



# Roadshow Presentation First Nine Months and Third Quarter 2015 Results

# 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 Telekom Austria nor any other person accepts any liability for any such forward-looking statements. Telekom Austria 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 Telekom Austria.'



# Telekom Austria Group key facts

16,240

Employees as of year-end 2014

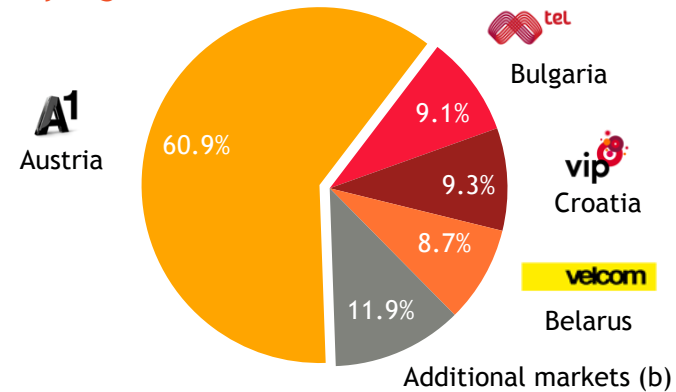
23M

Customers in seven countries

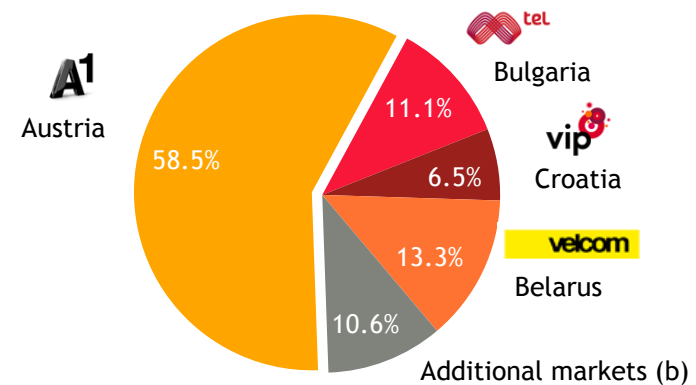
4.02BN

Revenues as of year-end 2014

Revenue by segment<sup>(a)</sup>



EBITDA comparable by segment<sup>(a)</sup>



Notes: (a) For Full Year 2014. Breakdown does not show corporate, others and eliminations.  
(b) Includes Slovenia, Republic of Macedonia and Republic of Serbia.

# The leading regional communications player providing convergent telecommunication services

as of 30 September 2015  
(in '000, in %)

Austria 

Mobile:

- > Market share: 40.0% (Q3 2014: 41.0%)
- > Subscriber base: 5,408 (Q3 2014: 5,448)

Fixed Line:

- > Access Lines: 2,284 (Q3 2014: 2,276)

Croatia 

Mobile:

- > Market share: 36.3% (Q3 2014: 36.1%)
- > Subscriber base: 1,805 (Q3 2014: 1,823)

Fixed Line:

- > Access Lines: 273 (Q3 2014: 212)

Republic of Serbia 

Mobile:

- > Market share: 22.5% (Q3 2014: 21.9%)
- > Subscriber base: 2,117 (Q3 2014: 2,064)

Slovenia 

Mobile:

- > Market share: 30.0% (Q3 2014: 29.6%)
- > Subscriber base: 702 (Q3 2014: 683)

Fixed Line:

- > Access Lines: 68 (Q3 2014: n.a.)



Belarus 

Mobile:

- > Market share: 42.5% (Q3 2014: 42.5%)
- > Subscriber base: 4,937 (Q3 2014: 4,949)

Bulgaria 

Mobile:

- > Market share: 38.6% (Q3 2014: 37.8%)
- > Subscriber base: 4,297 (Q3 2014: 4,137)

Fixed Line:

- > Access Lines: 201 (Q3 2014: 151)

Republic of Macedonia 

Mobile:

- > Market share: 28.5% (Q3 2014: 27.6%)
- > Subscriber base: 624 (Q3 2014: 631)

Fixed Line:

- > Access Lines: 86 (Q3 2014: 62)

# Telekom Austria Group Strategy - Overview



# Cash-use policy: Strengthening of the financial position, fibre roll-out and growth projects

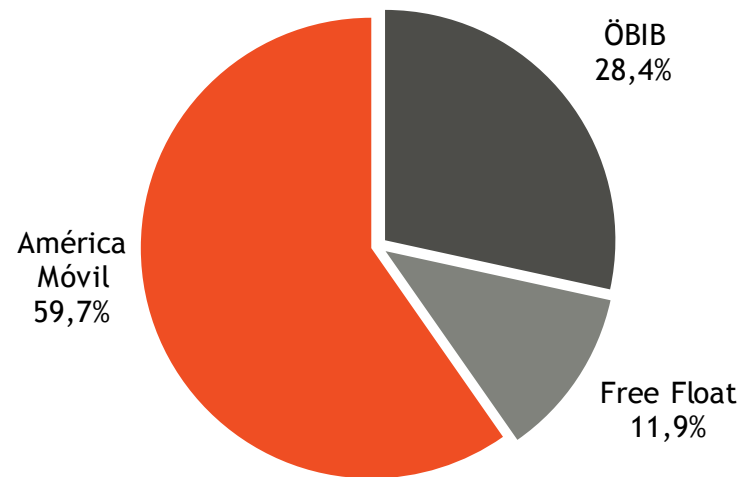
Conservative financial strategy define investment framework

Ratings Baa2 from Moody's and BBB from Standard & Poor's strengthen financial flexibility

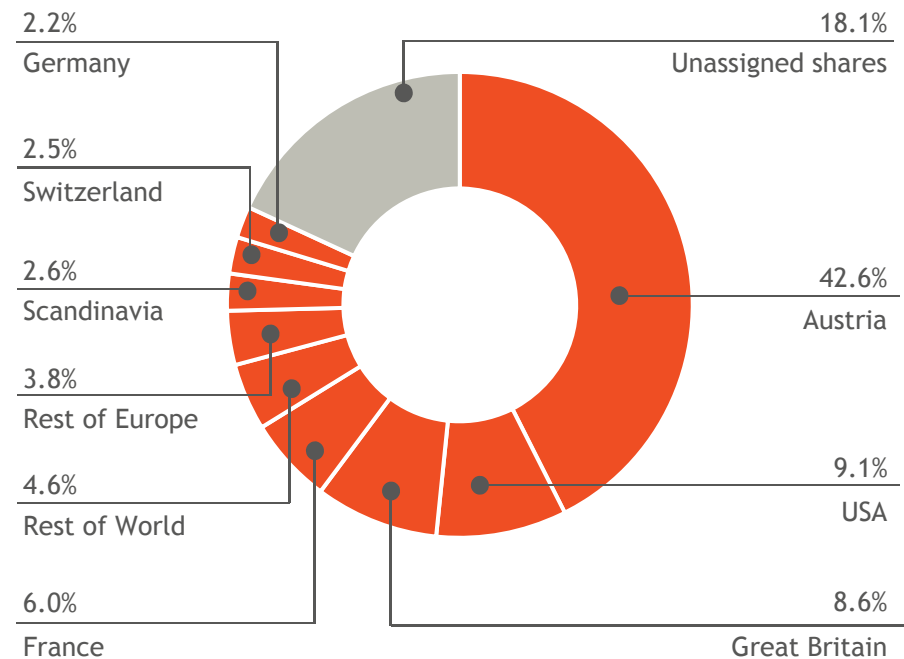
- A** Fibre roll-out in Austria
  - > Investments of EUR 400 mn in 2015-2018
  - > Target: Bandwidths of 30 Mbps for over 70% of households
  
- B** Flexibility for M&A activities
  1. Market consolidation
  2. Convergence
  3. Expansion of the existing footprint

# Shareholder structure as of 31 December 2014

Two strong core shareholders






Free float by nationality



# Operational and financial highlights for the first nine months and third quarter 2015



# 1-9 M 2015: Efficiency gains drive margin expansion to 35.6% despite ongoing challenges

Clean Group revenues*	EUR 3,022.6 mn / +0.2% yoy	
Reported Group revenues	EUR 2,950.4 mn / -1.2% yoy	
Clean EBITDA comparable**	EUR 1,067.5 mn / +3.1% yoy	
Reported Group EBITDA comparable	EUR 1,051.7 mn / +1.7% yoy	
Net income	EUR 308.4 mn / EUR -136.5 mn	

## Austria holds up well

- > Increased competition due to MVNOs mostly confined to no-frills
- > 4.9% fixed broadband and 7.9% TV growth
- > 7.3% clean EBITDA comparable growth

## CEE mixed

- > EUR 72.2 mn FX translation effect, mainly due to Belarus
- > Strong operational trends in Belarus and improving picture in Croatia
- > Continued weakness in Bulgaria and Additional Markets

\* Excluding negative extraordinary effects of EUR 28.2 mn in Austria in Q2 2014 and negative FX effects of EUR 72.2 mn

\*\* Excluding negative extraordinary effects of EUR 28.2 mn in Austria in Q2 2014, positive one-off effects of EUR 26.8 mn from the merger in Liechtenstein in Q3 2014, positive extraordinary effects of EUR 20.0 mn in other operating income in Slovenia in Q1 2015 and negative FX effects of EUR 35.7 mn

# 1-9 M 2015: Efficiency gains drive margin expansion to 35.6% despite ongoing challenges

---

## 3 M&A deals closed in CEE

- > Acquisition of Amis closed in Q3 2015
- > Merger of Vip Operator and ONE in Macedonia and acquisition of blizoo Bulgaria will be consolidated as of Q4 2015 results

