

Results for the first nine months and third quarter 2020

Vienna, October 20, 2020



| A¹ Telekom Austria Group

Cautionary statement

'This presentation contains forward-looking statements. These forward-looking statements are usually accompanied by words such as 'believe', 'intend', 'anticipate', 'plan', 'expect' and similar expressions. Actual events may differ materially from those anticipated in these forward-looking statements as a result of a number of factors. Forward-looking statements involve inherent risks and uncertainties. A number of important factors could cause actual results or outcomes to differ materially from those expressed in any forward-looking statement. Neither A1 Telekom Austria Group nor any other person accepts any liability for any such forward-looking statements. A1 Telekom Austria Group will not update these forward-looking statements, whether due to changed factual circumstances, changes in assumptions or expectations. This presentation does not constitute a recommendation or invitation to purchase or sell securities of A1 Telekom Austria Group.'

All figures for 2020 are stated according to IFRS 16 if not stated otherwise.

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

A1 Telekom Austria Group key facts

4.57 BN

Revenues as of year-end 2019

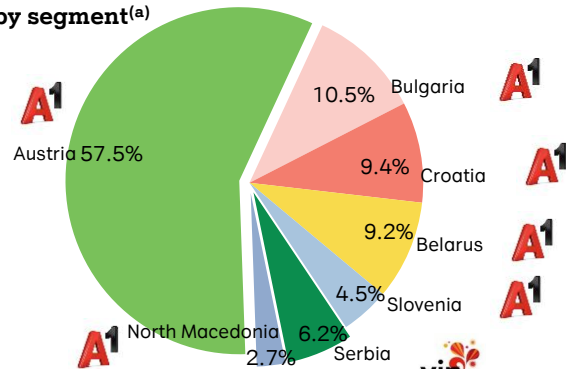
1.56 BN

EBITDA as of year-end 2019

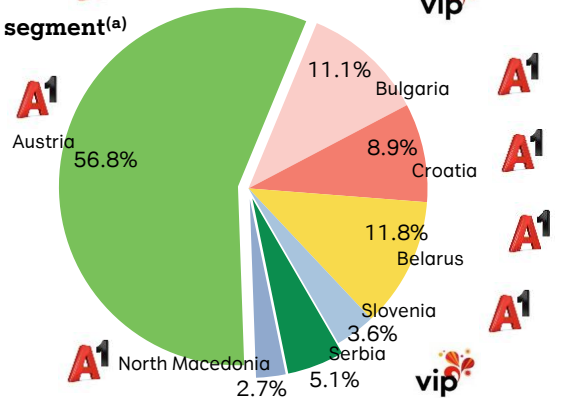
25 M

Customers in seven countries

Revenues by segment^(a)



EBITDA by segment^(a)



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

as of September 30, 2020 (in '000)



Austria

Mobile market position #1

Mobile subscribers:

- 5,013 (Q3 2019: 5,201)

RGUs:

- 3,153 (Q3 2019: 3,260)

A1

Bulgaria

Mobile market position: #1

Mobile subscribers:

- 3,767 (Q3 2019: 3,923)

RGUs:

- 1,078 (Q3 2019: 1,048)

A1

Croatia

Mobile market position #2

Mobile subscribers:

- 1,925 (Q3 2019: 1,895)

RGUs:

- 675 (Q3 2019: 688)

A1

Belarus

Mobile market position #2

Mobile subscribers:

- 4,882 (Q3 2019: 4,877)

RGUs:

- 614 (Q3 2019: 619)

A1

Slovenia

Mobile market position #2

Mobile subscribers:

- 703 (Q3 2019: 704)

RGUs:

- 214 (Q3 2019: 194)

A1

Serbia

Mobile market position #3

Mobile subscribers:

- 2,330 (Q3 2019: 2,335)

vip

North Macedonia

Mobile market position #1

Mobile subscribers:

- 1,072 (Q3 2019: 1,125)

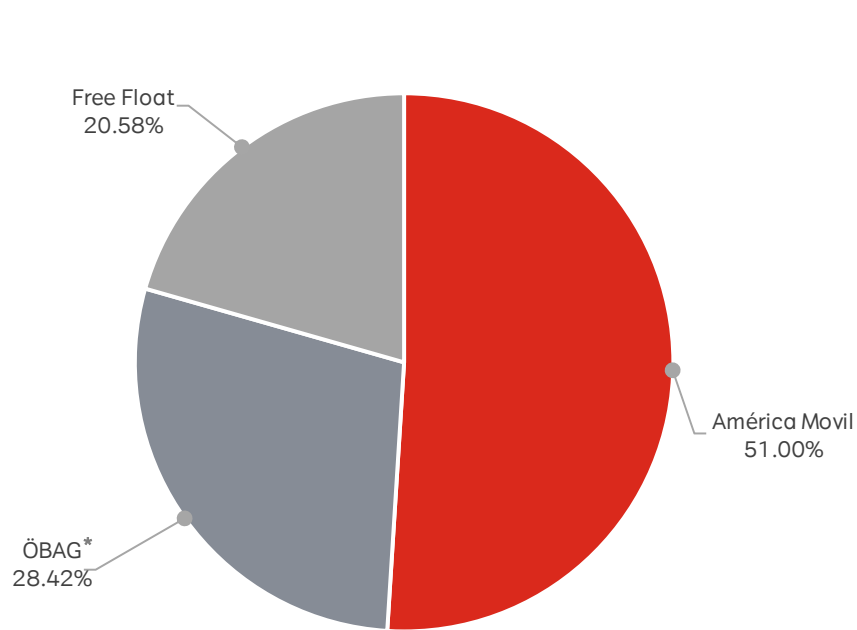
RGUs:

- 334 (Q3 2019: 330)

