

Results for the Fourth Quarter and Full Year 2012

Vienna, 28 February 2013

Cautionary Statement

“This presentation contains certain forward-looking statements. Actual results may differ materially from those projected or implied in such forward-looking statements. Forward-looking information involves risks and uncertainties that could significantly affect expected results.”



Agenda

- > Operational and Financial Highlights for the Full Year 2012
 - > Key Financial Developments in the Fourth Quarter 2012
 - > Focus Points
 - > Outlook for the Full Year 2013
 - > Appendix
-

Operational and Financial Highlights for the Full Year 2012

FY 2012: Key Strategic Steps Taken to Stabilise Mature Markets - Growth in All Other Segments

- > Austrian and Bulgarian segments drive 2.8% revenue and 4.7% EBITDA comparable decline to EUR 4.33 bn and EUR 1.46 bn respectively
- > Croatia benefits from full-year consolidation of the fixed line business
- > Strong operating performance in Belarusian segment
- > Continued growth in Additional Markets segment
- > OPEX savings of EUR 71.3 mn lessen revenue pressure on EBITDA comp.
- > Acquisition of YESSS! and other assets represents a key strategic step in Austrian segment
- > Mature markets performed below management expectations in 2012 and drove intra-year guidance revision:
 - > Fierce mobile competition hampered revenue stabilisation initiatives in Austrian segment
 - > Macroeconomic headwinds and severe price pressure caused Bulgarian and Croatian segment to fall behind expectations

Full Year 2012 Results at Upper End of Revised Guidance

| | Guidance | Reported | |
|----------------------------|---------------------------|--|---|
| Revenues | approx. EUR 4.2 bn | EUR 4.33 bn | ✓ |
| EBITDA Comparable | EUR 1.40 bn - EUR 1.45 bn | EUR 1.46 bn | ✓ |
| CAPEX* | EUR 0.70 bn - EUR 0.75 bn | Reported: EUR 0.73 bn Excl. spectrum: EUR 0.69 bn | ✓ |
| Operating Free Cash Flow** | EUR 0.70 bn - EUR 0.75 bn | EUR 0.73 bn | ✓ |

* Does not include any investments for licenses and spectrum nor acquisitions.

** Operating Free cash flow = EBITDA comparable minus capital expenditures (excluding investments for licenses and spectrum auctions)

Results for the Full Year 2012

Key Financial Developments in the Fourth Quarter 2012

Q4 2012: Strong Revenue Trends; Extraordinary Tax Effect Impacts Net Result

| (in EUR million) | Q4 2012 | Q4 2011 | % change |
|---------------------------------------|---------|---------|----------|
| Revenues | 1,117.8 | 1,115.9 | 0.2% |
| EBITDA comparable* | 318.8 | 336.9 | -5.4% |
| <i>EBITDA comparable margin*</i> | 28.5% | 30.2% | |
| Restructuring | -13.0 | -8.9 | 45.8% |
| Impairment and reversal of impairment | 0.0 | -248.9 | n.a. |
| Depreciation & amortization | -237.1 | -295.5 | -19.8% |
| Operating income | 68.7 | -216.4 | n.m. |
| Financial result | -52.0 | -44.0 | 18.3% |
| Income before income taxes | 16.8 | -260.4 | n.m. |
| Income tax expense | -93.0 | -61.1 | 52.2% |
| Net income / Net loss | -76.3 | -321.5 | -76.3% |

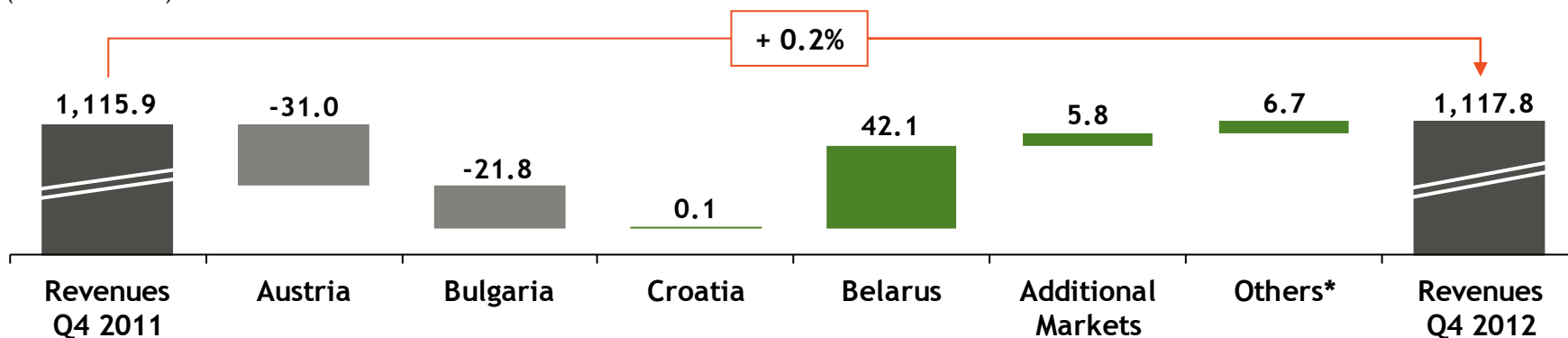
- > Strong revenue trends despite EUR 23.9 mn regulatory impact
- > Price declines, regulatory changes and subsidy increases put pressure on margins in mature markets
- > Restructuring charge consists of FTE reductions (91 FTE), interest rate effects and positive servicekom contribution
- > EUR 93.0 mn tax expense driven by lower deferred tax assets as a result of revised future taxable income estimates

* Excluding effects from restructuring and impairment tests

0.2% Revenue Growth Due to Belarusian, Additional Markets and Croatian Segments

Quarterly Revenue Development

(in EUR million)



Segment Austria

- > EUR 13.8 mn (-1.9%) decline excluding one-off effects in 2011
- > ARPL relevant revenues almost stable (-0.6%) whilst mobile service revenues decline (-6.9%)
- > High value handsets drive equipment revenues, which increased by EUR 23.2 mn

International Segments

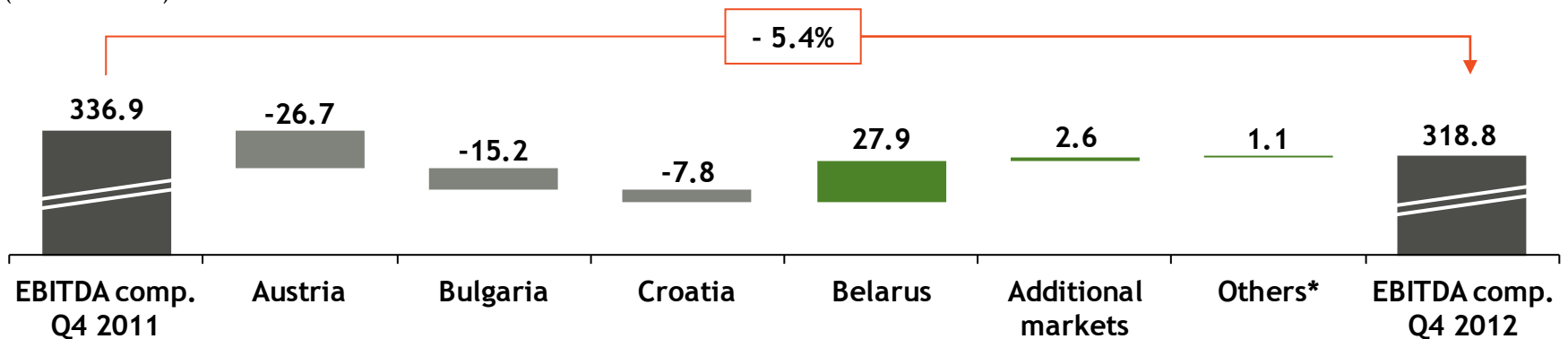
- > Regulatory cuts account for 59.0% of revenue decline in Bulgaria
- > Inflation-induced price increases, higher usage and mobile broadband growth drive revenues in Belarus
- > Croatia benefits from fixed line business and equipment revenues
- > ARPU growth in Belarus, Slovenia and Macedonia

* Corporate, Others & Eliminations

Growth in Belarus and Additional Markets Limits EBITDA Comparable Decline to 5.4%

Quarterly EBITDA Comparable Development

(in EUR million)



Segment Austria

- > EBITDA declines by 1.9%, excluding one-off effects
- > Lower Marketing and Sales costs drive total net cost savings
- > Investment in high-value customer segment:
 - > 31.5% higher SRC / replaced handsets
 - > 32.6% higher SAC / Gross add

International Segments

- > MTR cuts account for EUR 6.8 mn of EBITDA decline in Bulgaria
- > Step-up of marketing activities for fixed line and convergent products in Croatia
- > Belarus benefits from strong operating performance supported by inflation induced price increases