---

## Outlook 2015 unchanged

Revenues: Approx. flat



Capex\*: EUR 700-750 mn



Dividend\*\*: EUR 0.05 / share



---

\* Does not include investments for spectrum and acquisitions

\*\* Intended proposal for the AGM 2016



# Key financial developments in the third quarter 2015

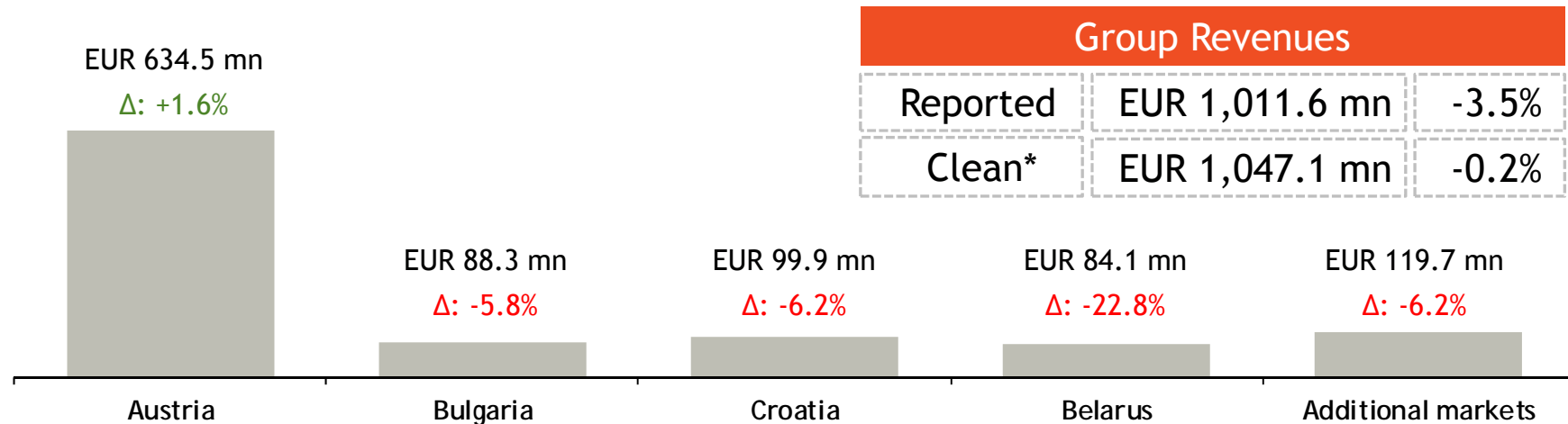
# Q3 2015: Stable Revenues and EBITDA comparable growth on a clean basis

(in EUR million)	Q3 2015	Q3 2014	% change
Revenues	1,011.6	1,048.7	-3.5%
EBITDA comparable	386.4	414.6	-6.8%
<i>EBITDA comparable margin</i>	<i>38.2%</i>	<i>39.5%</i>	
Restructuring	-7.8	-5.4	n.m.
Impairment	0.0	0.0	n.a.
Depreciation & amortisation	-189.5	-209.2	n.m.
Operating income	189.2	200.0	-5.4%
Financial result	-41.5	-46.8	n.m.
Income before income taxes	147.7	153.3	-3.7%
Income tax gain/expense	-10.6	-25.5	n.m.
Net income / Net loss	137.1	127.8	7.3%

- > Stable Group revenues on a clean basis (-0.2%)
- > 4.1% Group EBITDA comparable growth on a clean\* basis
- > EUR 26.8 mn other operating income from the merger in Liechtenstein in Q3 2014
- > EUR 35.5 mn FX translation effects on Group revenues and EUR 17.4 mn on EBITDA comparable, mainly due to 14.7% EUR-BYR devaluation in Q3

\* Excluding positive one-off effects of EUR 26.8 mn from the merger in Liechtenstein in Q3 2014 and negative FX effects of EUR 17.4 mn

# Revenue decline driven by FX and losses in CEE; Austrian trends remain positive



Group Revenues		
Reported	EUR 1,011.6 mn	-3.5%
Clean*	EUR 1,047.1 mn	-0.2%

### Segment Austria

- > Growth in prepaid offsets some of the losses in mobile broadband and contract no-frills (0.7% subscriber decline)
- > 4.9% fixed-line broadband and 7.9% TV growth; 9.7% fixed voice minute decline
- > 1.6% decline in monthly fee and traffic revenues: lower subscribers and customer roaming revenues
- > EUR 9.4 mn increase in equipment revenues due to more gross additions at higher subsidies
- > 0.8% ARPU decline (clean of calculation changes\*\*) due to prepaid pricing and customer trends

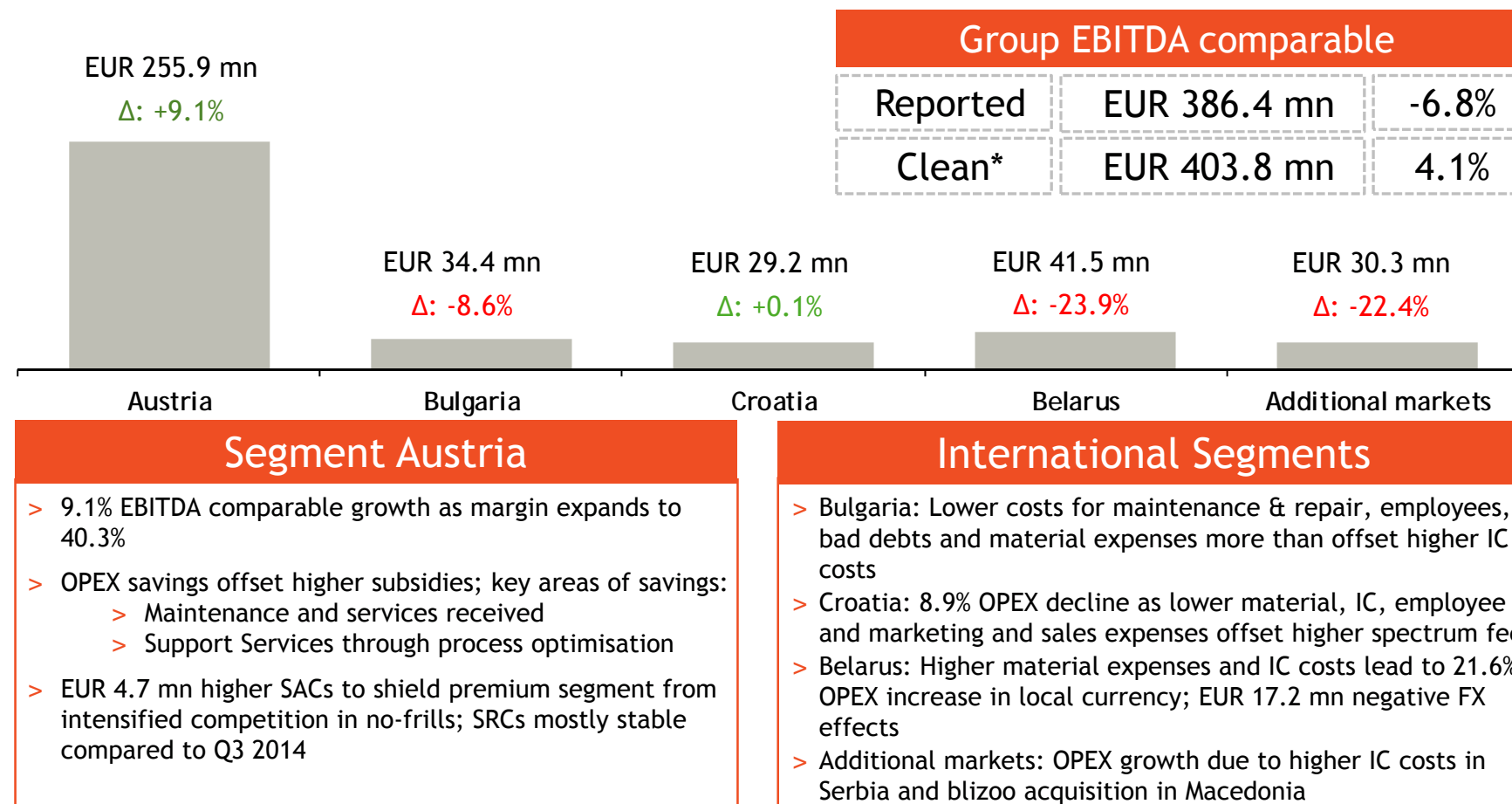
### International Segments

- > Bulgaria: Price pressure in business segment remains; increase in mobile subscriber base & fixed-line gains
- > Croatia: Positive service revenue trends in fixed-line and mobile; overall decline due to equipment and IC
- > Belarus: Local currency growth 18.1%, BYR devaluation of 14.7% in Q3 15
- > Additional Markets: Intensified competitive environment and regulatory burdens weigh on revenues; Macedonia profits from acquisition of blizoo

\* Excluding negative FX effects of EUR 35.5 mn

\*\* As of Q1 2015 the calculation of ARPU excludes value-added services

# Clean Group EBITDA comparable growth of 4.1% due strong performance in Austria & Belarus



\* Excluding positive one-off effects of EUR 26.8 mn from the merger in Liechtenstein in Q3 2014 and negative FX effects of EUR 17.4 mn  
Results for the first nine months and third quarter 2015

# 1-9 M 2015: Increased free cash flow due to lower working capital needs and lower CAPEX

(in EUR million)	Q3 2015	Q3 2014	% change	1-9 M 2015	1-9 M 2014	% change
Gross cash flow	348.3	329.2	5.8%	949.2	916.6	3.6%
Change in working capital	-76.8	-28.6	n.m.	-143.2	-242.6	n.m.
Cashflow from operating activities	271.5	300.6	-9.7%	806.0	674.0	19.6%
Ordinary capital expenditures	-171.7	-143.6	n.m.	-445.5	-472.5	n.m.
Proceeds from sale of equipment	2.0	4.7	-58.1%	5.4	8.7	-38.2%
Free cash flow	101.8	161.8	-37.1%	365.8	210.2	74.0%