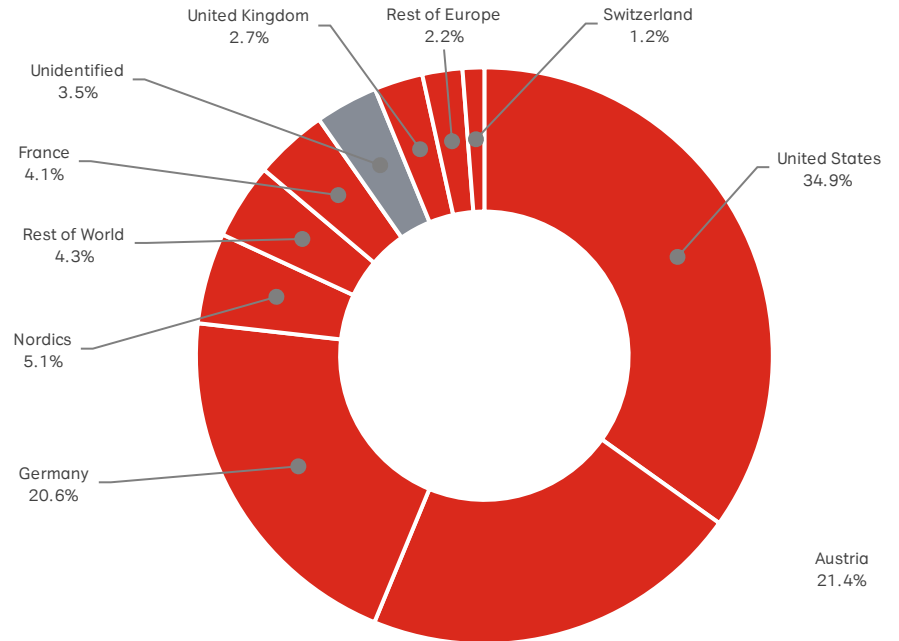
A1

Shareholder structure as of December 31, 2019

Two strong core shareholders



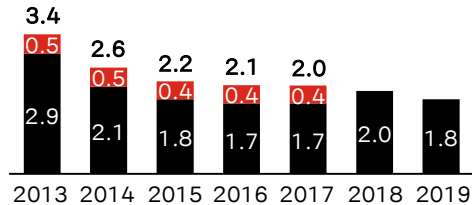
Freefloat by nationality



Strong balance sheet is acknowledged by rating upgrades

Debt ratio sharply reduced

Net Debt / EBITDA (pre IFRS 16)

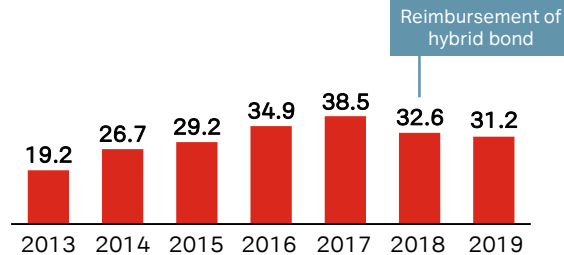


■ Hybrid bond / EBITDA
■ Net debt (excl. Hybrid) / EBITDA

- Stable free cash flow of ~ EUR 400 mn* per year supports deleveraging
- Further deleveraging ongoing; ambition level of 1.5 x net debt / EBITDA (pre IFRS 16)

* excl. spectrum payments

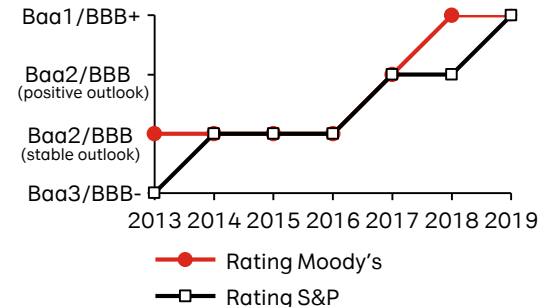
Equity ratio significantly increased



■ Equity ratio, in %

- Continuous improvement of the equity ratio (2019 impacted by the adoption of IFRS 16 accounting)
- Hybrid bond classified as equity under IFRS, therefore repayment reduces equity ratio in 2018

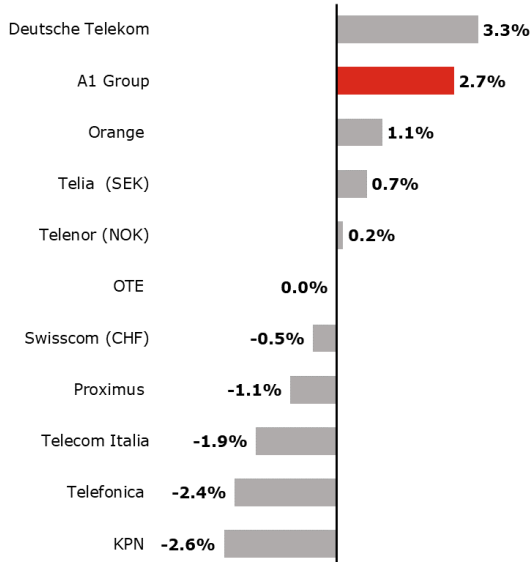
Rating improved



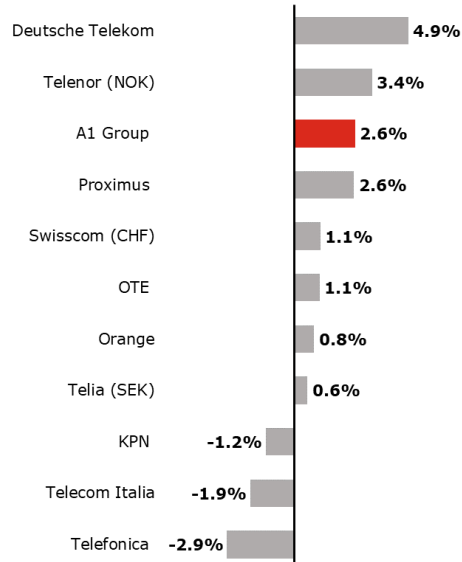
- Standard & Poor's: Rating upgrade from BBB to BBB+ (outlook: stable) on August 12, 2019
- Solid financing ratios and ensured liquidity: EUR 1.1 bn open credit line facilities, 1st bond repayment in Dec. 2021 (EUR 750 mn)

A1 Peer Group comparison: Consequent implementation of strategy led back to growth path

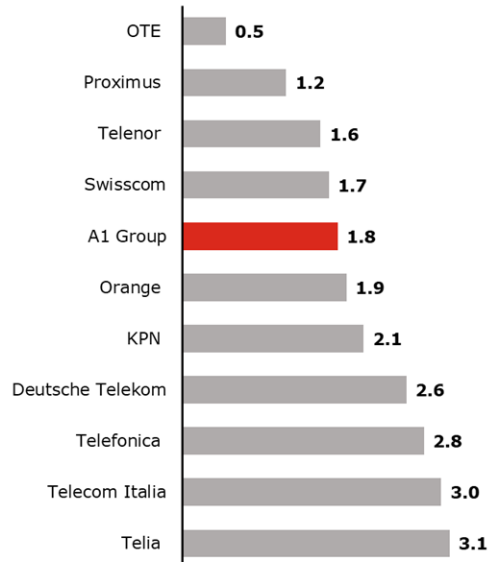
Revenue growth CAGR, 2016-2019



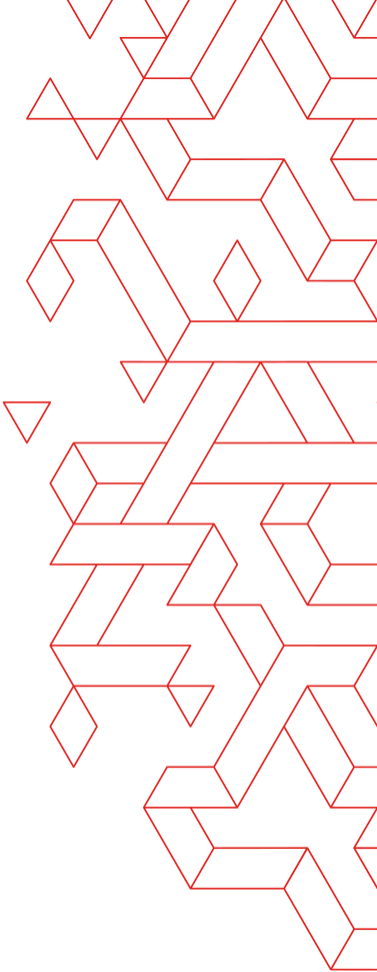
EBITDA adj. growth CAGR, 2016-2019



Net debt/EBITDA* 2019YE**



Operational and financial highlights
for the first nine months
and third quarter 2020



