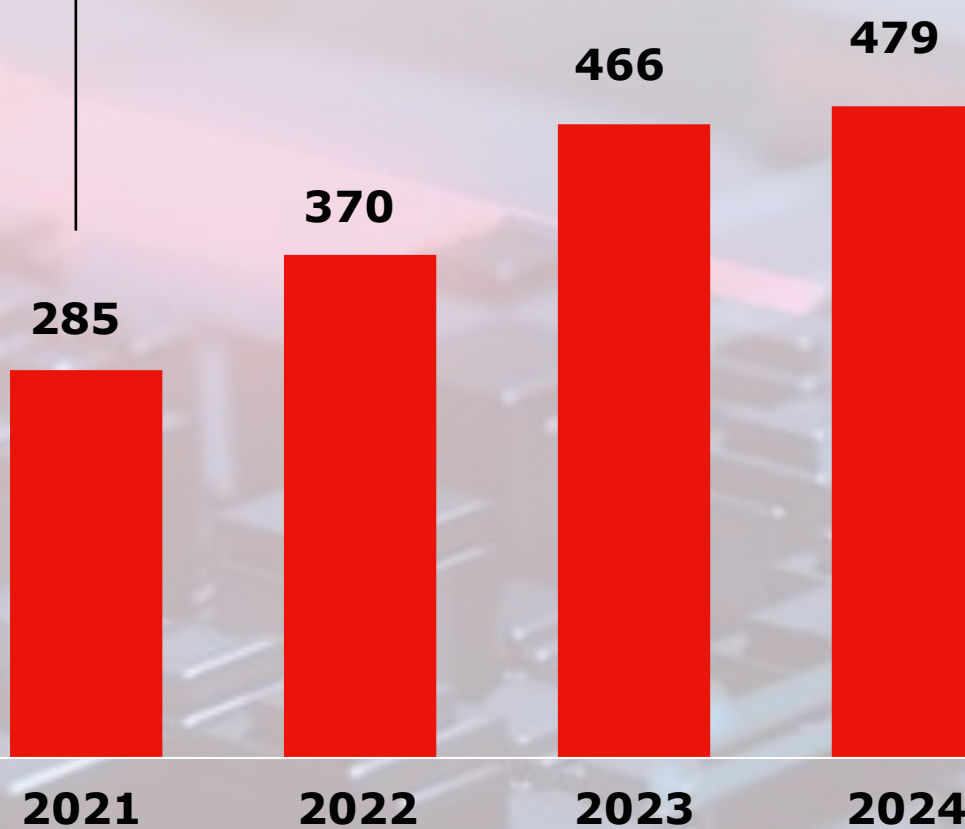




Accelerating growth from B2B Digital Services

**Total Revenues Gross,
EUR mn**

CAGR +19%



Cloud +30%

Security +33%



EXOSCALE

**A1 Cloud
Sovereign
Cloud solutions**

**Growth
pillars**

SME

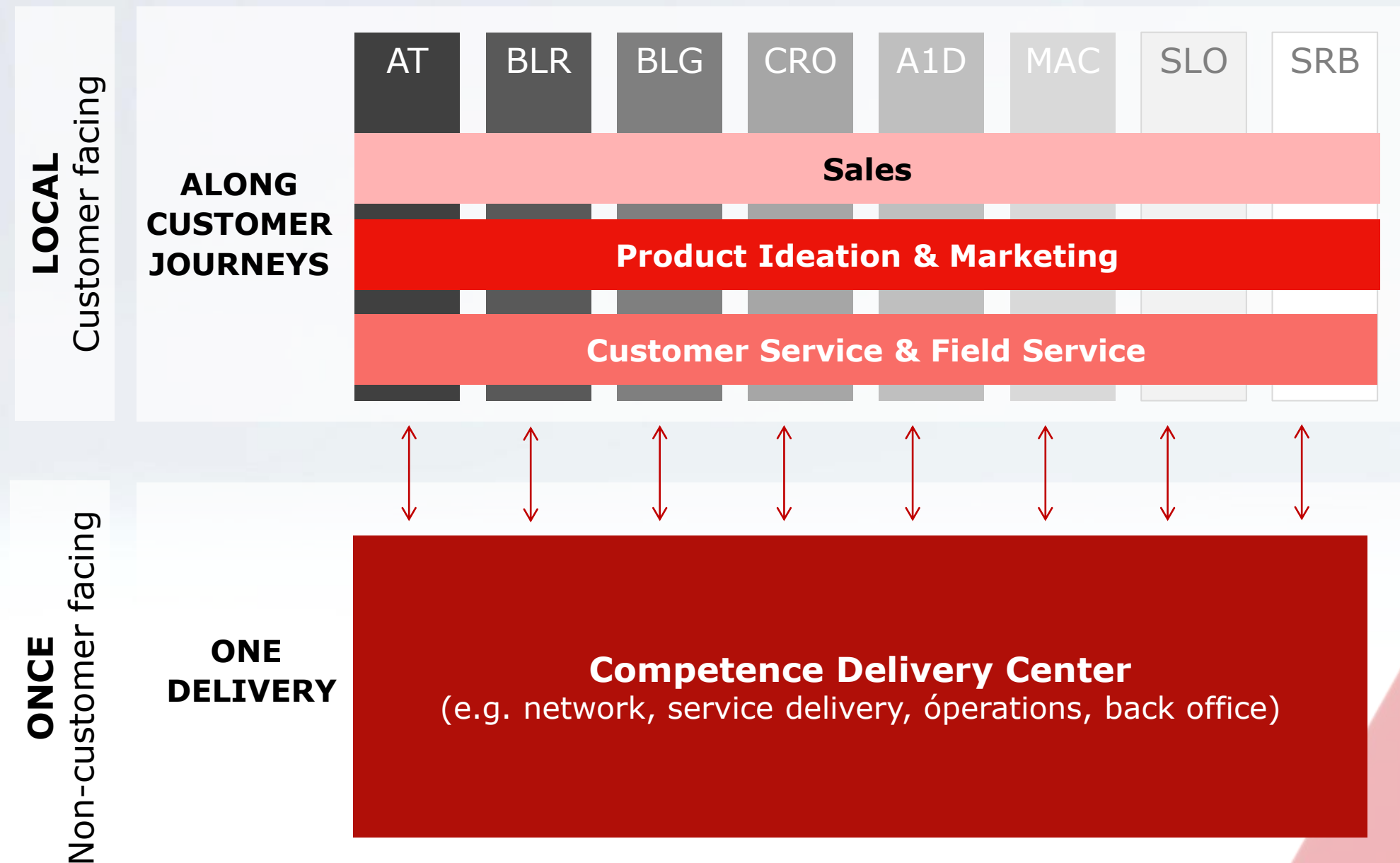
BDC

**Competence
Delivery Center
for B2B ("BDC")**



Competence Delivery Center ...

... enables standardization, transformation, and investments





Summary

1

Continued growth with a record year:

Record results, strategic investments, low debt and continuous dividend increase

2

Transformation to secure future proofing:

Competence delivery center for group-wide synergies and more investments into customer relationship

3

Unleash growth potential:

Persuasive Customer Journey and dynamic growth in B2B digital services

4

ART – Anticipating, Relevant, Together:

To stay relevant for customers

Agenda item 2

Appropriation of net profit

Proposal for the appropriation of net profit

The Management Board and the Supervisory Board propose to use the net profit of Telekom Austria AG generated in the 2024 financial year in the amount of EUR 626,572,000.00 as follows:

- Distribution of a dividend of EUR 0.40 per eligible no par value share
- The remainder will be carried forward to new account
- Ex-Dividend Day: June 5, 2025
- Dividend Record Date: June 6, 2025
- Distribution Date: June 11, 2025

Agenda item 3

Discharge of the members of the Management Board

Discharge of the members of the Management Board

Members of the Management board

- Alejandro Douglass Plater
- Thomas Arnoldner

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Management Board for the 2024 financial year.

Agenda item 4

Discharge of the members of the Supervisory Board

Discharge of the members of the Supervisory Board

Shareholder representatives

- Edith Hlawati
- Carlos Jose Garcia Moreno Elizondo
- Alejandro Cantú Jiménez
- Karin Exner-Wöhrer
- Peter Hagen
- Oscar von Hauske Solis
- Carlos M. Jarque
- Peter F. Kollmann
- Daniela Lecuona Torras
- Stefan Fürnsinn

Staff representatives

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

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Supervisory Board for the 2024 financial year.

Agenda item 5

Compensation for the members of the Supervisory Board

Compensation for the members of the Supervisory Board

As in the previous year, the Management Board and the Supervisory Board of Telekom Austria AG propose to determine the remuneration for the elected members of the Supervisory Board for the 2024 financial year as follows:

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

Agenda item 6

Elections to the Supervisory Board

Elections to the Supervisory Board: Daniela Lecuona Torras