## Year-to-date analysis






- > Gross cash flow rises year-on-year mainly due to EUR 20.0 mn cash-relevant one-off effect in Slovenia in Q1 2015
- > Working capital needs driven by lower accounts payable as well as restructuring payments for civil servants in Austria
- > CAPEX declined year-on-year due to spectrum acquisitions in Bulgaria and Slovenia in 1-9 M 2014

# Focus points



# Active Austrian no-frills mobile market - new offers and bob goes convergent

## Overview key contract SIM-only offers

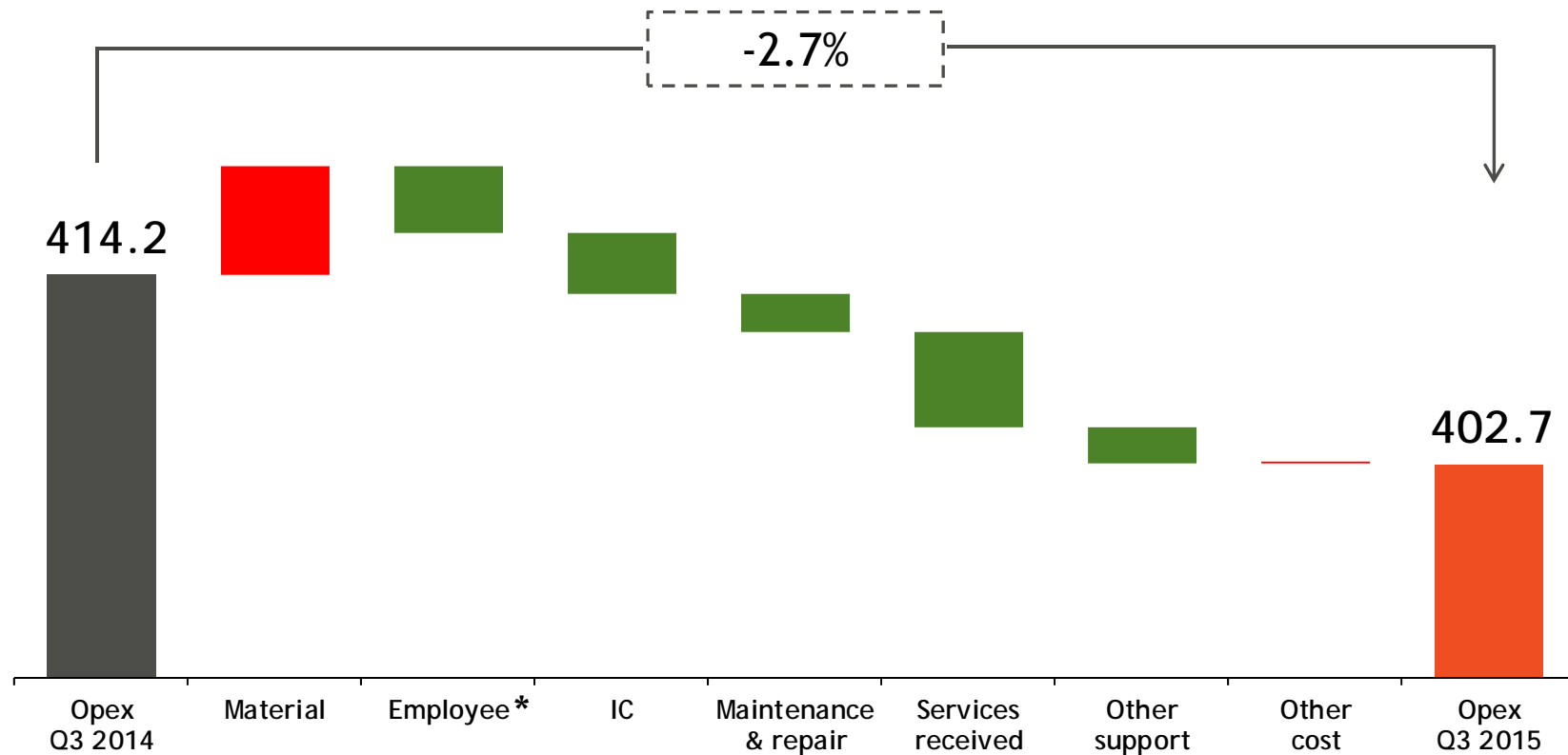
					
Price	EUR 11.90/17.90*	EUR 9.90	EUR 14.50	EUR 9.90	EUR 14.90
Voice/SMS	1,000/1,000	1,000	1,000/1,000	1,000/500	2,000/2,000
Data	3 GB	3 GB	3 GB	3 GB	3 GB
Network	Hutchison	T-Mobile	Hutchison	Owned by Hutchison	T-Mobile + mobile insurance
	December 2014	January 2015	June 2015	July 2015	September 2015

EUR 29.90  
 1,000 Min/1,000 SMS  
 3 GB  
 Unlimited fixed-line broadband



\*existing/new customer

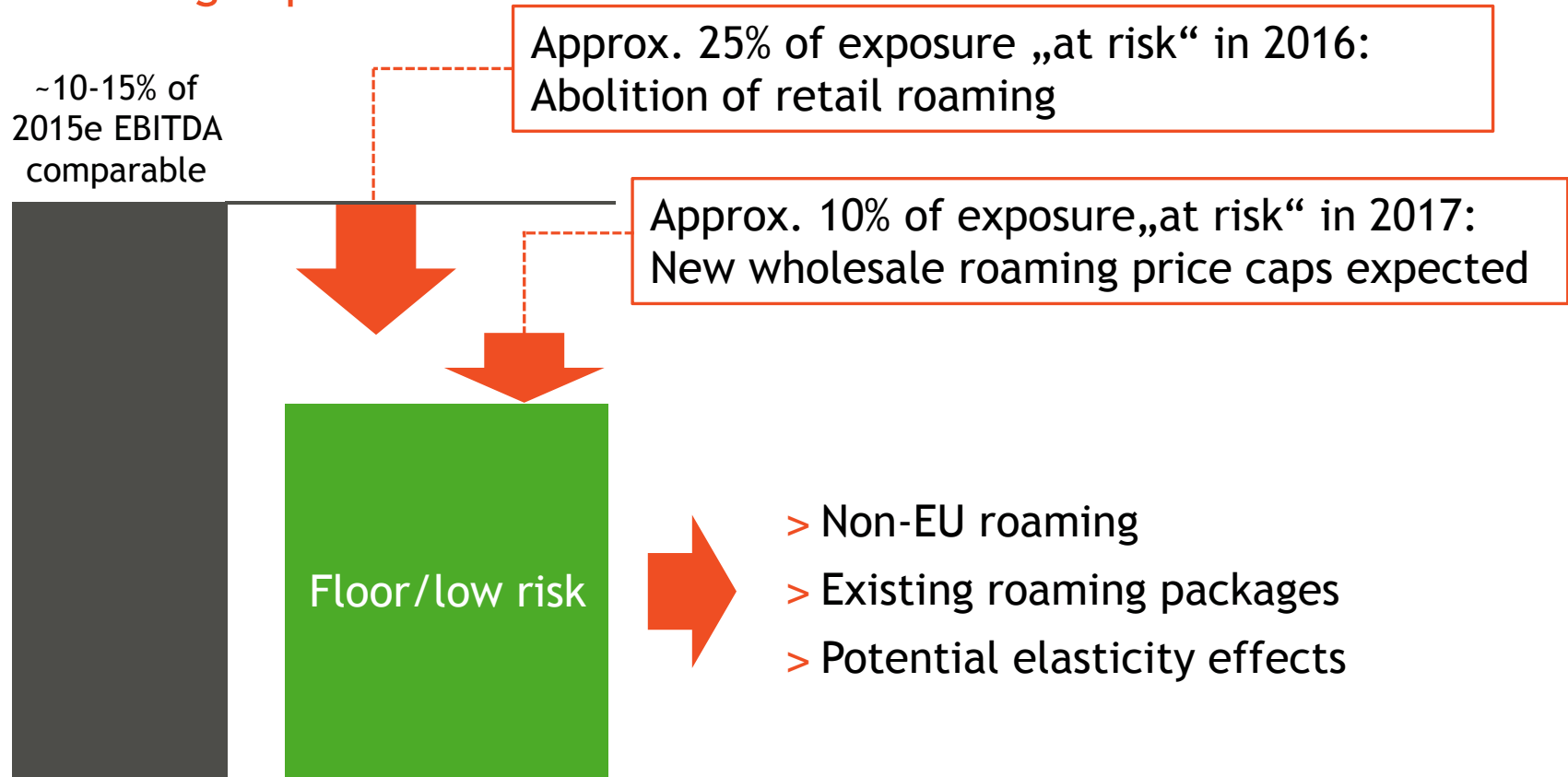
# Austria: Significant cost savings provide flexibility on the market



\* Employee costs remained stable excluding a partial reversal of the accrual regarding the EU court decision on civil servants in Q4 2014.

# EU roaming: Mitigating revenues and OPEX activities under evaluation

## EU roaming exposure



# Activities in CEE: Cluster implementation and M&A

## 2 Clusters implemented

- > Slovenia and Republic of Serbia
- > Croatia and Republic of Macedonia

## Targeted upside

- > Expected cost-savings in
  - > Technology
  - > Market activities
  - > Finance
  - > Head count
- > Streaming of technical and financial areas
- > Unified Reporting

## 3 M&A transactions closed

### Bulgaria

blizoo

EUR 47 mn

### Slovenia

zanesljivo  
amis

EUR 41 mn

### Republic of Macedonia

one

EUR 76 mn

Total revenues 2014:

EUR 164 mn

# Outlook for the full year 2015

# Telekom Austria Group outlook for the full year 2015 unchanged

	19 October 2015	16 July 2015
Revenues	Approx. flat	Approx. flat
CAPEX*	EUR 700-750 mn	EUR 700-750 mn
Proposed dividend**	EUR 0.05	EUR 0.05

On a constant currency basis with the exception of Belarus

\* Does not include investments for spectrum and acquisitions.