Highlights Q3 2020



- Group total revenues decline of -0.9% (excl. FX and one-off effects: +1.7%) and EBITDA before restructuring growth of +0.5% (excl. FX and one-off effects: +4.3%)
 - Roaming losses as the main negative Covid-19 impact in Q3 2020 (~ -2% on total revenues; ~ -5% on EBITDA) and also going forward
- Service revenues excl. negative FX effects remained stable as roaming losses were fully compensated by ongoing strong demand for mobile and fixed broadband services
- Mobile contract customer base increase of 4.1% y-o-y with growth in almost all markets
- RGU decreased by -1.2% y-o-y, high-bandwidth RGU growth in almost all markets mitigated the decline in fixed-line voice and low-bandwidth broadband RGUs



- CAPEX and OPEX cuts are on track to ensure flexibility
- Austrian multiband auction took place in September 2020: Excellent frequency spectrum was secured and expanded by A1
- Belarus: Political instability weighs on FX development; worsening macroeconomic situation
- Working on development of alternatives that would allow us to reap more benefits from tower assets through a targeted management focus on internal efficiencies and higher tenancy ratios

EBITDA growth due to continued operational efficiencies outweighing roaming losses and negative FX effects

Group (in EUR million)	Q3 2020	Q3 2019	% change
Total revenues	1,142.1	1,152.7	-0.9%
Service revenues	953.8	974.7	-2.1%
EBITDA before restructuring*	462.5	460.0	0.5%
CAPEX	125.0	185.5	-32.6%



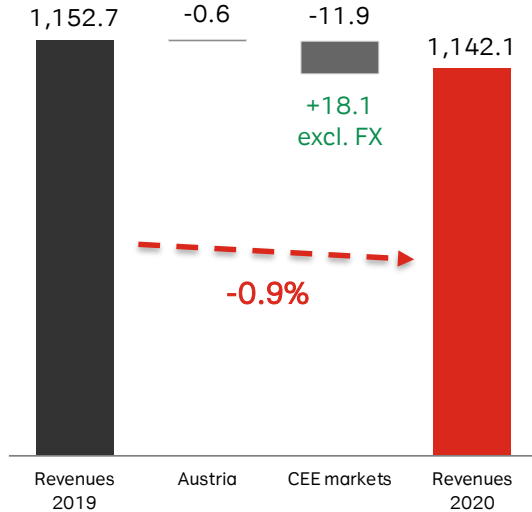
- Group total revenues decreased by 0.9% as the roaming losses and negative FX effects were partially mitigated by higher equipment revenues. Excluding FX effects, total revenues grew by 1.7%
- Service revenues excl. FX effects remained stable; strong growth in mobile WiFi routers compensated for roaming losses while fixed-line service revenues were resilient
- EBITDA before restructuring grew in Q3 2020 as operational efficiencies (e.g. in maintenance, workforce, advertising) more than offset roaming losses (~5% of EBITDA) and negative FX effects. Excluding FX, one-off effects and restructuring EBITDA increased by 4.3%.
 - In Austria EBITDA before restructuring charges increased by 4.7% as reduced OPEX (lower employee costs, declining product related costs, COVID-19 impacted savings) more than offset roaming losses
 - In Q3 2020 free cash flow generated stood at EUR 172.5 mn (Q3 2019: EUR 176.4 mn) as lower capital expenditures did not fully compensate for higher working capital needs

* Restructuring charges: EUR 20.9 mn (Q3 2019: EUR 21.0 mn)
 Negative FX effects of EUR 30.0 mn in total revenues,
 EUR 21.6 mn in service revenues and EUR 13.3 mn in EBITDA
 EUR 6.5 mn positive one-off effect in EBITDA in Q3 2019 vs. EUR 2.6 mn positive
 one-off in Q3 2020, stemming both from frequency fee reimbursements in Croatia

Austria and CEE markets in Q3 2020

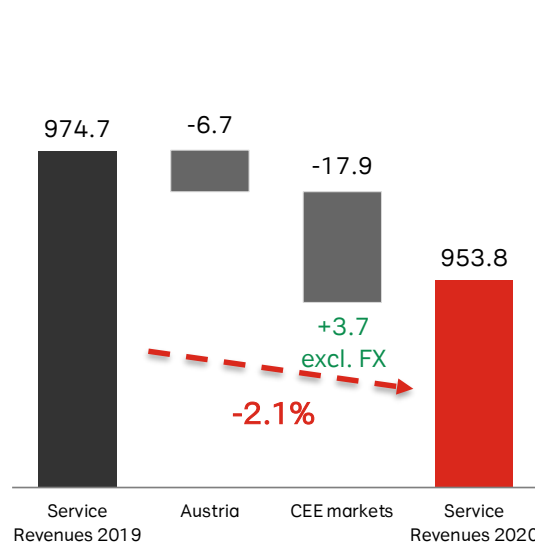
Total revenues

(in EUR mn)



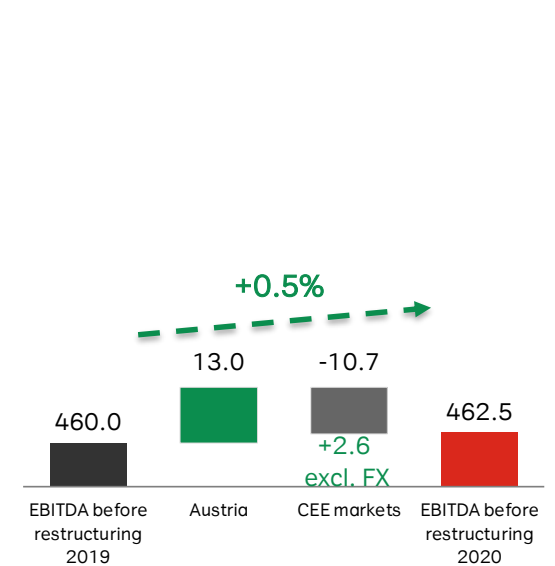
Service revenues

(in EUR mn)



EBITDA before restructuring

(in EUR mn)



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

Restructuring charges: EUR 20.9 mn (Q3 2019: EUR 21.0 mn)

Negative roaming impact: ~2% on total revenues and ~5% on EBITDA

Negative FX effects of EUR 30.0 mn in total revenues, EUR 21.6 mn in service revenues and EUR 13.3 mn in EBITDA

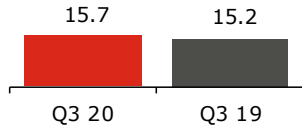
EUR 6.5 mn positive one-off effect in EBITDA in Q3 2019 vs. EUR 2.6 mn positive one-off in Q3 2020, stemming both from frequency fee reimbursements in Croatia

Austria: EBITDA growth despite roaming losses, due to increased operational efficiencies