* Corporate, Others & Eliminations

Working Capital Requirements Drive Free Cash Flow Decline in 2012

| (in EUR million) | Q4 2012 | Q4 2011 | % change | 1-12 M 2012 | 1-12 M 2011 | % change |
|---------------------------------|-------------|-------------|---------------|--------------|--------------|---------------|
| Gross cash flow | 287.8 | 302.0 | -4.7% | 1,295.9 | 1,339.6 | -3.3% |
| Change in working capital | -37.2 | 76.6 | n.m. | -248.0 | -126.4 | 96.3% |
| Ordinary capital expenditures | -238.8 | -284.1 | -15.9% | -728.2 | -739.0 | -1.5% |
| Proceeds from sale of equipment | 2.5 | 2.8 | -9.4% | 5.7 | 4.9 | 14.8% |
| Free cash flow | 14.3 | 97.3 | -85.3% | 325.4 | 479.2 | -32.1% |
| Free cash flow per share | 0.03 | 0.22 | -85.3% | 0.74 | 1.08 | -32.1% |

Year-to-Date Analysis

- > Lower operating results lead to lower gross cash flow
- > Higher working capital mainly due to:
 - > Higher levels of accounts receivables
 - > Lower accounts payable as a result of higher investments in Q4 2011
 - > Restructuring payments

CAPEX 2012 in Line with Guidance



Spectrum Tenders in 2012

Croatia

Frequency 800 MHz
 Band 2x10 MHz
 Duration 12 years
 Price one-time fee of EUR 19.9 mn plus EUR 2.6 mn annual fee for 2012

Republic of Macedonia

Frequency 1800 MHz
 Band 2x10 MHz
 Duration 10 years
 Price EUR 5.1 mn

Belarus

Frequency 2100 MHz
 Band 2x5 MHz
 Duration 5 years
 Price EUR 9.5 mn

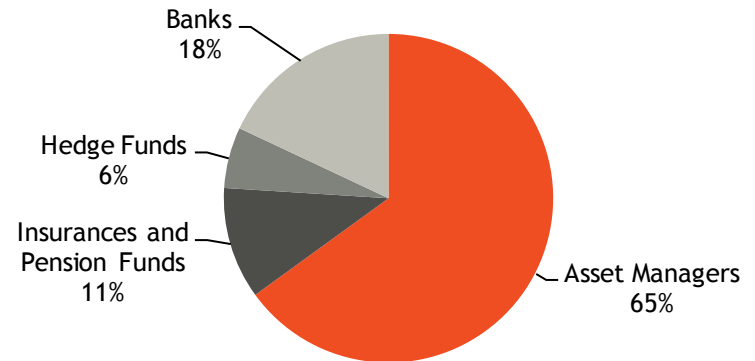
* Does not include any investments for licenses and spectrum nor acquisitions.

EUR 600 mn Hybrid Bond Supports Credit Ratings

Terms and Conditions

| | |
|---|---|
| Volume | EUR 600 mn |
| Maturity Date | perpetual |
| 1 st Call Date | 1 February 2018 |
| Coupon until 1 st Call Date | 5.625% |
| Equity Treatment | 100% under IFRS 50% by rating agencies |

Placement



- > Favourable issue conditions utilised
 - > 5.625% coupon below guidance range of 6.0% - 6.25%
- > The strong demand results in order book of approximately EUR 4.0 bn
- > Protection of solid investment grade rating despite YESSS! acquisition and spectrum auctions
- > Positive effect on Net Debt/EBITDA comparable of approximately 0.4x (under IFRS)

Focus Points

Refined Strategy to Address Challenges in Bulgarian Segment

Key Challenges:

- > Severe macroeconomic headwinds
- > 57.7% MTR cuts in July 2012 and further 13.0% in January 2013
- > Price pressure in fixed and mobile business
- > Major changes to competitive environment (New vivacom ownership, Globul on sale, potential fourth entrant in 2013)

Strategic Setup

Convergence

Mobile:
Volume to value shift

Fixed line:
Focus on value-
enhancing growth

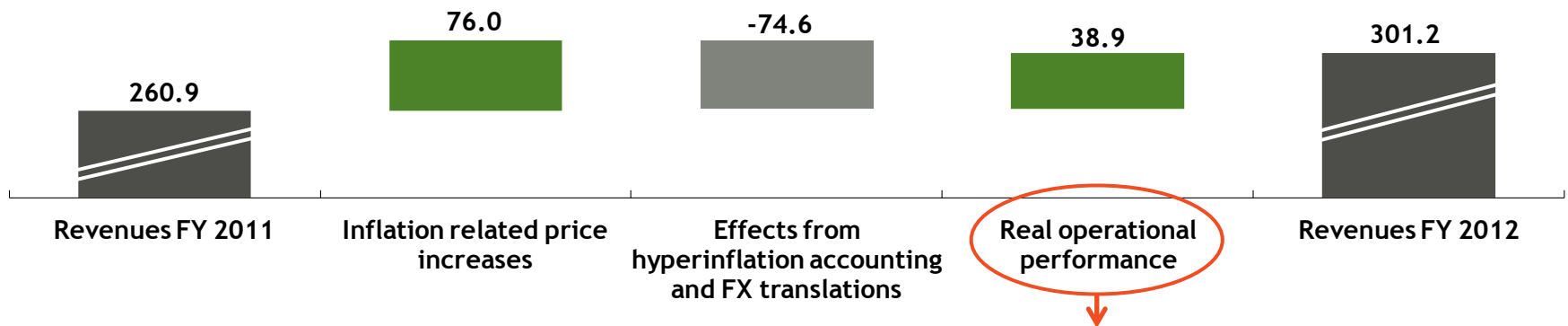
High cost efficiency

Management strengthened with new CMO and CFO

Strong Operational Performance Lessens Hyperinflation Accounting and FX Impact in Belarus

Revenue Development in the Belarusian Segment

(in EUR million)



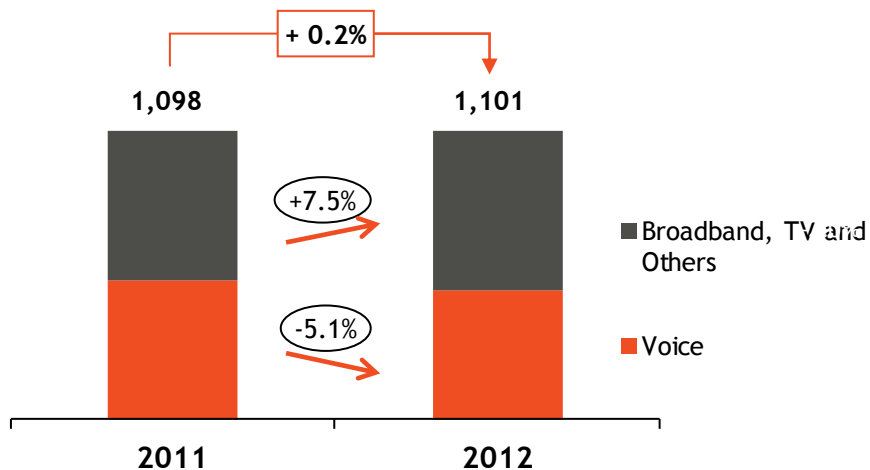
Operating performance drivers

- > Balanced approach to price increases reflected in usage growth
- > Strong growth of smartphones supported by instalment-based tariffs
- > Higher subscriber base (77.3% rise in mobile broadband subscriber base)

Austrian Segment: ARPL Driven by Strong Demand for Bundles and Other Fixed Line Products

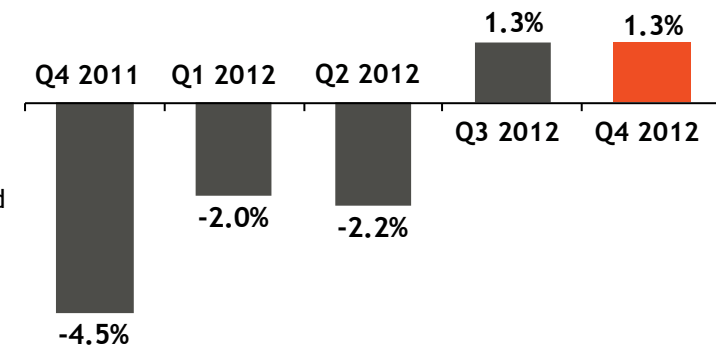
Fixed Line Revenue Development*

(in EUR million)



ARPL Y-o-Y Change

(in %)



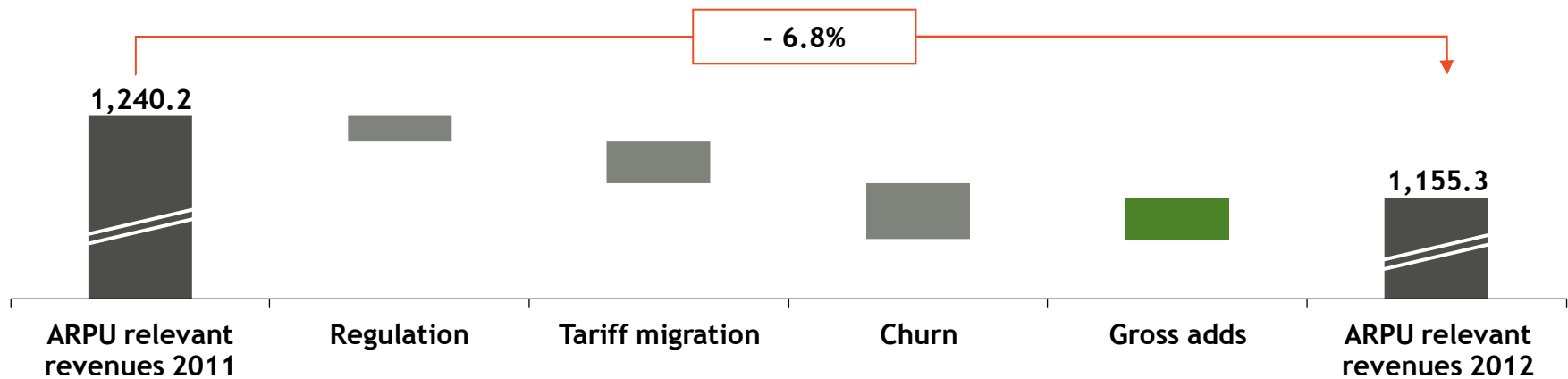
- > Fixed broadband, IP TV and business solutions such as Unified Communication are key drivers of ARPL stabilisation
- > 10.1% y-o-y decline in fixed voice minutes continues to impact ARPL negatively