\*\* Intended proposal for the AGM 2016



# Appendix 1

# Telekom Austria Group - Revenue breakdown

Revenue Split - Segment Austria (in EUR million)	Q3 2015	Q3 2014	% change
Monthly fee and traffic	454.6	461.5	-1.5%
Data and ICT solutions	56.4	56.1	0.5%
Wholesale (incl. Roaming)	36.5	30.3	20.5%
Interconnection	45.9	49.4	-7.1%
Equipment	33.0	24.0	37.3%
Other revenues	8.0	2.9	181.3%
<b>Total revenues - Segment Austria</b>	<b>634.5</b>	<b>624.2</b>	<b>1.6%</b>

Revenue Split - International Operations (in EUR million)	Q3 2015	Q3 2014	% change
Monthly fee and traffic	281.6	312.9	-10.0%
Data and ICT solutions	0.4	0.4	-3.5%
Wholesale (incl. Roaming)	10.4	13.0	-19.5%
Interconnection	40.5	40.0	1.2%
Equipment	53.6	67.0	-20.0%
Other revenues	3.9	2.7	44.7%
<b>Total revenues - int. Operations</b>	<b>390.4</b>	<b>436.0</b>	<b>-10.5%</b>



# Telekom Austria Group - Expense breakdown

Operating Expense - Segment Austria (in EUR million)	Q3 2015	Q3 2014	% change
Material expense	61.2	54.7	11.9%
Employee costs	149.8	153.8	-2.6%
Interconnection	44.1	47.8	-7.6%
Maintenance and repairs	23.5	25.8	-8.7%
Services received	22.4	28.1	-20.5%
Other support services	29.0	31.2	-6.9%
Other	73.0	72.9	0.1%
<b>Total OPEX - Segment Austria</b>	<b>403.0</b>	<b>414.2</b>	<b>-2.7%</b>

Operating Expense - International Operations (in EUR million)	Q3 2015	Q3 2014	% change
Material expense	58.8	70.1	-16.2%
Employee costs	33.6	36.5	-7.9%
Interconnection	40.9	42.2	-3.0%
Maintenance and repairs	15.0	16.5	-8.9%
Services received	20.9	25.3	-17.5%
Other support services	6.7	6.4	5.6%
Other	86.1	86.9	-0.9%
<b>Total OPEX - int. Operations</b>	<b>262.0</b>	<b>283.8</b>	<b>-7.7%</b>

# Telekom Austria Group- Headcount development

FTE (Average period)	Q3 2015	Q3 2014	% change
Austria	8,657	8,817	-1.8%
International	7,288	7,136	2.1%
Telekom Austria Group*	16,124	16,124	0.0%

FTE (End of period)	Q3 2015	Q3 2014	% change
Austria	8,628	8,806	-2.0%
International	7,441	7,371	0.9%
Telekom Austria Group*	16,249	16,350	-0.6%

\* including corporates

# Telekom Austria Group - Capital expenditure split

Capital Expenditures (in EUR million)	Q3 2015	Q3 2014	% change
Segment Austria	120.9	91.0	32.9%
Segment Bulgaria	13.9	11.5	21.0%
Segment Croatia	13.0	13.2	-1.2%
Segment Belarus	12.0	11.1	7.7%
Segment Additional Markets	11.9	16.8	-29.3%
<i>Slovenia</i>	1.9	6.3	-69.8%
<i>Republic of Serbia</i>	5.5	8.8	-38.0%
<i>Republic of Macedonia</i>	4.5	1.6	188.4%
<i>Eliminations additional markets</i>	0.0	0.0	n.a.
Corporate, Others & Elimination	0.0	0.0	n.a.
<b>Total capital expenditures</b>	<b>171.7</b>	<b>143.6</b>	<b>19.6%</b>
Thereof tangible	145.1	112.6	28.8%
Thereof intangible	26.6	30.9	-14.1%

# Telekom Austria Group - Net debt

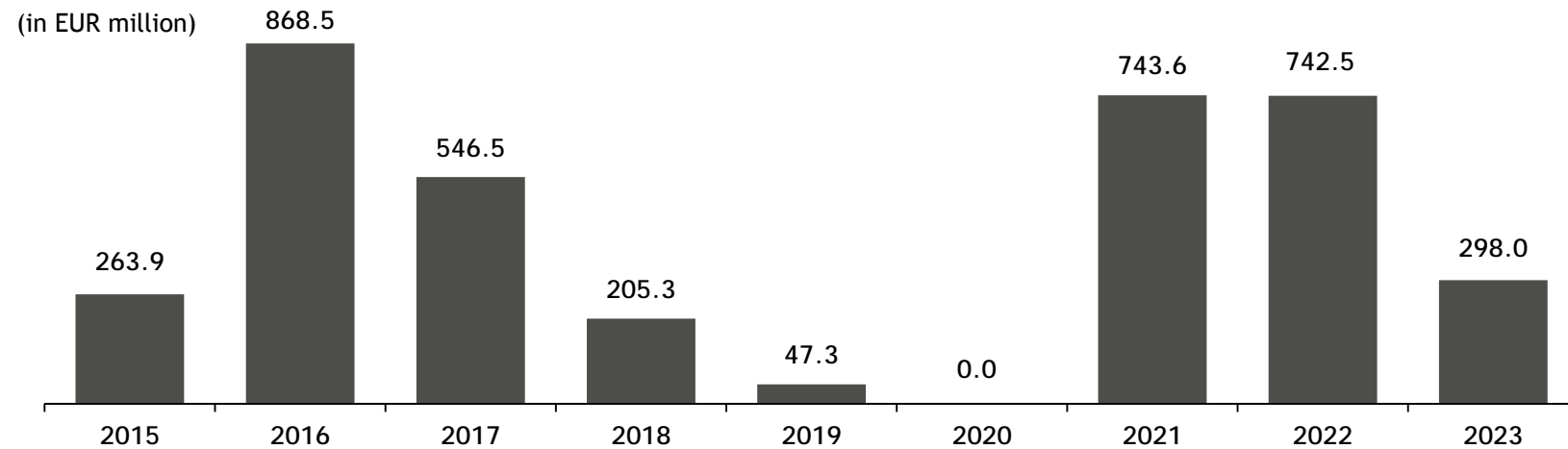
Net debt* (in EUR million)	30 September 2015	31 December 2014	% change
Long-term debt	2,633.5	3,385.0	-22.2%
Short-term borrowings**	1,082.1	340.8	217.5%
Cash and cash equivalents and short-term investments	-1,143.0	-1,032.5	n.m.
Net Debt of Telekom Austria Group	2,572.6	2,693.3	-4.5%

EUR 600 mn non-call 5 years hybrid bond qualified as 100% equity under IFRS

- \* As of 31 December 2014 long-term financial investments, instalment sales receivables and financial leasing are no longer included in the calculation of net debt; comparative figures have been restated accordingly
- \*\* As of 30 June 2015 a deferred consideration for the acquisitions of the cable operators in Macedonia in the amount of EUR 0.4 million is included in short-term borrowings.

# Telekom Austria Group - Debt maturity profile

## Debt maturity profile (including accrued interest)\*



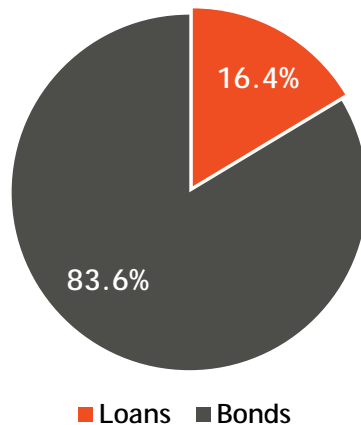
- > EUR 3,715.6 mn short- and long-term borrowings as of 30 September 2015\*\*
- > Average cost of debt of approximately 4.25%
- > Cash and cash equivalents and short-term investments of EUR 1,143.0 mn
- > Average term to maturity of 3.78 years

\* EUR 600 mn non-call 5 years hybrid bond qualified as 100% equity under IFRS

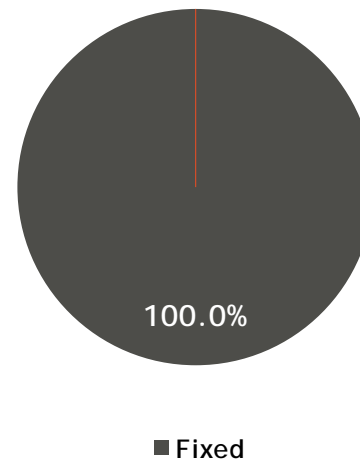
\*\* As of 30 June 2015 a deferred consideration for the acquisitions of the cable operators in Macedonia in the amount of EUR 0.4 million is included in short-term borrowings.