ARPU

(in EUR)

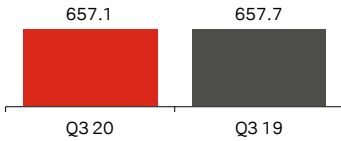
Δ: +3.7%



Total revenues

(in EUR mn)

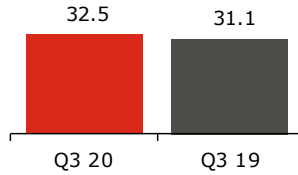
Δ: -0.1%



ARPL

(in EUR)

Δ: +4.4%



EBITDA before restructuring

(in EUR mn)

Δ: +4.7%*



* excl. restructuring charges of EUR 20.9 mn in Q3 2020 (Q3 2019: EUR 21.0 mn)

Operational data

- +1.0% contract subscribers which were again driven by ongoing strong demand for mobile WiFi routers and high-value tariffs
- Strong demand from business customers for home office solutions, bandwidth upgrades and handsets
- ARPU: growth due to continued strong demand for mobile WiFi routers and higher share of contract customers; price increases for SIM-only customers
- Higher ARPL due to increased demand for higher bandwidths as well as voice-only price increase
- Decline in RGUs driven primarily by voice and low-bandwidth RGUs; fixed-line promotions continued in Q3 2020

Financial performance

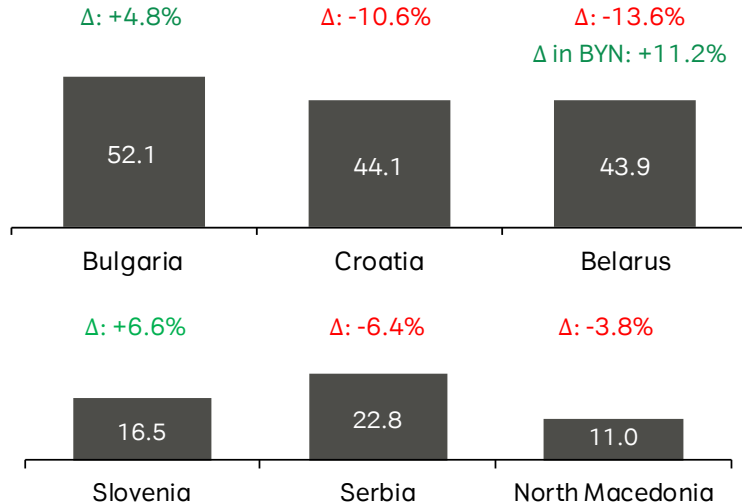
- Mobile service revenues slightly decreased by -0.5% as the growth of mobile WiFi routers and the upselling in high-value segment mitigated roaming losses
- Fixed-line service revenues declined, entirely driven by lower interconnection revenues, while retail service revenues increased slightly
- Equipment margin improved due to recognition of some projects with the fixed-line business customers
- Reduced OPEX due to lower employee costs, declining product related costs, COVID-19 impacted savings and diligent cost cuts for increasing flexibility



CEE: Negative FX effect and roaming losses mitigated by fixed-line service revenue growth and operational efficiencies

EBITDA

(in EUR mn; Q3 %-change vs. PY)



Highlights CEE

Bulgaria:

- Service revenue growth (+3.0%) was driven by the fixed-line business owing to customized corporate solutions and upselling in the broadband segment
- Mobile service revenues increased slightly despite the roaming and prepaid losses, due to by successful upselling activities

Croatia:

- Roaming losses, FX as well as higher frequency fee reimbursements in the comparison period weighed on EBITDA (excl. one-offs and FX: -1.5%)
- Lower OPEX as reduction in sales and marketing expenses offset higher bad debt

Belarus:

- Growth in local currency both in the mobile and fixed segments; mobile business driven by new portfolio with higher monthly fees while fixed business delivered due to increased prices and successful upselling measures in internet and TV segments
- Higher OPEX in local currency due to hard-currency denominated costs

Other segments:

- Slovenia: EBITDA recovered and grew on the back of strong fixed-line business as well as reduced OPEX
- Serbia: Service revenue growth but worse equipment margin weighed on EBITDA
- North Macedonia: OPEX cuts could not compensate for the roaming losses in the mobile segment which led to lower EBITDA

1-9M 2020: Strong free cash flow generation

(in EUR million)

	Q3 2020	Q3 2019	% change	1-9 M 2020	1-9 M 2019	% change
EBITDA	441,6	439,0	0,6%	1.212,3	1.205,2	0,6%
Restructuring charges and cost of labor obligations	25,0	21,8	14,4%	68,3	67,9	0,6%
Lease principal and interest paid	-37,7	-37,4	-0,8%	-136,2	-133,0	-2,4%
Income taxes paid	-27,0	-21,8	-23,7%	-45,9	-50,8	9,6%
Net interest paid	-11,7	-10,1	-16,0%	-45,9	-52,8	13,1%
Change working capital and other changes	-73,0	1,0	n.m.	-97,5	-114,7	15,0%
CAPEX	-125,0	-185,5	32,6%	-448,5	-600,1	25,3%
Free Cash Flow (FCF) before social plans	192,1	205,0	-6,3%	506,6	321,7	57,5%
Social plans new funded*	-19,6	-28,6	31,4%	-77,4	-67,9	-13,9%
FCF after social plans new	172,5	176,4	-2,2%	429,2	253,8	69,1%

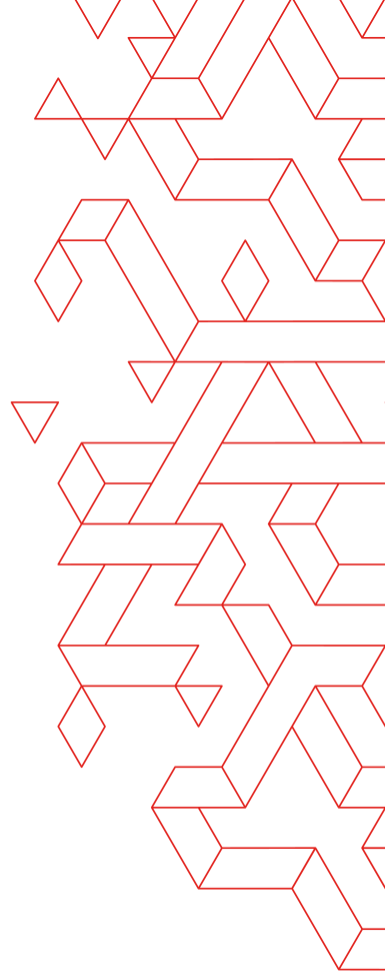
*Cost for social plans granted after 1.1.2019 in FCF. Previously payments for old and new social plans were included in FCF. Comparative figures have been adjusted.