* Fixed line revenues include ARPL relevant revenues and revenues from data & ICT solutions

Austrian Segment: Price Erosion Drives Revenue Loss Through Churn and Tariff Migration

Split of EUR 84.8 mn ARPU-Relevant Revenue Decline Year-on-year

(in EUR million)



Key Challenges

- > Fierce competition drives price declines
- > Lower price points in the markets affect customer base and result in churn or tariff migration
- > Tariff migration mainly within A1 brand
- > Regulatory impact will increase in 2013

Telekom Austria Group Response

- > Higher price point in no-frill segment to protect main brand (bob: EUR 9.90 to EUR 19.90)
- > Protect high-value segment via increase in subsidies
- > Intensified customer retention and loyalty efforts

4 Focus Areas to Enhance Product Differentiation

Convergence

- > Only convergent operator in Austria
- > 1.04 mn product bundles
- > One-stop solution for customers



Focus on Customer Satisfaction

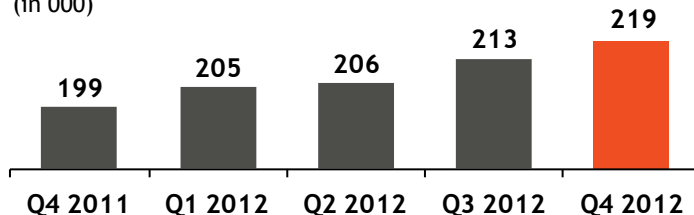
- > Best in class both for residential and business
- > Improvements in service lines, business sales and shops



Incentivation of Fixed Line Data Usage

IP TV Subscriber growth

(in 000)



- > Approximately 169.100 Giga Speed customer as of 31 December 2012 (+68.6% yoy)

Quality and Innovation Leadership

- > LTE coverage of 30% in Austria and 80% in urban areas
- > 53% NGA coverage of at least Giga Speed 16



Outlook for the Full Year 2013

Telekom Austria Group Full Year 2013 Guidance

Financial Outlook for 2013

On a constant currency basis for all markets as well as before any effects of hyperinflation accounting for the Belarusian segment

| | |
|-------------------|--------------------|
| Revenues | approx. EUR 4.1 bn |
| CAPEX* | approx. EUR 700 mn |
| Proposed Dividend | EUR 0.05 |

* Does not include investments for licenses and spectrum and acquisitions



Appendix 1

Telekom Austria Group is a Leading Telco Provider in Fixed and Mobile Markets

as of 31 December 2012
(in 000, in %)

Austria 

Mobile:

- > Market share: 38.8% (PY 40.0%)
- > Subscriber base: 5,380 (PY 5,271)

Fixed Line:

- > Subscriber base: 2,282 (PY 2,336)

Croatia 

Mobile:

- > Market share: 38.3% (PY 39.2%)
- > Subscriber base: 1,921 (PY 2,018)

Fixed Line:

- > Subscriber base: 163 (PY 144)

Liechtenstein 

Mobile:

- > Market share: 15.9% (PY 16.5%)
- > Subscriber base: 6 (PY 6)

Slovenia  simobil.si

Mobile:

- > Market share: 30.3% (PY 29.7%)
- > Subscriber base: 663 (PY 640)

Belarus



Mobile:

- > Market share: 43.5% (PY 41.1%)
- > Subscriber base: 4,800 (PY 4,620)

Bulgaria 

Mobile:

- > Market share: 46.9% (PY 48.6%)
- > Subscriber base: 5,574 (PY 5,501)

Fixed Line:

- > Subscriber base: 156 (PY 129)

Republic of Serbia 

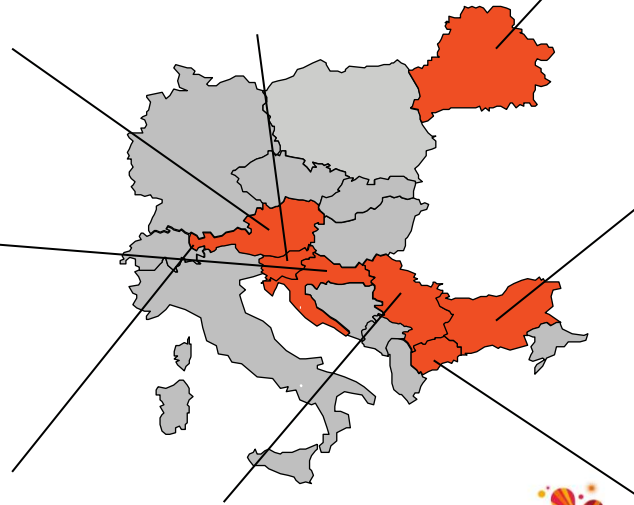
Mobile:

- > Market share: 17.6% (PY 15.7%)
- > Subscriber base: 1,860 (PY 1,643)

Republic of Macedonia 

Mobile:

- > Market share: 27.3% (PY 24.9%)
- > Subscriber base: 632 (PY 567)



Telekom Austria Group - Revenue Breakdown

| Revenue Split - Segment Austria (in EUR million) | Q4 2012 | Q4 2011 | % change |
|--|--------------|--------------|--------------|
| Monthly fee and traffic | 472.2 | 502.7 | -6.1% |
| Data and ICT Solutions | 62.2 | 55.3 | 12.5% |
| Wholesale (incl. Roaming) | 38.2 | 60.7 | -37.1% |
| Interconnection | 74.9 | 85.2 | -12.1% |
| Equipment | 68.7 | 45.5 | 51.1% |
| Other revenues | 4.8 | 2.5 | 93.3% |
| Total revenues - Segment Austria | 721.0 | 752.0 | -4.1% |

| Revenue Split - International Operations (in EUR million) | Q4 2012 | Q4 2011 | % change |
|---|--------------|--------------|-------------|
| Monthly fee and traffic | 301.3 | 278.5 | 8.2% |
| Data and ICT Solutions | 0.1 | 0.1 | 181.2% |
| Wholesale (incl. Roaming) | 9.3 | 6.8 | 38.0% |
| Interconnection | 51.6 | 57.9 | -10.8% |
| Equipment | 44.3 | 36.1 | 22.8% |
| Other revenues | 3.7 | 4.2 | -13.1% |
| Total revenues - int. Operations | 410.4 | 383.5 | 7.0% |

Telekom Austria Group - Expense Breakdown

| Operating Expense - Segment Austria (in EUR million) | Q4 2012 | Q4 2011 | % change |
|--|--------------|--------------|--------------|
| Material expense | 104.5 | 81.7 | 27.9% |
| Employee costs | 182.7 | 165.8 | 10.2% |
| Interconnection | 69.3 | 80.6 | -14.1% |
| Maintenance and repairs | 33.1 | 36.0 | -7.9% |
| Services received | 26.1 | 31.3 | -16.9% |
| Other support services* | 37.4 | 43.9 | -14.8% |
| Other* | 91.5 | 113.6 | -19.5% |
| Total OPEX - Segment Austria | 544.7 | 553.0 | -1.5% |

| Operating Expense - International Operations (in EUR million) | Q4 2012 | Q4 2011 | % change |
|---|--------------|--------------|-------------|
| Material expense | 64.8 | 56.6 | 14.5% |
| Employee costs | 34.5 | 34.0 | 1.4% |
| Interconnection | 52.9 | 50.6 | 4.6% |
| Maintenance and repairs | 15.4 | 11.7 | 31.7% |
| Services received | 27.5 | 23.8 | 15.7% |
| Other support services* | 4.6 | 4.6 | 0.3% |
| Other* | 86.0 | 85.8 | 0.2% |
| Total OPEX - int. Operations | 285.7 | 267.1 | 7.0% |

* Reclassification due to application of groupwide IFRS standards; prior year was adjusted accordingly



Telekom Austria Group - Headcount Development

| FTE (End of period) | Q4 2012 | Q4 2011 | % change |
|------------------------|---------|---------|----------|
| Austria | 9,077 | 9,292 | -2.3% |
| International | 7,205 | 7,762 | -7.2% |
| Telekom Austria Group* | 16,446 | 17,217 | -4.5% |

| FTE (Average period) | Q4 2012 | Q4 2011 | % change |
|------------------------|---------|---------|----------|
| Austria | 9,254 | 9,281 | -0.3% |
| International | 7,192 | 7,693 | -6.5% |
| Telekom Austria Group* | 16,610 | 17,134 | -3.1% |