# Telekom Austria Group - Debt profile

## Overview debt instruments



## Fixed-floating mix



## Lines of credit

- > Undrawn committed credit lines amounting to EUR 1,000 mn
- > Average term to maturity of approx. 4.1 years

## Ratings

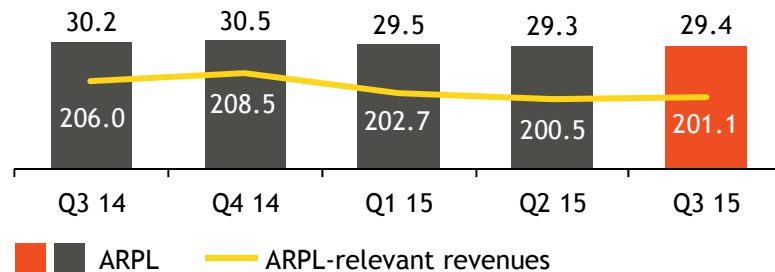
- > S&P: BBB (outlook stable)
- > Moody's: Baa2 (outlook stable)



# Segment Austria - Fixed-line key performance indicators

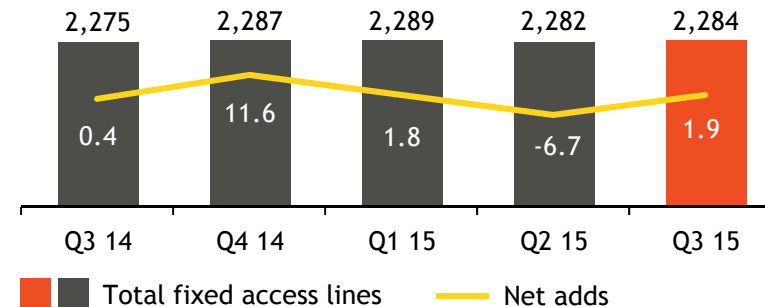
## ARPL & ARPL-relevant revenues

(in EUR, in EUR million)



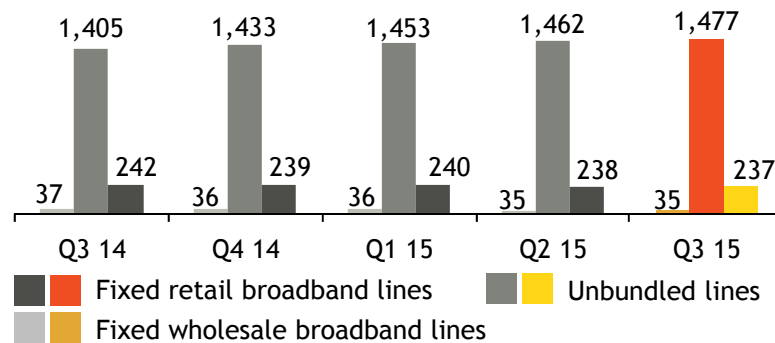
## Total fixed access lines & net adds

(in '000)



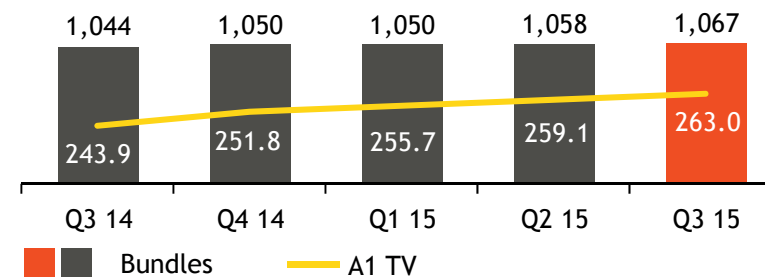
## Fixed broadband access lines

(in '000)



## Bundle subscriber growth

(in '000)



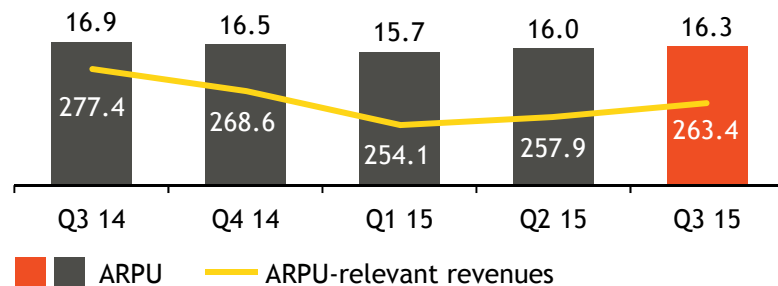
Results for the first nine months and third quarter 2015



# Segment Austria - Mobile key performance indicators

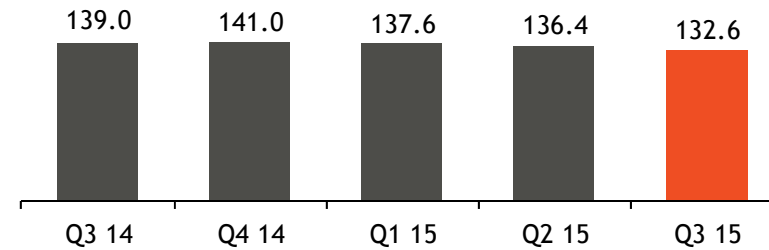
## ARPU & ARPU-relevant revenues\*

(in EUR, in EUR million)



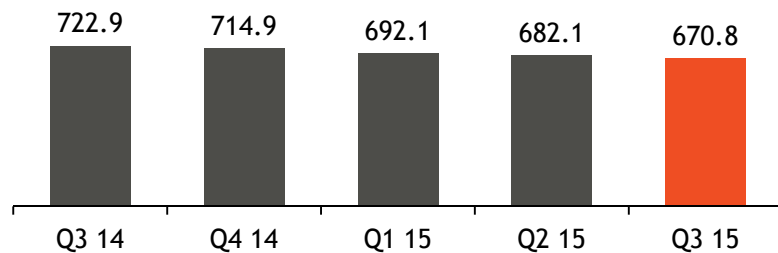
## MoU per subscriber\*\*

(in min)



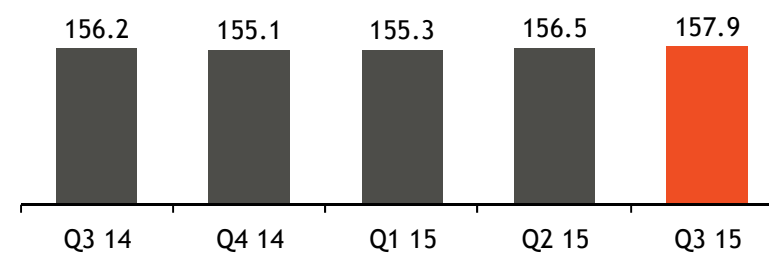
## Mobile broadband customers

(in '000)



## Mobile penetration

(in %)



\* As of Q1 2015 ARPU relevant revenues excluding mobile value added services.

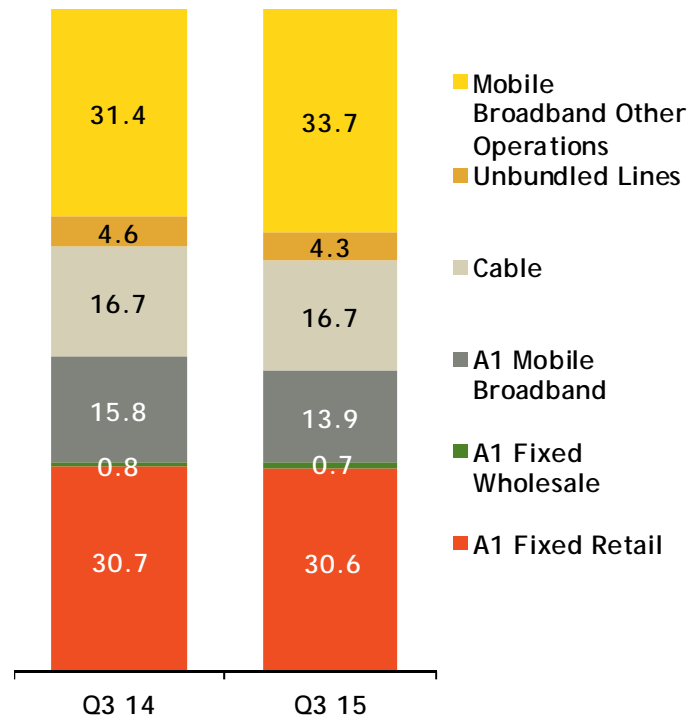
\*\* As of Q1 2015 the calculation methodology of MOU has changed. To ensure comparability, historical numbers for the year 2014 have been restated accordingly



# Segment Austria - Broadband market split

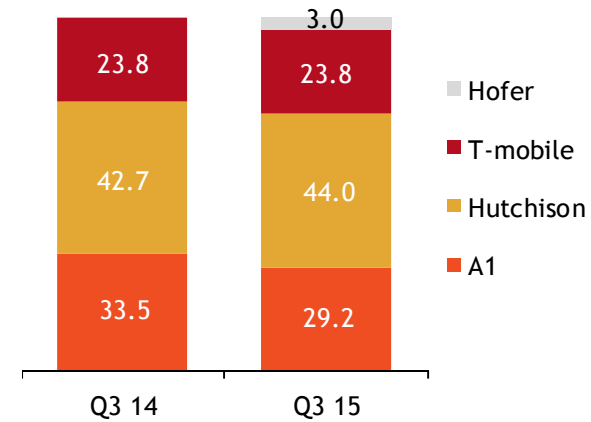
## Market share total broadband

(in %)



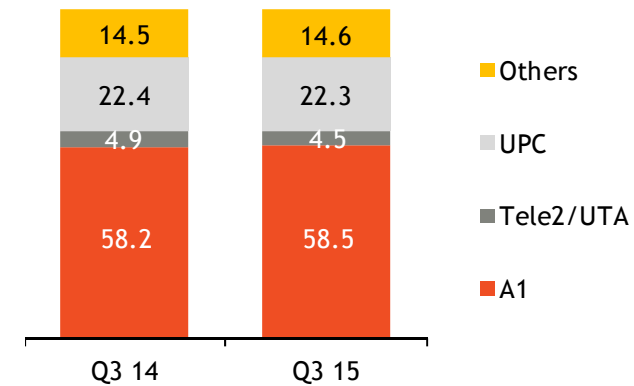
## Market share mobile broadband

(in %)



## Market share fixed-line broadband

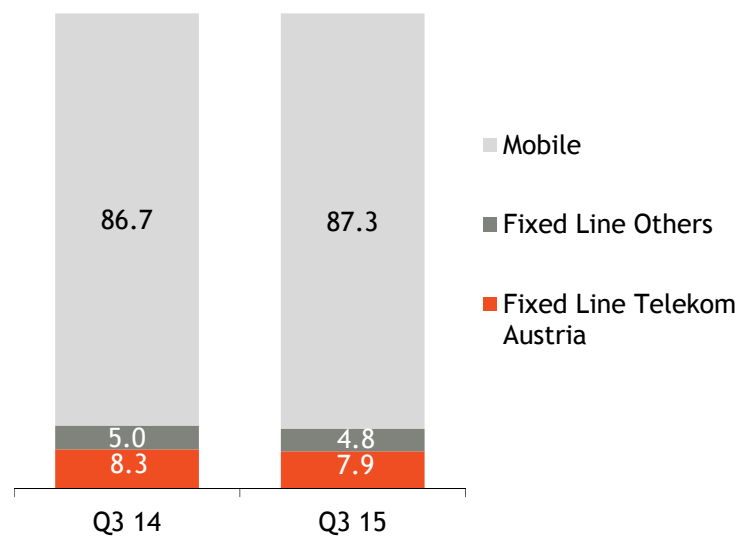
(in %)