- Free cash flow after social plans new EUR 175.4 mn higher in 1-9M 2020 vs. prior year, mainly driven by
 - ... lower capital expenditures due to frequencies acquired in the comparison period as well as cuts of some investments
 - ... and lower change in working capital and other changes
- Final granting of the spectrum by TKK is expected to follow soon; we expect CAPEX of EUR 65.6 mn to be included in Q4 2020
- Change in working capital and other changes in 1-9M 2020 mainly driven by
 - reduction in accounts payable, partially offset by
 - decrease in accounts receivables

Focus Points



e months and third quarter 2020



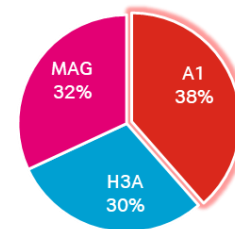
Multiband auction in Austria: Securing and expanding the excellent frequency spectrum

- The multiband auction in Austria ended in September with a result of EUR 65.6 mn for A1
 - 30 MHz in the new 1500 MHz TDD band
 - Increase of the spectrum in the existing 2100 MHz FDD band from 20 to 25 MHz
 - Term of usage rights: December 31, 2044

Frequency band from 2021	FDD (2x...)								TDD (1x...)			Total	
	700 MHz	800 MHz	900 MHz	Share Sub Ghz	1800 MHz	2100 MHz	2600 MHz	Share Total	1500 MHz	2600 MHz	3500 MHz	Gesamt	Share
A1	--	20	15	37%	35	25	25	40%	30	25	115	410	38%
H3A	10	-	5	16%	20	20	25	27%	30	25	100	315	30%
Magenta	20	10	15	47%	20	15	20	33%	30	-	110	340	32%
Total	30	30	35	100%	75	60	70	100%	90	50	325	1065	100%

Auction
Auction
Auction

Total spectrum share from 1.1.2021



- A1 will make an additional contribution to the strengthening of rural areas with an expansion commitment for 349 very rural communities
- Final granting of the spectrum by TKK is expected to follow soon; we expect CAPEX to be included in Q4 2020



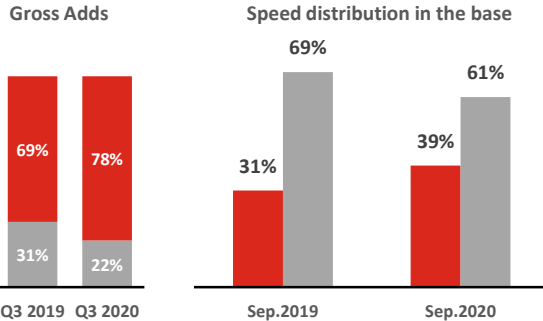
Multiband auctions expected in Bulgaria, Croatia and Slovenia in 2021



Austria: Increasing share of higher bandwidth products and ongoing strong demand for mobile WiFi routers

Fixed 

Increased share of high bandwidth products



■ < 40 MBit/s ■ >= 40 MBit/s

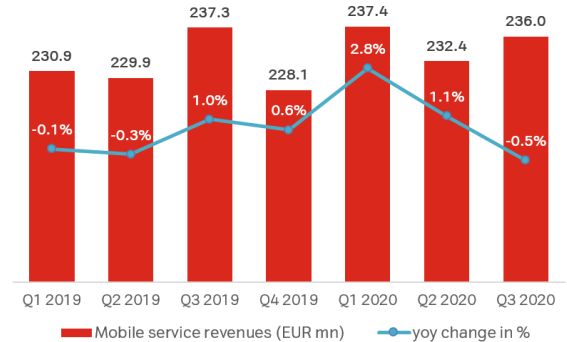
- 80 Mbit/s product is getting traction
- New customers change tariff mix
- Speed upgrades in the base driving ARPL
- Continued BBI promotion in Q3

Results for the first nine months and third quarter 2020

Mobile 

Stable mobile service revenues despite heavy roaming losses

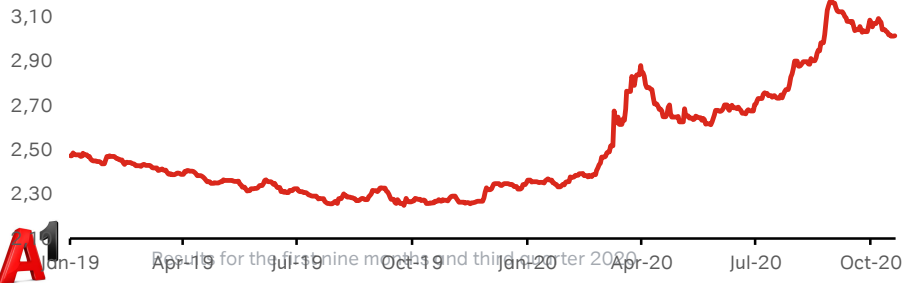
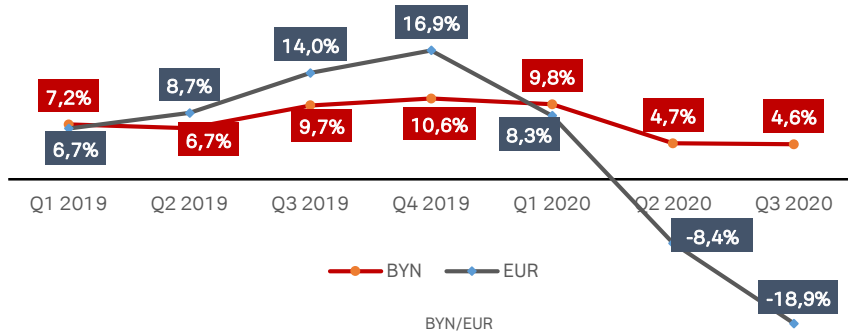
- Strong demand for mobile WiFi routers continues after the lockdown
- Solid high value voice segment
- Mobile churn still below pre-Covid-19 levels



Belarus: Political crisis weighs on FX; increasing macroeconomic risks and negative outlook revision of the country's credit rating



Service revenue growth continues in local currency



Operations

- Successful redesign of tariff plans
- Stable mobile subscriber base year-on-year
- Service revenues LCY Q3 2020: +4.6%
- EBITDA LCY Q3 2020: +11.2%

Governmental internet blackouts

- Post-election blackout of data services from Aug. 9-12
- Regular limitation of mobile data access for several hours on weekends; customers were compensated via crediting fixed fees and through extra voice minutes/data

Political crisis weighs on FX rate

- Political crisis led to strong BYN devaluation in August 2020; BYN is down by 22% to EUR YTD (eop)
- Highest historical FX reserves decrease in August
- National Bank of Belarus (NBB): tighter monetary policy to decrease pressure on FX
- S&P revised the outlook of Belarus' "B"-rating to "negative" in September, reflecting growing risks for the financial stability of the banking system

Q3 2020: Update of Covid-19 impact on key financials and KPIs



- Traffic decline, but impact in Q3 slightly lower than anticipated
- Negative EBITDA impact: Q3: ~5% (Q2: ~5%)
- Austria: regional travel warnings from several EU states (as of mid-September)
- Croatia: travel warnings issued mid-August



- Delivering on CAPEX guidance
 - Significant OPEX reduction
 - Q3: ~ -4 % y-o-y*
 - Workforce
 - Maintenance
 - Advertising
 - On-going "sourcing for success" program
- * excl. equipment costs