* Including corporate segment



Telekom Austria Group - Capital Expenditures Split

| Capital Expenditures (in EUR million) | Q4 2012 | Q4 2011 | % change |
|--|--------------|--------------|---------------|
| Segment Austria | 126.7 | 166.5 | -23.9% |
| Segment Bulgaria | 19.9 | 22.2 | -10.3% |
| Segment Croatia | 38.0 | 24.7 | 53.9% |
| Segment Belarus | 25.5 | 30.6 | -16.6% |
| Segment Additional Markets | 28.9 | 40.2 | -28.2% |
| <i>Slovenia</i> | 9.7 | 10.2 | -5.1% |
| <i>Republic of Serbia</i> | 16.5 | 21.8 | -24.4% |
| <i>Republic of Macedonia</i> | 2.7 | 8.1 | -67.1% |
| <i>Liechtenstein</i> | 0.1 | 0.1 | -18.4% |
| <i>Eliminations additional markets</i> | 0.0 | 0.1 | n.a. |
| Corporate, Others & Elimination | 0.0 | 0.0 | n.a. |
| Total capital expenditures | 238.8 | 284.1 | -15.9% |
| Thereof tangible | 157.8 | 224.5 | -29.7% |
| Thereof intangible | 81.0 | 59.6 | 35.9% |

Telekom Austria Group - Net Debt

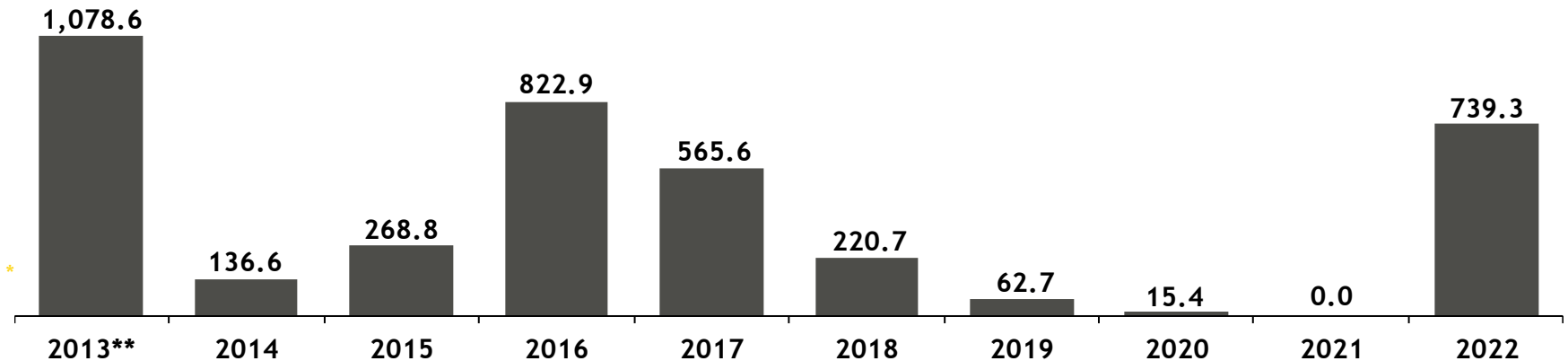
| Net debt (in EUR million) | Dec. 31, 2012 | Dec. 31. 2011 | % change |
|--|----------------|----------------|--------------|
| Long-term debt | 2,832.0 | 2,960.4 | -4.3% |
| Short-term borrowings | 1,078.6 | 1,052.4 | 2.5% |
| Cash and cash equivalents, short-term and long term investments, finance lease receivables | -715.3 | -657.7 | 8.8% |
| <i>Cash and cash equivalents and short-term investments</i> | -685.9 | -625.9 | 9.6% |
| <i>Long-term investments, finance lease receivables</i> | -29.5 | -31.8 | -7.2% |
| Derivate financial instruments for hedging purposes | 53.6 | 25.2 | 113.1% |
| Net Debt* of Telekom Austria Group | 3,248.9 | 3,380.3 | -3.9% |

* Finance lease obligations and the remaining performance based consideration related to the acquisition of SBT are included in long-term debt and short-term borrowings. As of 31 December 2011 the remaining performance based consideration related to the acquisition of Megalan/Spectrumnet is included in short-term borrowings.

Telekom Austria Group - Debt Maturity Profile

Debt Maturity Profile*

(in EUR million)



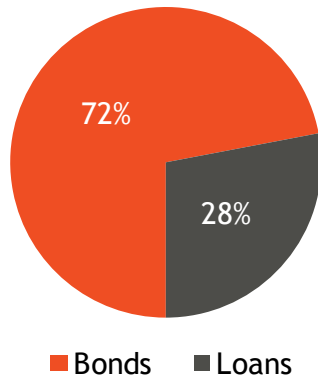
- > EUR 3,910.6 mn of short- and long-term borrowings as of 31 December 2012
- > Average cost of debt of approximately 4.2%
- > Cash and cash equivalents and short-term investments of EUR 685.9 mn

* Including accrued interest

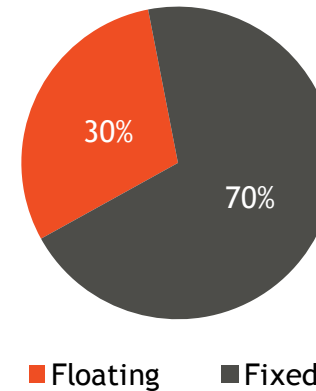
** Includes approx. EUR 29.2 mn related to velcom, which is reported in Other liabilities

Telekom Austria Group - Debt Profile

Overview Debt Instruments



Fixed-Floating Mix



Lines of Credit

- > Undrawn committed credit lines amounting to EUR 1,060.0 mn
- > Average term to maturity of approximately 3.8 years

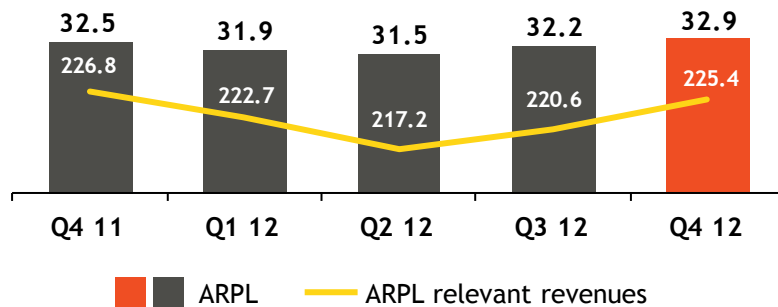
Ratings

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

Segment Austria - Fixed Line Key Performance Indicators

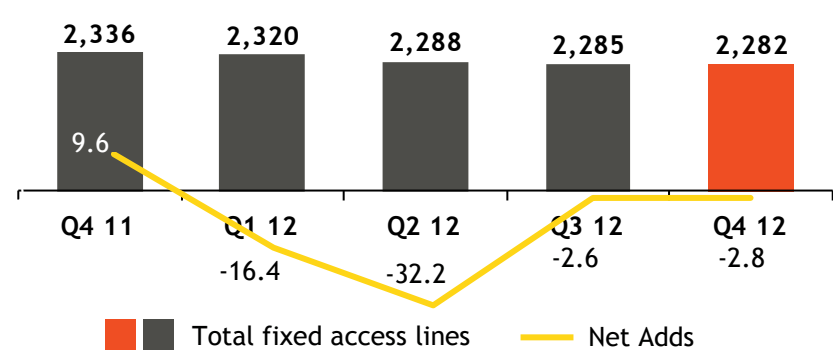
ARPL & ARPL Relevant Revenues

(in EUR)



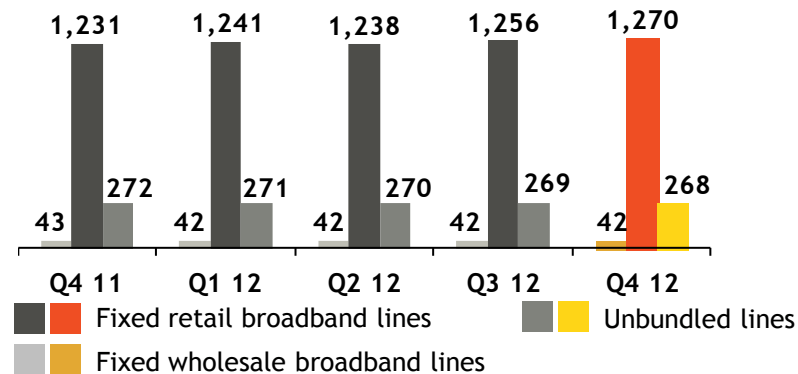
Total Fixed Access Lines & Net Adds

(in 000)