# Segment Austria - Voice market split

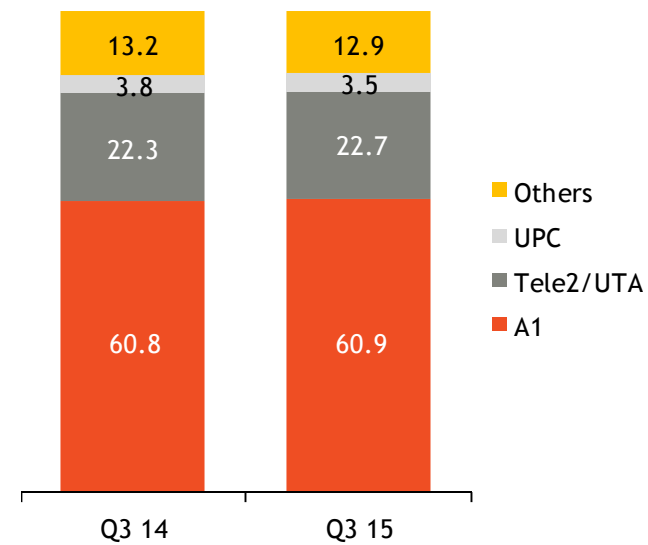
## Market share total minutes

(in %)



## Market share fixed-line minutes

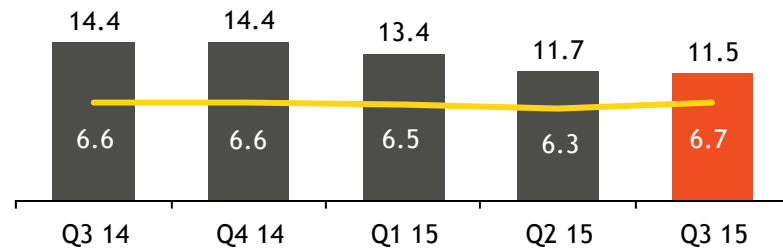
(in %)



# Segment Bulgaria - Fixed-line key performance indicators

## ARPL & ARPL-relevant revenues

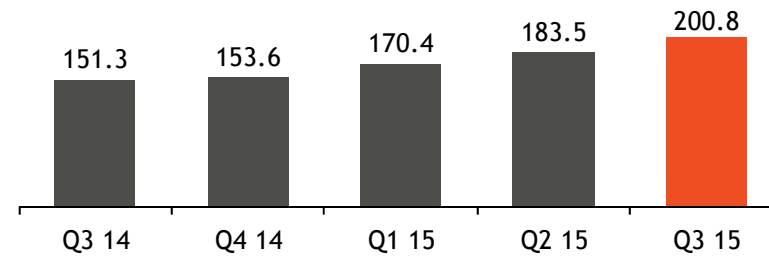
(in EUR, in EUR million)



■ ARPL    — ARPL-relevant revenues

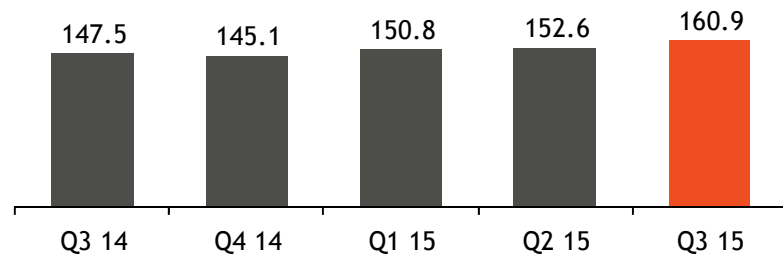
## Total fixed access lines

(in '000)



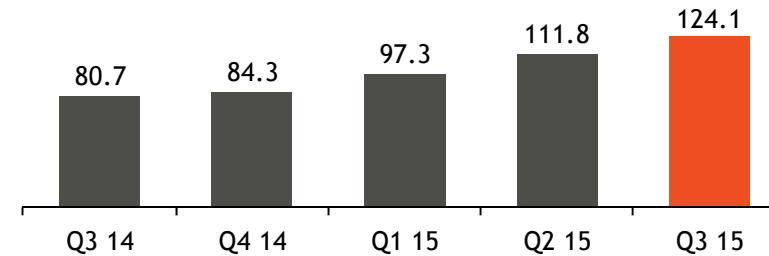
## Fixed broadband retail access lines

(in '000)



## TV subscribers

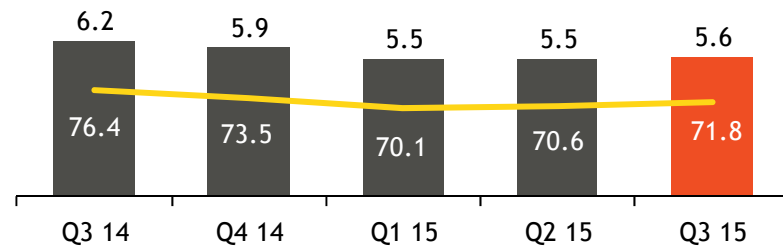
(in '000)



# Segment Bulgaria - Mobile key performance indicators

## ARPU & ARPU-relevant revenues

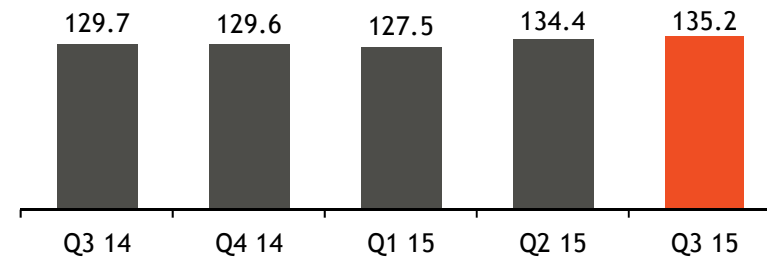
(in EUR, in EUR million)



■ ARPU    — ARPU-relevant revenues

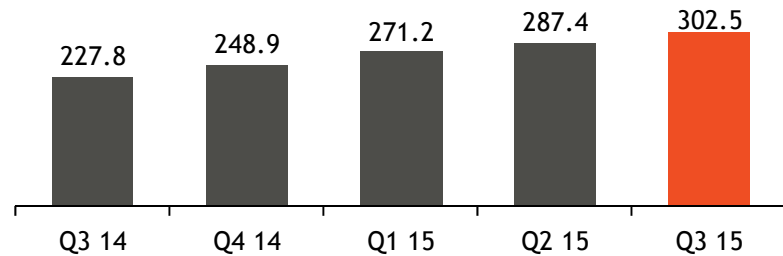
## MoU per subscriber

(in min)



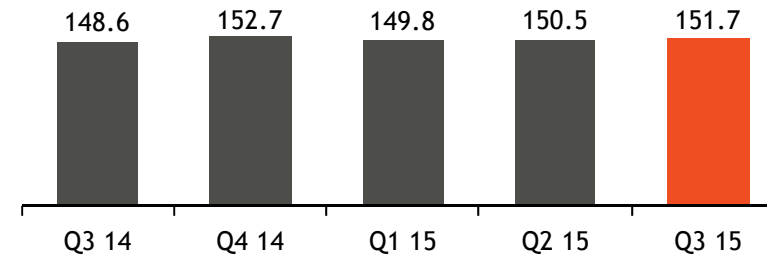
## Mobile broadband customers

(in '000)



## Mobile penetration

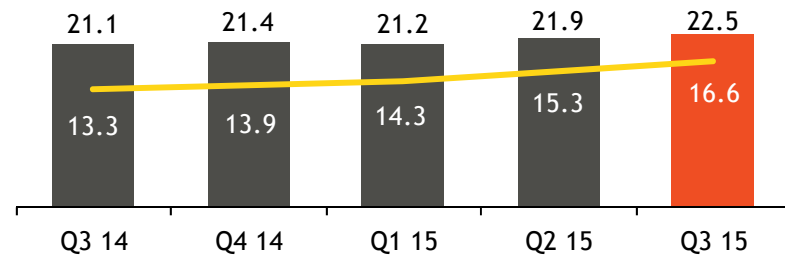
(in %)



# Segment Croatia - Fixed-line key performance indicators

## ARPL & ARPL-relevant revenues

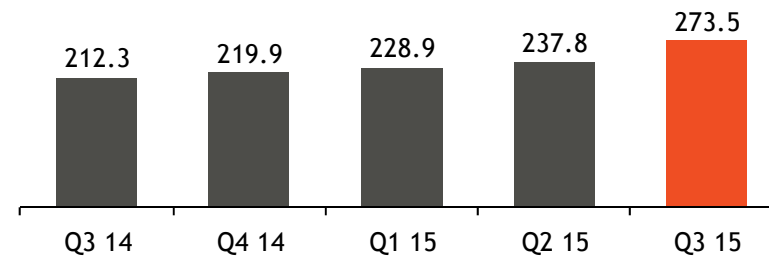
(in EUR, in EUR million)