- Gross adds improved for Internet@home products
- Demand for bandwidth upgrades remain strong in Austria; stabilization of BBI net adds remains challenging
- Mobile gross adds as well as churn still remain below pre-lockdown levels

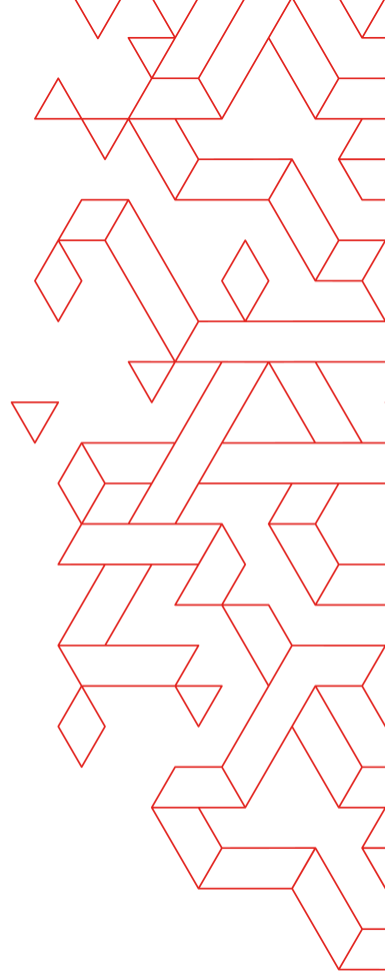


- No observed deterioration in collection
- Close monitoring on customer's payment behavior
- Future development is subject to further macroeconomic trends and fiscal policies

Outlook for the full year 2020



e months and third quarter 2020



Outlook for the full year 2020 unchanged

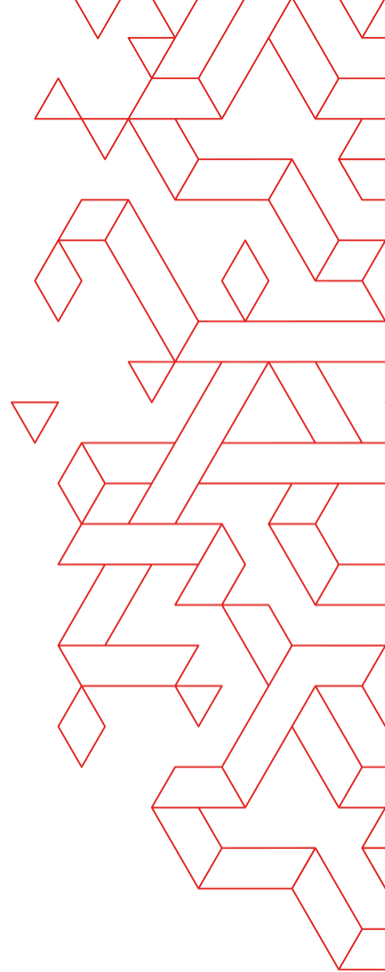
	October 20, 2020	Consensus 2020
Total revenues	~ -2%	-1.6%
CAPEX	~ -25% (vs. initial outlook)	EUR 599 mn*

*CAPEX consensus excl. spectrum

- Outlook based on reported figures; assumed devaluation of > 15% avg. BYN vs. EUR FX rate, with an especially strong adverse impact expected in Q4 2020
- Negative roaming impact on total revenues of roughly 2% for FY 2020 expected (subject to further development of Covid-19 pandemic)
- CAPEX: does not include investments in spectrum or acquisitions

Appendix 1

Additional information on KPIs
and financials



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

as of September 30, 2020 (in '000)



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Mobile subscribers:

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RGUs:

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Belarus

Mobile market position #2

Mobile subscribers:

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RGUs:

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- 214 (Q3 2019: 194)

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vip

North Macedonia

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Mobile subscribers:

- 1,072 (Q3 2019: 1,125)

RGUs:

- 334 (Q3 2019: 330)

A1

A1 Telekom Austria Group: Profit and Loss

(in EUR million)	Q3 2020	Q3 2019	% change
Service Revenues	953.8	974.7	-2.1%
Equipment Revenues	168.9	157.6	7.2%
Other operating income	19.4	20.4	-5.0%
Total Revenues	1,142.1	1,152.7	-0.9%
Cost of Service	-316.6	-324.8	2.5%
Cost of Equipment	-165.6	-154.1	-7.4%
Selling, General & Administrative Expenses	-216.3	-232.7	7.0%
Others	-2.0	-2.1	3.8%
Total Costs and Expenses	-700.5	-713.7	1.8%
EBITDA	441.6	439.0	0.6%
<i>% of Total Revenues</i>	<i>38.7%</i>	<i>38.1%</i>	
Depreciation and Amortisation	-190.3	-196.7	3.3%
Depreciation RoU assets	-40.6	-40.3	-0.9%
Impairment and Reversal of Impairment	0.0	0.0	n.a.
EBIT	210.7	202.0	4.3%
<i>% of Total Revenues</i>	<i>18.4%</i>	<i>17.5%</i>	
EBT (Earnings Before Income Taxes)	177.1	172.2	2.8%
Net Result	142.6	136.3	4.6%



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

Total Revenues (in EUR million)	Q3 2020	Q3 2019	% change
Austria	657.1	657.7	-0.1%
Bulgaria	127.9	122.0	4.8%
Croatia	111.8	114.9	-2.7%
Belarus	99.0	113.2	-12.6%
Slovenia	52.7	52.5	0.4%
Serbia	73.7	73.9	-0.2%
North Macedonia	31.0	31.8	-2.5%
Corporate & other, eliminations	-11.1	-13.4	17.0%
Total Revenues	1,142.1	1,152.7	-0.9%
Costs and Expenses (in EUR million)	Q3 2020	Q3 2019	% change
Austria	392.2	405.8	-3.3%
Bulgaria	75.8	72.2	4.9%
Croatia	67.7	65.6	3.2%
Belarus	55.1	62.5	-11.8%
Slovenia	36.2	37.0	-2.2%
Serbia	50.9	49.5	2.8%
North Macedonia	20.0	20.4	-1.8%
Corporate & other, eliminations	2.5	0.6	n.m.
Total Operating Expenses	700.5	713.7	-1.8%



A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q3 2020	Q3 2019	% change
Austria	7,424	7,793	-4.7%
International	10,334	10,263	0.7%
Corporate	365	384	-4.8%
A1 Telekom Austria Group	18,123	18,439	-1.7%

FTE (End of Period)	Q3 2020	Q3 2019	% change
Austria	7,414	7,787	-4.8%
International	10,320	10,282	0.4%
Corporate	360	386	-6.6%
A1 Telekom Austria Group	18,094	18,455	-2.0%

A1 Telekom Austria Group: Capital expenditure split

Capital Expenditures (in EUR million)	Q3 2020	Q3 2019	% change
Austria	85.3	119.5	-28.6%
Bulgaria	10.4	20.7	-49.7%
Croatia	7.7	15.0	-48.9%
Belarus	4.9	8.4	-41.4%
Slovenia	4.2	5.7	-25.8%
Serbia	8.6	9.5	-9.5%
North Macedonia	2.8	6.1	-53.3%
Corporate & other, eliminations	1.0	0.6	74.9%
Total Capital Expenditures	125.0	185.5	-32.6%
thereof Tangible	103.2	151.7	-32.0%
thereof Intangible	21.9	33.7	-35.2%