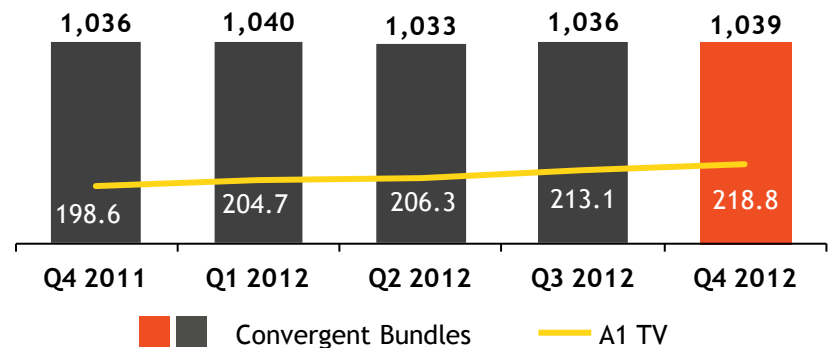
Fixed Broadband Access Lines

(in 000)



Bundle Subscriber Growth

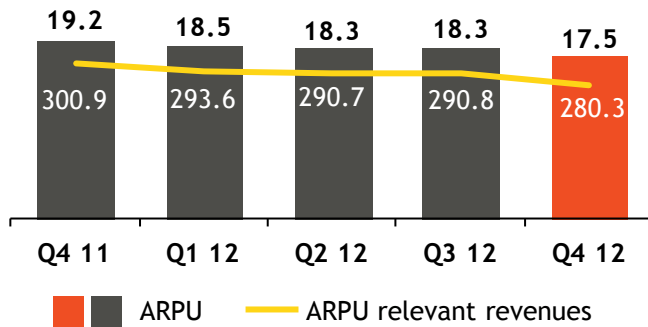
(in 000)



Segment Austria - Mobile Key Performance Indicators

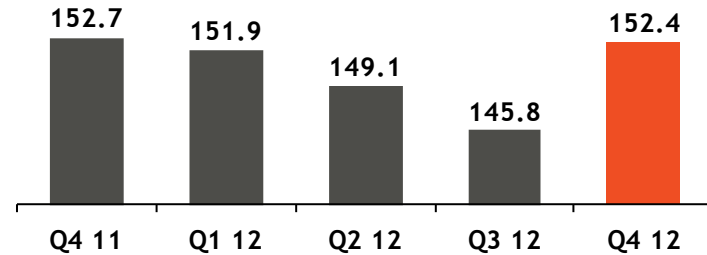
ARPU & ARPU Relevant Revenues

(in EUR)



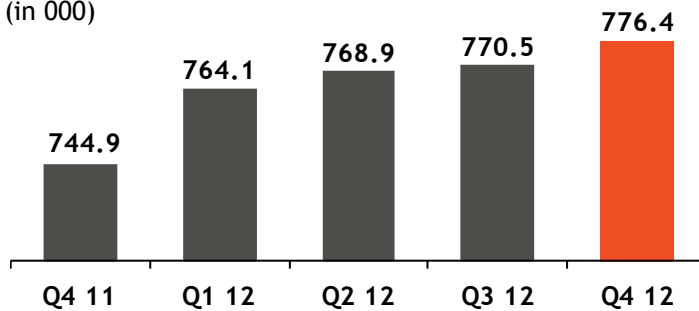
MoU per Subscriber

(in min)



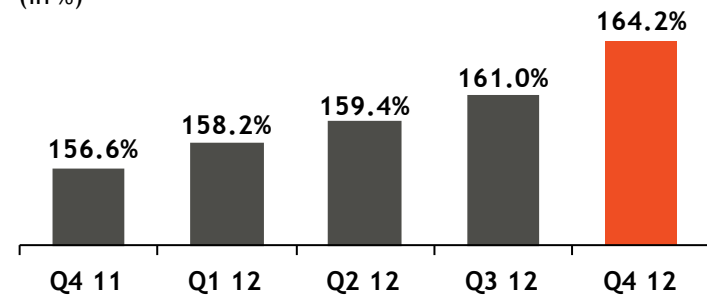
Mobile Broadband Customers

(in 000)



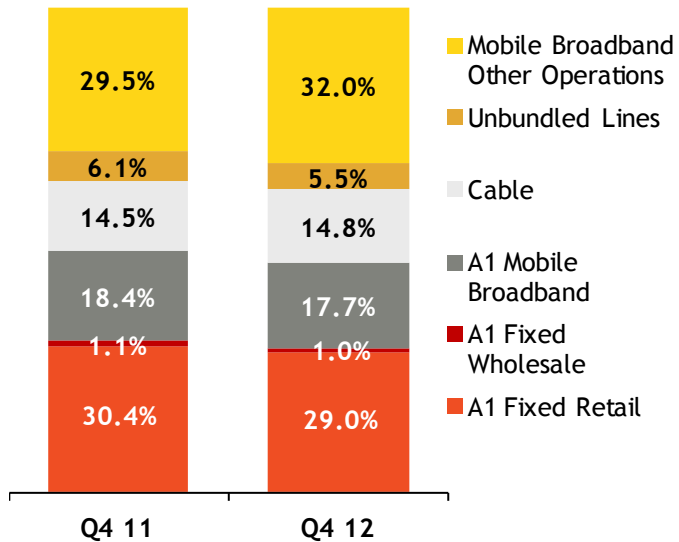
Mobile Penetration

(in %)