■ ARPL    — ARPL-relevant revenues

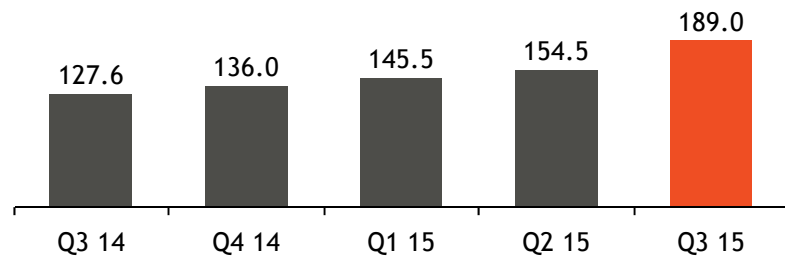
## Total fixed access lines

(in '000)



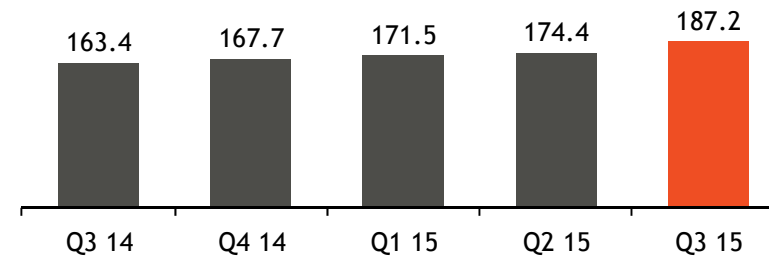
## Fixed broadband retail access lines

(in '000)



## TV subscribers

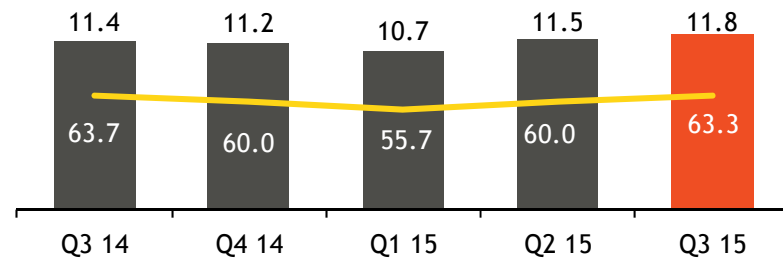
(in '000)



# Segment Croatia - Mobile key performance indicators

## ARPU & ARPU-relevant revenues

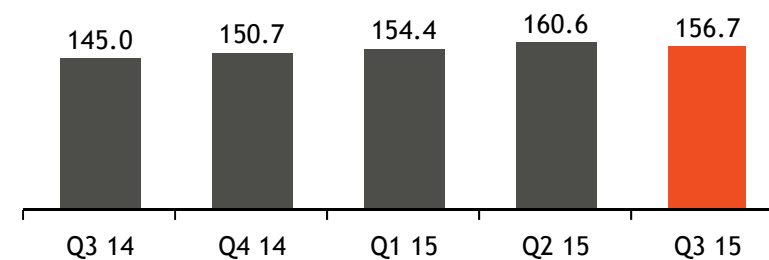
(in EUR, in EUR million)



■ ARPU    — ARPU-relevant revenues

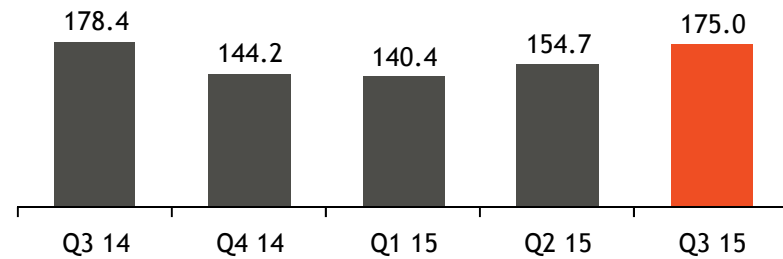
## MoU per subscriber

(in min)



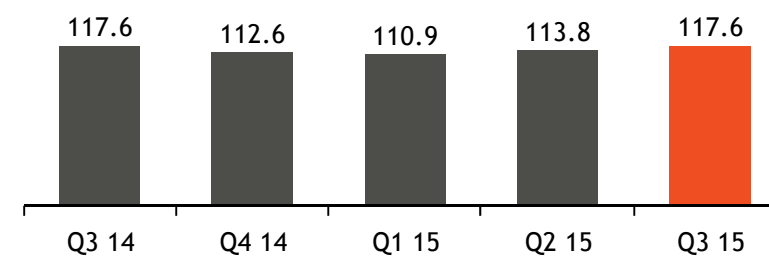
## Mobile broadband customers

(in '000)



## Mobile penetration

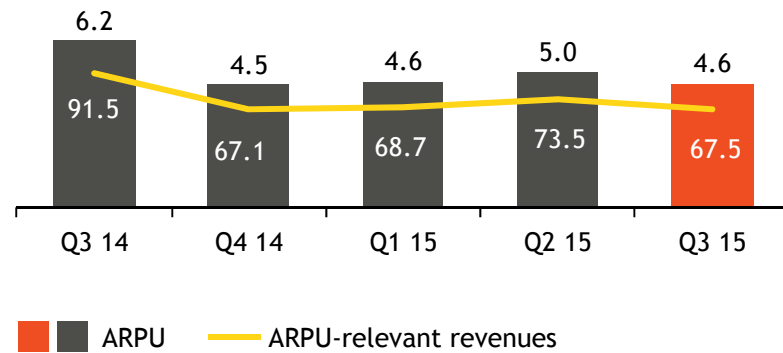
(in %)



# Segment Belarus - Mobile key performance indicators

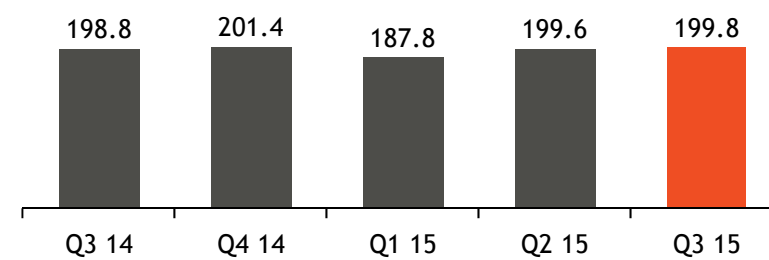
## ARPU & ARPU-relevant revenues

(in EUR, in EUR million)



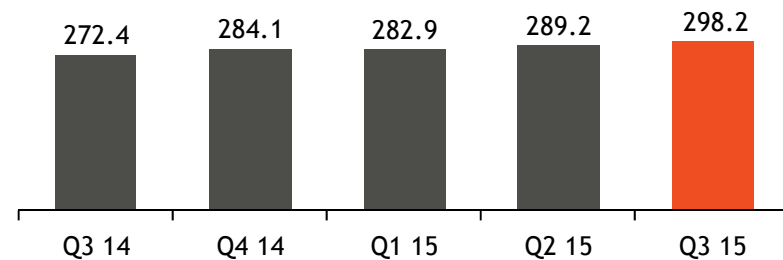
## MoU per subscriber

(in min)



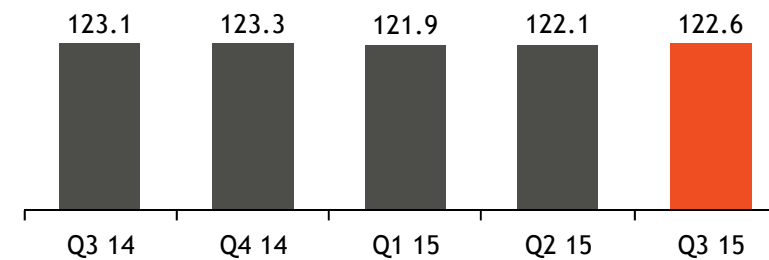
## Mobile broadband customers

(in '000)



## Mobile penetration

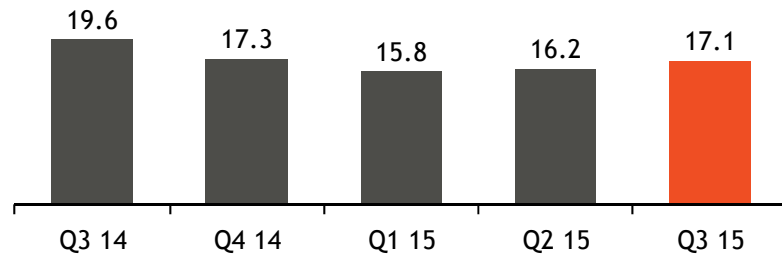
(in %)



# Segment Additional Markets - Key performance indicators

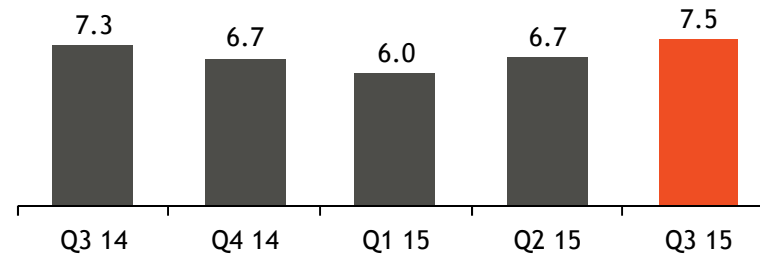
## Slovenia - ARPU

(in EUR)



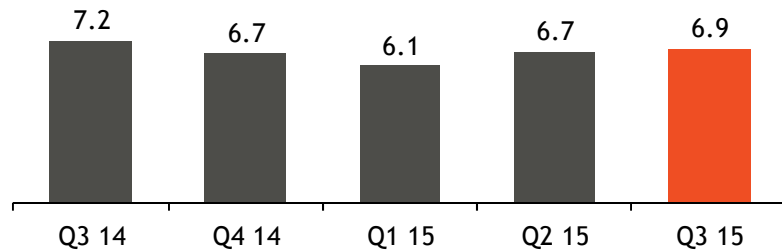
## Republic of Serbia - ARPU

(in EUR)