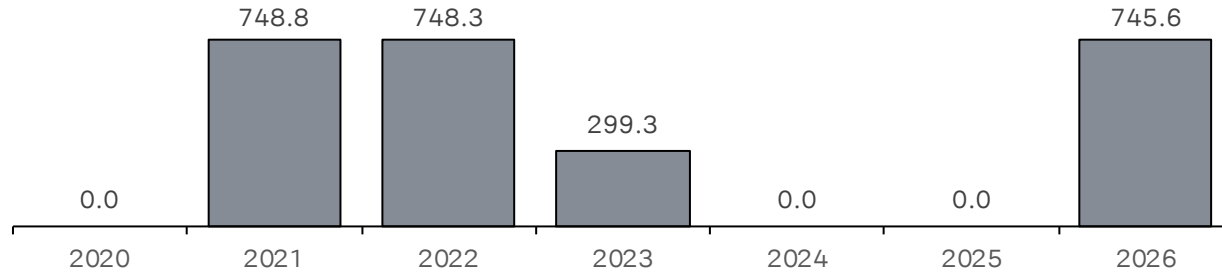
A1 Telekom Austria Group: Net debt

as of September 30, 2020

Net Debt (excl. Leases) (in EUR million)	30 September 2020	31 December 2019	% change
Long-term Debt	2.541,9	2.539,6	0,1%
Short-term Borrowings	0,0	123,0	-100,0%
Cash and Cash Equivalents	-306,5	-50,2	n.m.
Net Debt (excl. Leases) of A1 Telekom Austria Group	2.235,4	2.612,4	-14,4%
Leverage Ratio	1,6	1,9	

Net Debt incl. Leases (in EUR million)	30 September 2020	31 December 2019	% change
Long-term Debt incl. Leases	3.260,4	3.327,8	-2,0%
Short-term Borrowings incl. Leases	151,3	275,6	-45,1%
Cash and Cash Equivalents	-306,5	-50,2	n.m.
Net Debt incl. Leases of A1 Telekom Austria Group	3.105,2	3.553,2	-12,6%
Leverage Ratio	2,0	2,3	

A1 Telekom Austria Group: **Financial debt maturity profile** as of September 30, 2020 (in EUR mn)



- EUR 2,541.9 mn short- and long-term debt as of September 30, 2020
- Average cost of debt of 2.95%
- Cash and cash equivalents of EUR 306.5 mn
- Average term to maturity of 2.93 years

Lines of credit

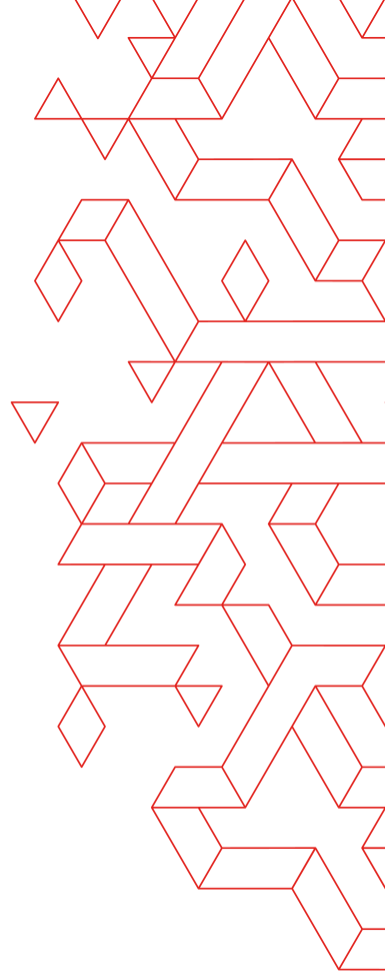
- Undrawn committed credit lines amounting to EUR 1,115 mn
- Average term to maturity of 3.55 years

Ratings

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

Appendix 2

Reconciliation of Free Cash Flow



1-9 M 2020: Reconciliation free cash flow - operating view

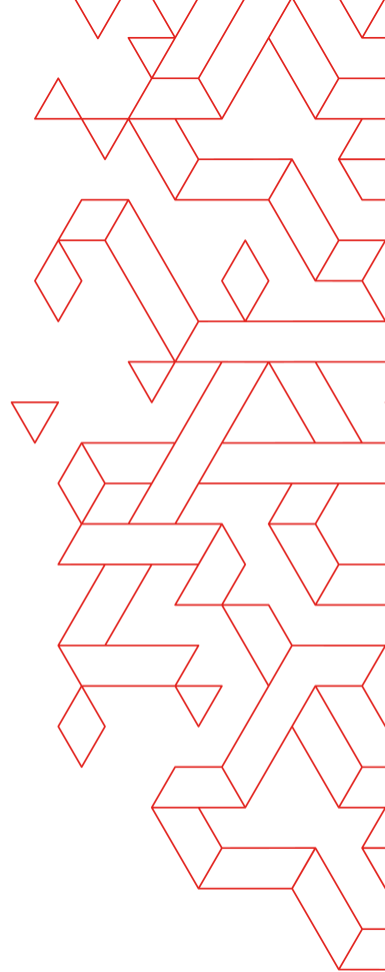
	1-9 M 2020	1-9 M 2019	% change
FCF after social plans new	429.2	253.8	69.1%
Social plans new funded	77.4	67.9	
Total social plans paid*	-74.3	-70.4	
FCF - previously reported	432.3	251.2	72.0%

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

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

Appendix 3

Regulatory Topics



Glide Path of Mobile Termination Rates

	Jul 2015	Jan 2016	Jul 2016	Jan 2017	Jul 2017	Jan 2018	Mar 2019	Jan 2020	April 2020 ****
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049
Bulgaria (BGN)	0.019	0.019	0.019	0.014	0.014	0.014	0.014	0.014	0.014
Croatia (HRK)*	0.063	0.063	0.063	0.063	0.047	0.047	0.047	0.045	0.045
Belarus (BYN)**	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009	MTS 0.025/0.0125 BeST 0.018/0.009
Slovenia (EUR)	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114
Serbia (RSD)	3.43	3.43	2.75	2.07	2.07	1.43	1.43	1.43	1.43
North Macedonia (MKD)***	0.90	0.90	0.90	0.63	0.63	0.63	0.63	0.63	0.63

* National and International EU/EEA MTRs stated as regulated. International MTRs differ between EU/EEA and non-EU/EEA originating country. Non-EU/EEA MTR for Croatia: HRK 1.73/min -> HRK 2.00/min in Apr 2016

** Belarus values: prime time/downtime. MTS: Mobile TeleSystems; BeST: Belarus Telecommunications Network

*** NRA Regulated symmetric MTR for FULL MVNO (Lycamobile) from 01.07.2020 and asymmetric MTR for new MVNO entrant (Telekabel) from 01.04.2020 on level of 1.5 MKD