**Daniela Lecuona Torras,
born 21 December 1982,**

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



Daniela Lecuona Torras has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Elections to the Supervisory Board: Alejandro Cantú Jiménez

Alejandro Cantú Jiménez,

born on 26 April 1972,

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



Alejandro Cantú Jiménez has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Elections to the Supervisory Board: Carlos M. Jarque

**Carlos M. Jarque,
born on 18 October 1954,**

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



Carlos M. Jarque has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Agenda item 7

Election of the auditor of the Financial Statements, of the Consolidated Financial Statements and of the Sustainability Report

Election of the auditor of the Financial Statements, of the Consolidated Financial Statements and of the Sustainability Report

Based on the recommendation and in accordance with the preference of the Audit Committee, the Supervisory Board proposes:

- to appoint Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, as the auditor of the annual financial statements and the consolidated financial statements for the 2025 fiscal year; and
- to appoint Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, as the auditor of the legally required consolidated sustainability report of Telekom Austria AG for the 2025 fiscal year, provided that the 2025 sustainability report is legally required to be audited by an external auditor.

Agenda item 8

Resolution on the Remuneration Report

Resolution on the Remuneration Report

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

The Management Board and the Supervisory Board propose that a resolution shall be passed on the Remuneration Report for the fiscal year 2024 as it is published on the website of the Company registered in the commercial register.

Annual General Meeting 2025

General debate

Annual General Meeting 2025

Voting

Resolutions

- 2 Resolution on the appropriation of the net profit reported in the financial statements for the financial year 2024.
- 3 Resolution on the discharge of the members of the Management Board for the financial year 2024.
- 4 Resolution on the discharge of the members of the Supervisory Board for the financial year 2024.
- 5 Resolution on the compensation for the members of the Supervisory Board for the financial year 2024.
- 6 Elections to the Supervisory Board.
- 7 Election of the auditor of the Financial Statements, of the Consolidated Financial Statements and the auditor of the Sustainability Report for the financial year 2025.
- 8 Resolution on the Remuneration Report.

Thank you for attending!

<https://www.a1.group>