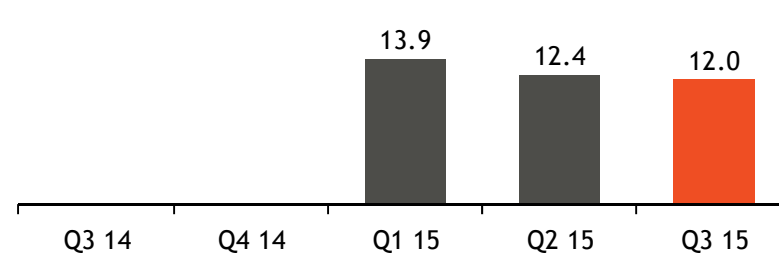
## Republic of Macedonia - ARPU

(in '000)



## Republic of Macedonia - ARPL

(in '000)





# Appendix 2 – Regulatory topics

# Glide Path of Mobile Termination Rates

## EU Pressure on National Regulatory Authorities to Further Decrease Rates

	Jan 2014	Jul 2014	Sep 2014	Jan 2015	Jul 2015	Jan 2016
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049
Bulgaria (BGN)	0.02	0.02	0.02	0.019	0.019	0.019
Croatia (HRK)	0.1282*	0.1282*	0.1282*	0.063*	0.063*	0.063 <sup>1</sup>
Belarus (BYR)	180/90**	180/90**	180/90**	180/90**	180/90**	180/90**
Slovenia (EUR)	0.0324	0.0324	0.0114	0.0114	0.0114	0.0114
Serbia (RSD)	3.95	3.95	3.95	3.43	3.43	3.43 <sup>1</sup>
Macedonia (MKD)	1.20	1.20	0.90	0.90	0.90	0.90

\* National MTRs stated. International MTRs differ

\*\* Belarus values: peak times/off-peak times - the medium weighted MTR value amounts to BYR 150 per minute

<sup>1</sup> NRA currently reviews wholesale markets and cost accounting models. Outcome of analysis/proceedings can lead to MTR reductions in Q1/16



# EU roaming price regulation

RETAIL (in EURc)	Before	July 2012	July 2013	July 2014	30 April 2016	15 July 2017
Data (per MB)	none	70	45	20	domestic tariff + 5*	domestic tariff
Voice-calls made (per minute)	35	29	24	19	domestic tariff + 5*	domestic tariff
Voice-calls received (per minute)	11	8	7	5	weighted average MTR*	domestic tariff
SMS (per SMS)	11	9	8	6	domestic tariff + 2*	domestic tariff
WHOLESALE (in EURc)	Before	July 2012	July 2013	July 2014	30 April 2016	15 July 2017
Data (per MB)	50	25	15	5	5	?**
Voice (per minute)	18	14	10	5	5	?**
SMS (per SMS)	4	3	2	2	2	?**

\* 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.

\*\* Upon entry into force of the new Regulation, the Commission shall initiate a review of the wholesale roaming market with a view to assessing measures necessary to enable abolition of retail roaming surcharges.

## Upcoming spectrum tenders/prolongations/assignments

	Planned/Expected	Comments
Austria	2019 (2100 MHz)	-
Bulgaria	2015 (1800 MHz)	1800 MHz: Decision on available 2x18.4 MHz spectrum in 1800 MHz band still pending and not decided by regulator CRC 2600 MHz available since 1 <sup>st</sup> Sept. 2015 but market players not interested yet.
Croatia	2015 (1800 MHz) 2016-2017 (2100 MHz) 2017-2018 (2600 MHz)	1800 MHz: "leftover" of 2 x 7,8 MHz will be granted end of Nov. 2015 via "closed envelope" procedure. 2100 MHz: dependent on LTE roll-out dynamics and traffic development (on request of at least one operator) as well as fulfilment of 2015 plan. 2600 MHz: dependent on traffic development.
Belarus	2015 (2100 MHz)	2100 MHz: decision on a 4 <sup>th</sup> UMTS block pending. LTE license only awarded to B-cloud, allocation to other operators not expected before 2016.
Slovenia	2015 (2100 MHz) 2018 (700,1400,1800,2100, 2300, 3700 MHz)	A new tender for 2 slots on 2100 MHz is expected to take place mid Q4/2015. NRA announced preparation of a new tender for public spectrum auction of 'leftovers' 700 MHz, 1400 MHz, 1800 MHz, 2100MHz, 2300 MHz, 3500 MHz and 3700 MHz.
Republic of Serbia	2015 (800 MHz) 2016 (900 MHz)	Spectrum auction on 800 MHz is officially announced for 10.11.2015. Vip mobile has already applied for bidding. Availability of 900 MHz in 2016 not yet clarified.
Republic of Macedonia	2016-2017 (900 MHz & 1800 MHz)	900 MHz (2x10) & 1800 MHz (2x10): Prolongations (Vip operator licenses in these spectrum valid until 22 March 2017).

# Appendix 3 – Personnel restructuring in Austria

# Overview - Restructuring charges and provision vs. FTE

## Overview restructuring charges

(in EUR million)

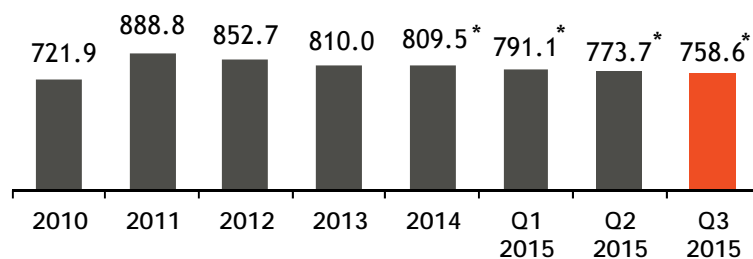
	2010	2011	2012	2013	2014	Q1 2015	Q2 2015	Q3 2015
FTE effect	76.9	274.3	49.9	149.0	86.4*	4.5	17.4	13.0
Servicekom	0.0	-40.6	-76.7	-103.8	-39.4	-0.6	-12.1	-5.2
Interest rate adjustments	47.2	0.0	61.4	0.0	42.6	0.0	0.0	0.0
<b>Total</b>	<b>124.1</b>	<b>233.7</b>	<b>34.7</b>	<b>45.2</b>	<b>89.6</b>	<b>3.9</b>	<b>5.3</b>	<b>7.8</b>

## FTEs addressed

	2010	2011	2012	2013	2014	Q1 2015	Q2 2015	Q3 2015
Transfer to government	158	106	44	22	52	10	18	10
Social plans	28	685	94	409	199	7	49	46
Staff released from work	27	0	0	0	0	0	0	0
<b>Total</b>	<b>213</b>	<b>791</b>	<b>138</b>	<b>431</b>	<b>251</b>	<b>17</b>	<b>67</b>	<b>56</b>

## Overview restructuring provision\*\*

(in EUR million)



## Provisioned FTEs

	2010	2011	2012	2013	2014	Q1 2015	Q2 2015	Q3 2015
Transfer to government	158	264	308	330	242	195	207	211
Social plans	299	922	1,030	1,315	1,460	1,460	1,512	1,543
Staff released from work	763	649	510	410	350	345	314	270
<b>Total</b>	<b>1,220</b>	<b>1,835</b>	<b>1,848</b>	<b>2,055</b>	<b>2,052</b>	<b>2,000</b>	<b>2,033</b>	<b>2,024</b>

\* Including EUR 15.0 mn due to the judgment of the European Court of Justice from November 11, 2014 regarding the remuneration and legal rights of civil servants ('Vorrückungstichtag')

\*\* Including liabilities for transfer of civil servants to government bodies since 2010

# Overview - Cash flow impact of restructuring

## Overview cash flow impact\*

(in EUR million)

	Total cash-flow impact
2010	57.9
2011	93.4
2012	104.0
2013	108.0
2014	107.1
Q1 2015	25.2
Q2 2015	25.6
Q3 2015	23.9

- > Total cash flow impact comprises old and new programmes
- > Cash flow impact for Q3 2015 of EUR 23.9 mn
- > Total expected cash flow impact for 2015 of approximately EUR 100 - 110 mn

\* Historical numbers have been restated since 2011 to fully reflect all payments from the transfer of civil servants to government bodies.

# Appendix 4 – Corporate sustainability



# Alignment with core business and materiality analysis define sustainability strategy

## Products Providing Responsible Products



Develop Products in a Future-Oriented and Responsible Way

- Powerful Network Infrastructure
- Highest Data Protection and Safety Standards
- Products with Added Value

## Environment Living Green



Manage Resources in an Efficient and Sustainable Way

- Energy-Efficient Infrastructures
- Increased Use of Renewable Energy
- Active Climate Protection Through CO<sub>2</sub> Reduction



## Employees Empowering People



Systematically Promote Employees' Skills and Utilising Them

- Sound Education and Trainings
- Promotion of Internal Career Paths
- Increase the Proportion of Female Employees – Including Management Posts

## Society Creating Equal Opportunities



Creating Equal Opportunities in the Digital Society

- Focused Trainings on Media Literacy
- Increase the Safe Use of Digital Media
- Social Cooperations Based on Local Needs

**22** Firm and Measurable Targets



Reporting Follows the Global Reporting Initiative Guidelines



ISO 14001  
ISO 50001  
ISO 27001



# Key figures

## Selected Group-wide KPIs

<b>Environment: Living Green</b>	2014
Total CO <sub>2</sub> Emissions (Scope 1+2 in tonnes)	170,842
Energy efficiency index (in Mwh/terabyte)	0.8
Paper consumption (in tonnes)	1,771
Collected old mobile phones (in pcs)	20,561
E-billing share (in %)	64
<b>Employees: Empowering People</b>	2014
Share of femal employees (in %)	38
Share of femal executives (in %)	29
Internally hired positions	133
<b>Society: Creating Equal Opportunities</b>	2014
Participants in trainings on media literacy	18,704
Local educational projects	over 30

## Ratings



› Classification: B  
(93 points out of 100)



› Classification: C+



## Indices



## Memberships