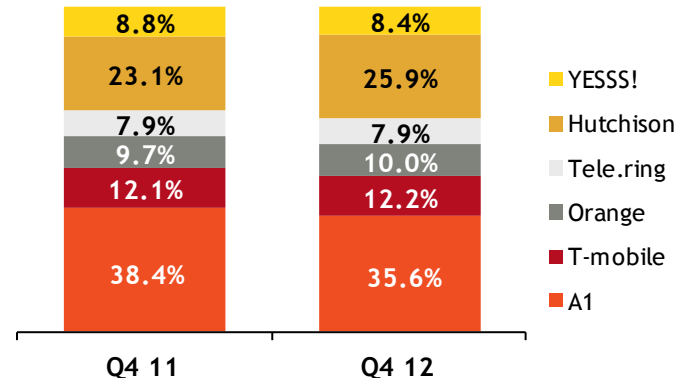


Segment Austria - Broadband Market Split

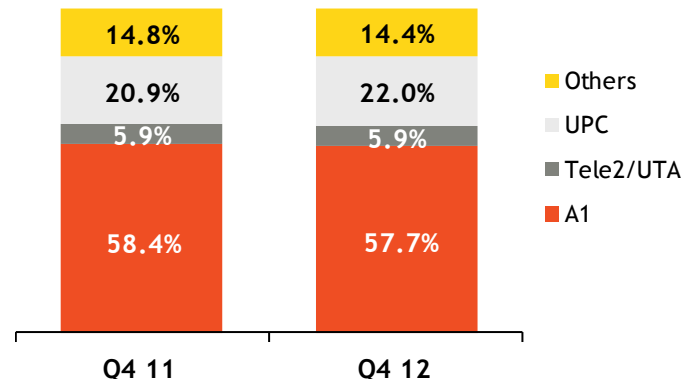
Market Share Total Broadband



Market Share Mobile Broadband

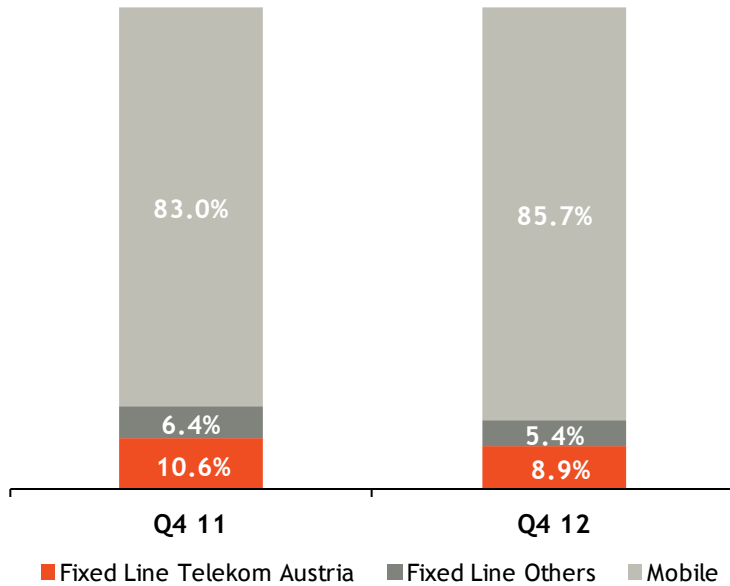


Market Share Fixed Line Broadband

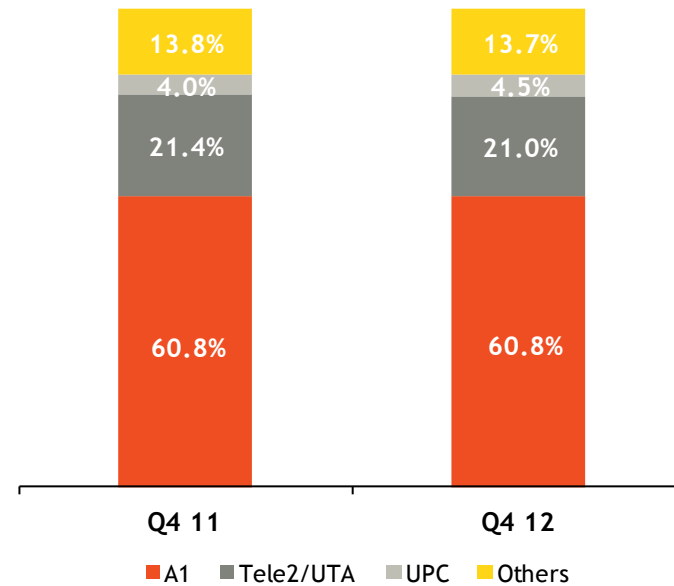


Segment Austria - Voice Market Split

Market Share Total Minutes

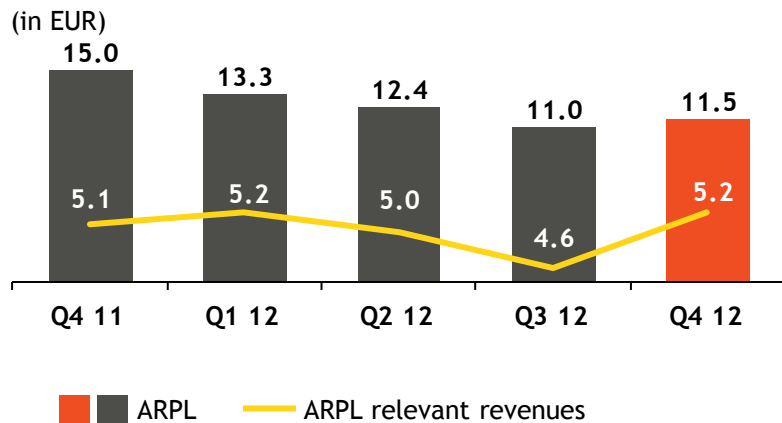


Market Share Fixed Line Minutes

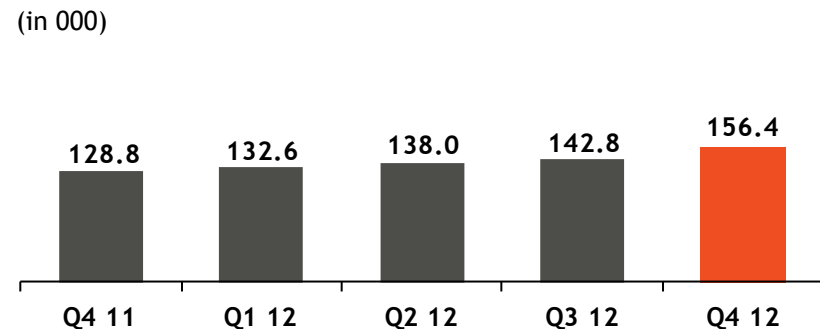


Segment Bulgaria - Fixed Line Key Performance Indicators

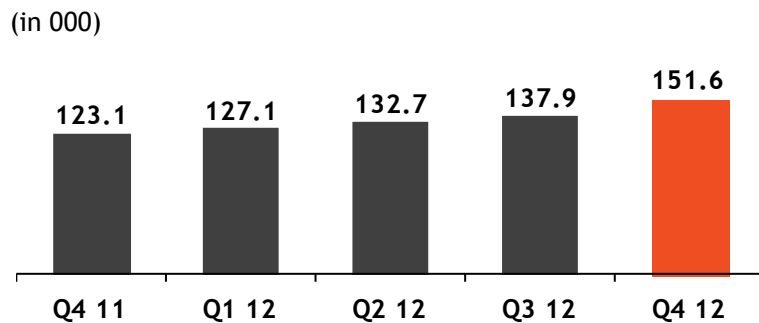
ARPL & ARPL Relevant Revenues



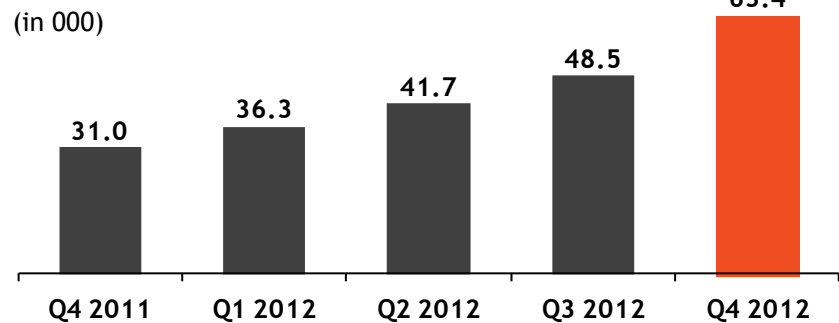
Total Fixed Access Lines



Fixed Broadband Retail Access Lines



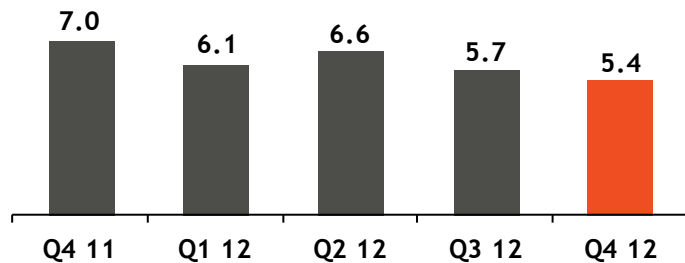
TV Subscriber



Segment Bulgaria - Mobile Key Performance Indicators

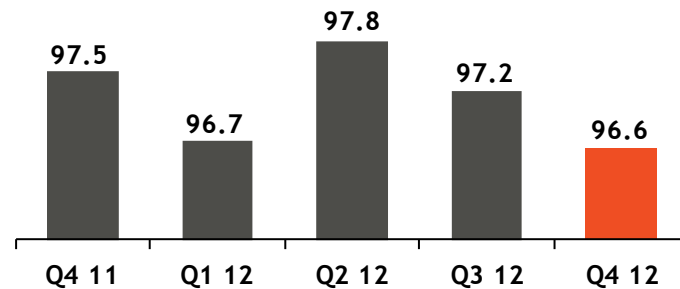
ARPU

(in EUR)



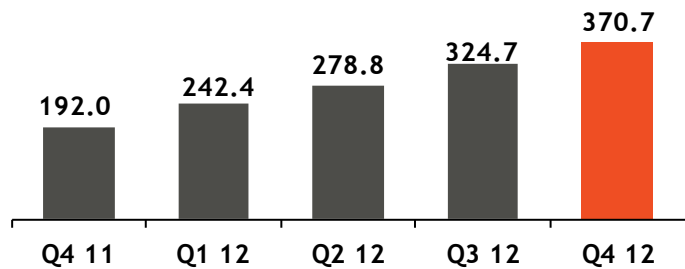
MoU per Subscriber

(in min)



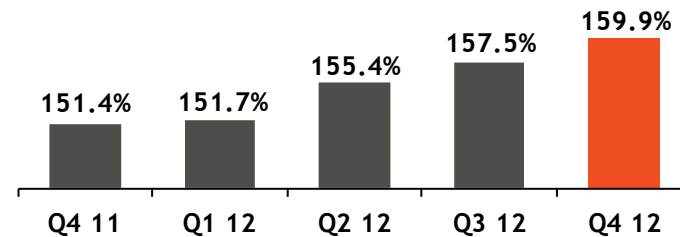
Mobile Broadband Customers

(in 000)



Mobile Penetration

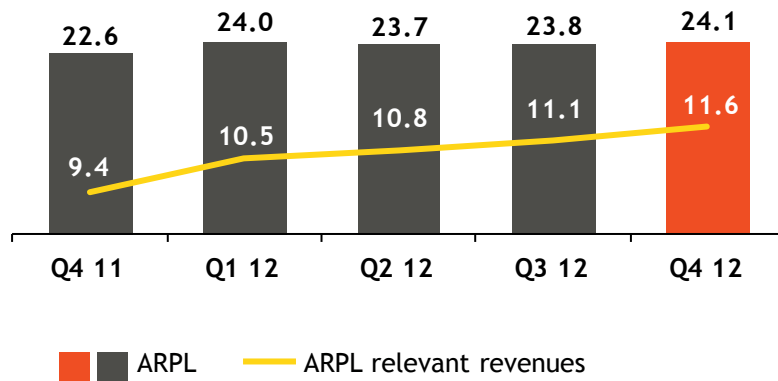
(in %)



Segment Croatia - Fixed Line Key Performance Indicators

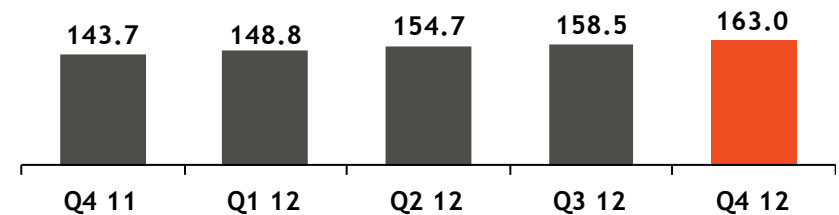
ARPL & ARPL Relevant Revenues

(in EUR)