**** Decision by Slovenian NRA to set MTR to 0.00882 EUR/min postponed due to Corona Crisis to 1st of August 2020

Upcoming spectrum tenders/prolongations/assignments*

	Expected	Comments
Austria		
Bulgaria	2021 (700, 800, 2600, 3400-3800 MHz)	NRA opened the public consultation regarding the allocation of 700 MHz.
Croatia	2021 (3500/700 MHz, 26GHz) 2022 (800,900,1800,2100, 2600 MHz)	NRA postponed auction for 5G spectrum to the first half of 2021 .
Belarus		No announcements on any dates.
Slovenia	Q4 2020 (3 MHz in 700 MHz band; intended for M2M) Q1 2021 (700 MHz, 1400 MHz, 2100 MHz, 2300 MHz, 3400-3800 MHz, 26 GHz)	Award of frequencies for mobile services postponed to Q1 2021 .
Serbia	Q1 2021 (3500 MHz)	Due to the pending formation of government and to Covid-19, the auction is postponed to Q1 2021 . Exact date still not published
North Macedonia	2020/2021 (700 MHz, 3500 MHz)	Procedure will start by end of 2020; Auction in in Q2 2021 . No decision by government yet.

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

EU roaming price regulation

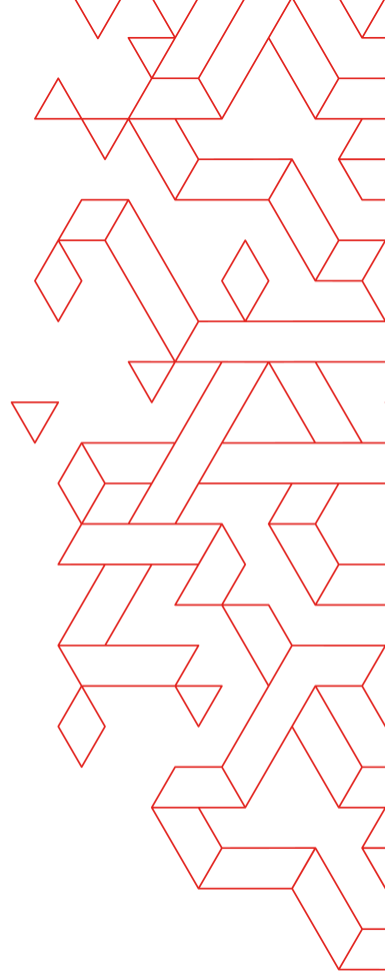
RETAIL (in EURc)	July 2014	April 30, 2016	June 15, 2017					
Data (per MB)	20	domestic tariff + 5*	domestic tariff					
Voice-calls made (per minute)	19	domestic tariff + 5*	domestic tariff					
Voice-calls received (per minute)	5	weighted average MTR	0					
SMS (per SMS)	6	domestic tariff + 2*	domestic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

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



Appendix 4

Personnel restructuring in Austria



Overview: Restructuring charges and provision vs. FTE

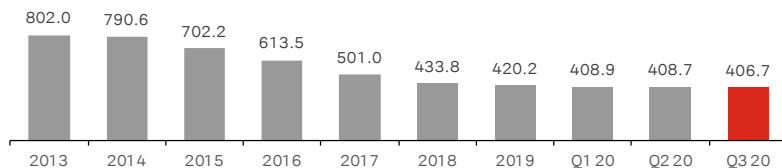
Overview restructuring charges (in EUR million)

	2013	2014	2015	2016	2017	2018	2019	Q1 20	Q2 20	Q3 20
FTE reduction	149.0	86.4	69.5	95.0	9.1	70.1	100.2	17.7	36.6	19.5
Servicekom contribution	-103.8	-39.4	-72.0	-96.9	-27.3	-47.1	-19.4	-2.2	-6.5	-3.6
Interest rate adjustments	0.0	42.6	2.9	9.2	0.0	-0.9	3.2	0.5	-5.1	5.0
Total	45.2	89.6	0.4	7.2	-18.2	22.1	84.1	16.0	25.0	20.9

FTEs addressed

	2013	2014	2015	2016	2017	2018	2019	Q1 20	Q2 20	Q3 20
Transfer to government	22	52	49	6	3	0	0	0	0	0
Social plans	409	199	270	269	31	241	387	58	141	71
Staff released from work	0	0	0	0	0	0	0	0	0	0
Total	431	251	319	275	34	241	387	58	141	71

Overview restructuring provision* (in EUR million)



Provisioned FTEs

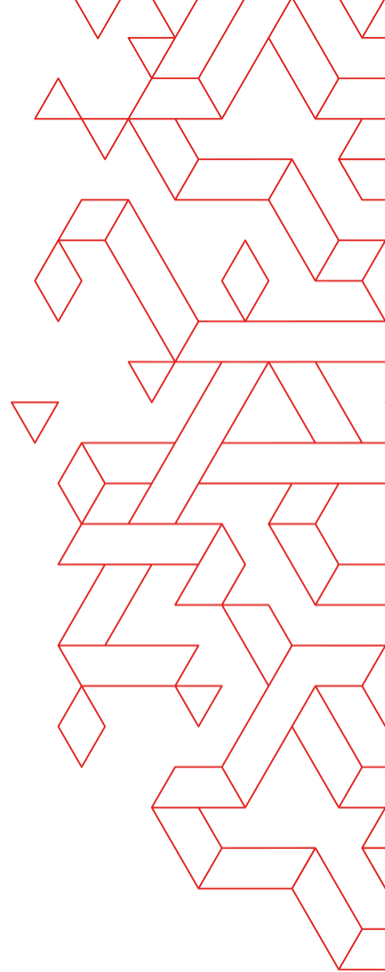
	2013	2014	2015	2016	2017	2018	2019	Q1 20	Q2 20	Q3 20
Transfer to government	330	242	205	193	176	159	128	124	118	116
Social plans	1,315	1,460	1,661	1,821	1,707	1,748	1,805	1,779	1,834	1,832
Staff released from work	410	350	253	200	172	116	81	78	69	63
Total	2,055	2,052	2,119	2,214	2,055	2,023	2,014	1,981	2,021	2,011

* Including liabilities for transfer of civil servants to government bodies since 2010. For further details please refer to note (23) of the consolidated financial statements.

Appendix 5

ESG

A1



ESG: Key figures

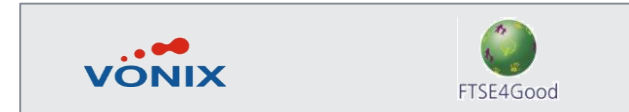
Selected group-wide KPIs

Environment	2019
Total CO ₂ emissions (Scope 1+2 market-based in tonnes)	215,981
Energy efficiency index (in MWh/terabyte)	0.17
Collected old mobile phones (in pcs)	64,504
Social	2019
Participations in trainings on media literacy	
Governance	2019
Share of female employees (in %)	39
Share of female executives (in %)	35

Ratings



Indices



Memberships