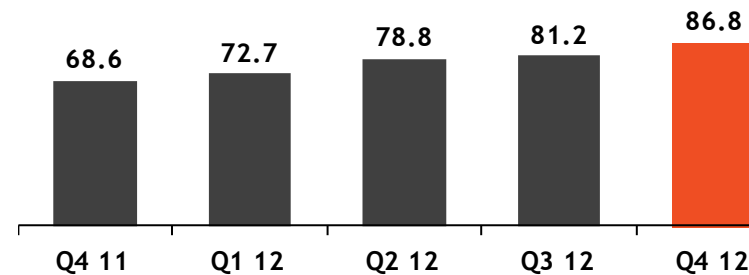
Total Fixed Access Lines

(in 000)



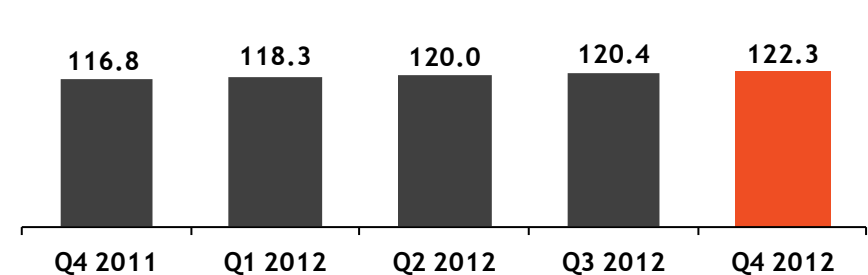
Fixed Broadband Retail Access Lines

(in 000)



TV Subscriber

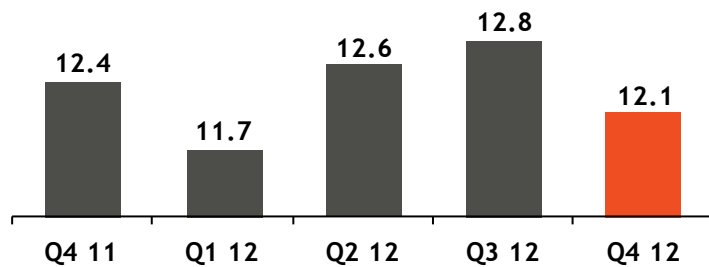
(in 000)



Segment Croatia - Mobile Key Performance Indicators

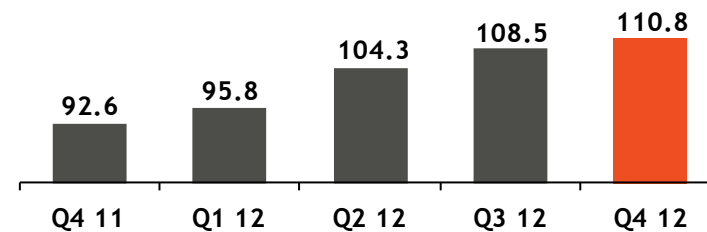
ARPU*

(in EUR)



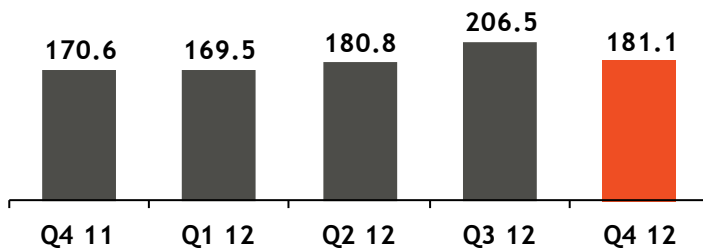
MoU per Subscriber*

(in min)



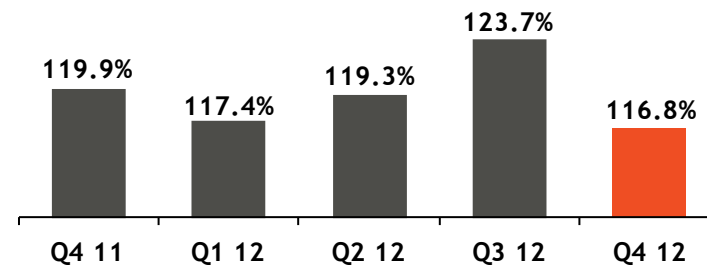
Mobile Broadband Customers*

(in 000)



Mobile Penetration*

(in %)

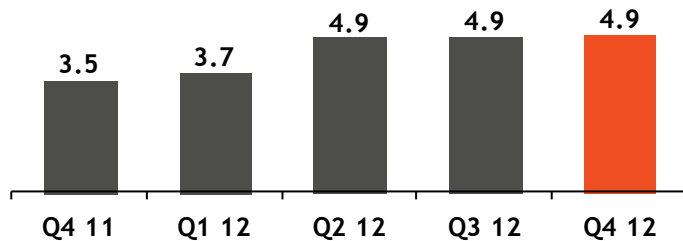


* As of Q4 2011 calculation method of fixed access lines has been harmonized to Group standards and have been restated as of Q3 2011.

Segment Belarus - Mobile Key Performance Indicators

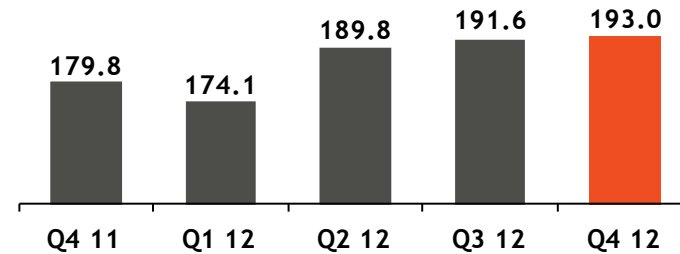
ARPU

(in EUR)



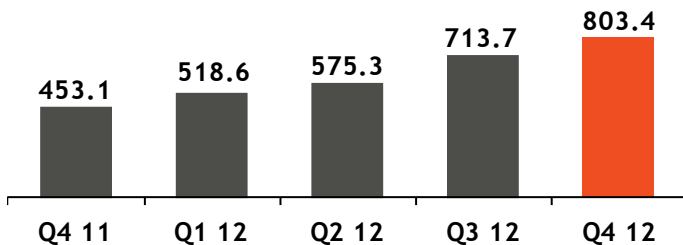
MoU per Subscriber

(in min)



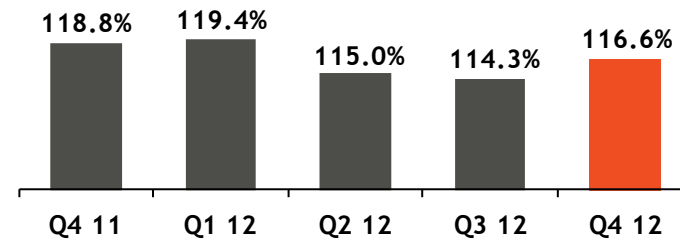
Mobile Broadband Customers

(in 000)



Mobile Penetration

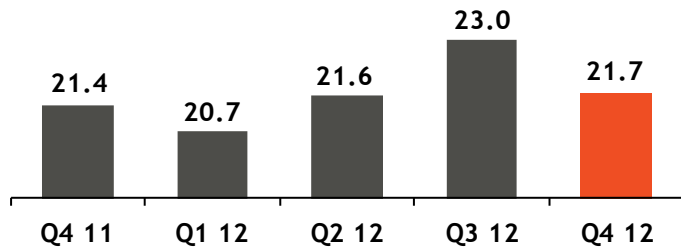
(in %)



Segment Additional Markets - Mobile Key Performance Indicators

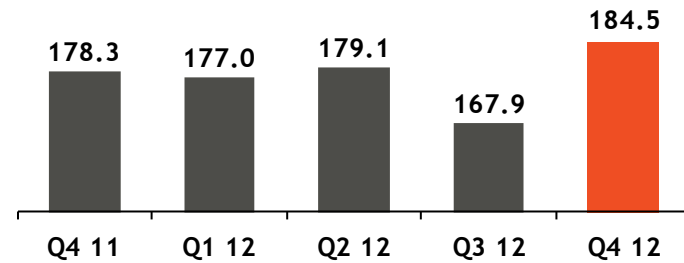
Slovenia - ARPU

(in EUR)



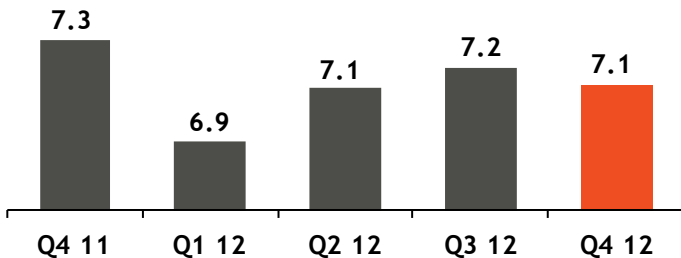
Slovenia - MoU per Subscriber

(in min)



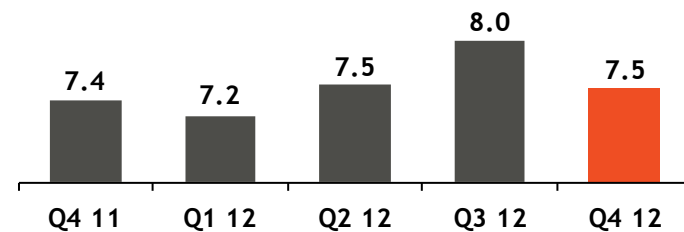
Republic of Serbia - ARPU

(in EUR)



Republic of Macedonia - ARPU

(in EUR)



Appendix 2 – Regulatory Topics

Negative Impact from Regulation in 2013 - 2016

Telekom Austria Group Roaming Revenues

(in EUR million)

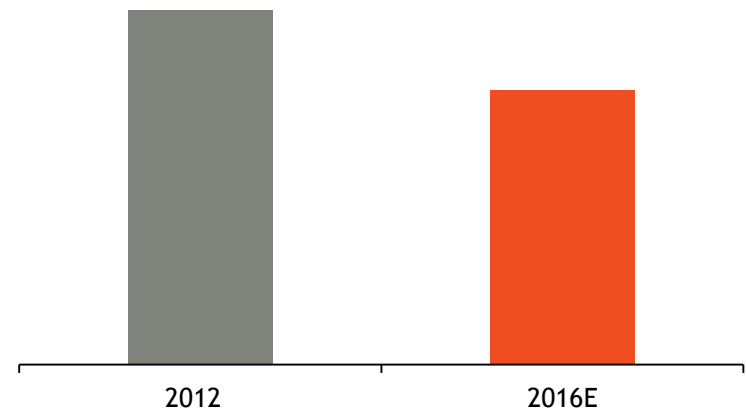
Approx. EUR -130 mn*



Telekom Austria Group Interconnection Revenues

(in EUR million)

Approx. EUR -160 mn**



Negative regulatory impact for 2013 is included in outlook for 2013

* Total roaming revenue effect between 2012 - 2016

Results for the Full Year 2012

** Total interconnection revenue effect between 2012 - 2016



Glide Path of Mobile Termination Rates

EU Pressure on National Regulatory Authorities to Further Decrease Rates

(in EURc)

| | Jan 2012 | Jun 2012 | Jul 2012 | Jan 2013 | Jul 2013 | Sep 2013 | Jan 2014 |
|-----------|----------|----------|----------|----------|----------|-----------|----------|
| Austria | 2.01 | 2.01 | 2.01 | 2.01 | 0.80* | 0.80* | 0.80* |
| Bulgaria | 6.39 | 6.39 | 2.70 | 2.35 | | undecided | |
| Croatia | 4.00 | 4.00 | 4.00 | 2.61 | 2.61 | 2.61 | 2.61 |
| Slovenia | 3.81 | 3.81 | 3.52 | 3.24 | 3.24 | 3.24 | 3.24 |
| Macedonia | 7.50 | 6.50 | 6.50 | 6.50 | 6.50 | 1.95 | 1.95 |
| Serbia | 4.68 | 4.68 | 4.68 | 3.70 | 3.70 | 3.70 | 2.85 |
| Belarus | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 |

* Final decision pending

Results for the Full Year 2012



Continuation of Roaming Price Regulation

| RETAIL (in EURc) | Before | July 2012 | July 2013 | July 2014 |
|-----------------------------------|--------|-----------|-----------|-----------|
| Data (per MB) | none | 70 | 45 | 20 |
| Voice-calls made (per minute) | 35 | 29 | 24 | 19 |
| Voice-calls received (per minute) | 11 | 8 | 7 | 5 |
| SMS (per SMS) | 11 | 9 | 8 | 6 |

| WHOLESALE (in EURc) | Before | July 2012 | July 2013 | July 2014 |
|---------------------|--------|-----------|-----------|-----------|
| Data (per MB) | 50 | 25 | 15 | 5 |
| Voice (per minute) | 18 | 14 | 10 | 5 |
| SMS (per SMS) | 4 | 3 | 2 | 2 |

Appendix 3 – Personnel Restructuring in Austria

Quarterly Overview - Restructuring Charges and Provision vs. FTE

Overview Restructuring Charges

(in EUR million)

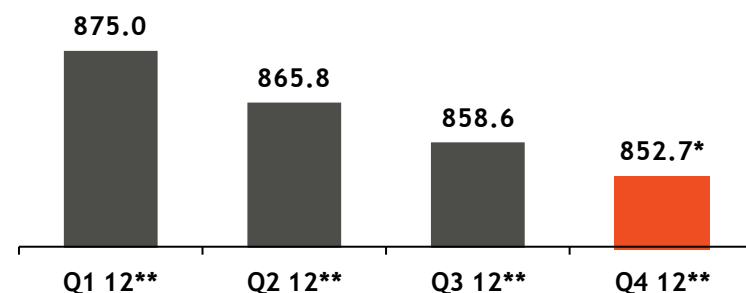
| | 2012 | | | |
|---------------------------|------------|------------|-------------|-------------|
| | Q1 | Q2 | Q3 | Q4 |
| FTE effect | 4.4 | 6.6 | 10.6 | 28.3 |
| Servicekom | 0.0 | 0.0 | 0.0 | -76.7* |
| Interest rate adjustments | 0.0 | 0.0 | 0.0 | 61.4 |
| Total | 4.4 | 6.6 | 10.6 | 13.0 |

FTEs Addressed

| | 2012 | | | |
|--------------------------|----------|-----------|-----------|-----------|
| | Q1 | Q2 | Q3 | Q4 |
| Transfer to government | 9 | 18 | 3 | 14 |
| Social plans | 0 | 0 | 17 | 77 |
| Staff released from work | 0 | 0 | 0 | 0 |
| Total | 9 | 18 | 20 | 91 |

Overview Restructuring Provision**

(in EUR million)



Provisioned FTEs

| | 2012 | | | |
|--------------------------|--------------|--------------|--------------|--------------|
| | Q1 | Q2 | Q3 | Q4 |
| Transfer to government | 273 | 291 | 294 | 308 |
| Social plans | 916 | 908 | 973 | 1,030 |
| Staff released from work | 644 | 634 | 563 | 510* |
| Total | 1,833 | 1,833 | 1,830 | 1,848 |

* Impacted by 105 FTEs transferring from Staff released from work to Social plans through servicekom

** Including liabilities for transfer of civil servants to government bodies

Full Year Overview - Restructuring Charges and Provision vs. FTE

Overview Restructuring Charges

(in EUR million)

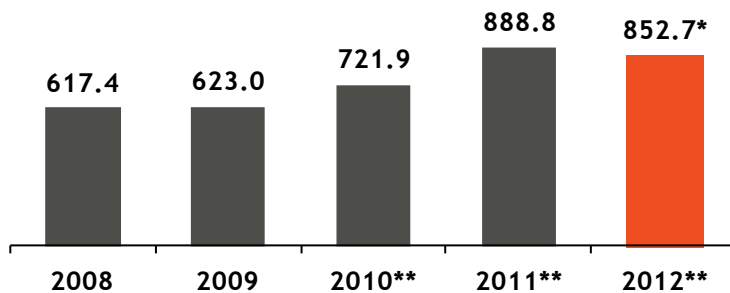
| | 2008 | 2009 | 2010 | 2011 | 2012 |
|---------------------------|--------------|-------------|--------------|--------------|-------------|
| FTE effect | 632.1 | -10.0 | 76.9 | 274.3 | 49.9 |
| Servicekom | 0.0 | 0.0 | 0.0 | -40.6 | -76.7* |
| Interest rate adjustments | 0.0 | 27.5 | 47.2 | 0.0 | 61.4 |
| Total | 632.1 | 17.5 | 124.1 | 233.7 | 34.7 |

FTEs Addressed

| | 2008 | 2009 | 2010 | 2011 | 2012 |
|--------------------------|--------------|------------|------------|------------|------------|
| Transfer to government | 0 | 0 | 158 | 106 | 44 |
| Social plans | 256 | 451 | 28 | 685 | 94 |
| Staff released from work | 968 | -194 | 27 | 0 | 0 |
| Total | 1,224 | 257 | 213 | 791 | 138 |

Overview Restructuring Provision

(in EUR million)



Provisioned FTEs

| | 2008 | 2009 | 2010 | 2011 | 2012 |
|--------------------------|------------|--------------|--------------|--------------|--------------|
| Transfer to government | 0 | 0 | 158 | 264 | 308 |
| Social plans | 14 | 273 | 299 | 922 | 1,030 |
| Staff released from work | 968 | 789 | 763 | 649 | 510* |
| Total | 982 | 1,062 | 1,220 | 1,835 | 1,848 |

* Impacted by 105 FTEs transferring from Staff released from work to Social plans through servicekom

** Including liabilities for transfer of civil servants to government bodies

Overview - Cash Flow Impact of Restructuring

Overview Cash Flow Impact

(in EUR million)

| | Total cash flow impact |
|----------------|------------------------|
| 2008 | 14.7 |
| 2009 | 62.0 |
| 2010 | 57.9 |
| 2011 | 89.0 |
| Q1 2012 | 24.3 |
| Q2 2012 | 21.5 |
| Q3 2012 | 23.1 |
| Q4 2012 | 23.7 |
| FY 2012 | 92.6 |

- > Total cash flow impact comprises old as well as new programmes
- > Total cash flow impact for 2012 of EUR 92.6 mn
- > Total expected cash flow impact for 2013 of approximately EUR 100.0 mn