Annual General Meeting 2026 Telekom Austria AG

Agenda item 1

Report on the 2025 financial year

Supervisory Board of Telekom Austria AG
Members

Kapitalvertreter

Edith Hlawati
Chairperson

Carlos Garcia Moreno Elizondo
Deputy Chairperson

Alejandro Cantú Jiménez

Karin Exner-Wöhrer

Stefan Fürnsinn

Peter Hagen

Oscar von Hauske Solís

Carlos M. Jarque

Peter Kollmann

Daniela Lecuona Torras

Personalvertreter

Gerhard Bayer

Gottfried Kehrer

Franz Valsky

Alexander Sollak

Renate Richter

Supervisory Board of Telekom Austria AG
Attendances

	Supervisory Board	Remuneration Committee	Audit Committee
Edith Hlawati	5/5 (100%)	3/3 (100%)	–
Carlos Garcia Moreno Elizondo	5/5 (100%)	3/3 (100%)	5/5 (100%)
Alejandro Cantú	4/5 (80%)	–	–
Karin Exner-Wöhrer	5/5 (100%)	–	–
Stefan Fürnsinn	4/5 (80%)	–	5/5 (100%)
Peter Hagen	5/5 (100%)	–	5/5 (100%)
Carlos M. Jarque	5/5 (100%)	–	5/5 (100%)
Peter Kollmann	5/5 (100%)	–	5/5 (100%)
Daniela Lecuona Torras	5/5 (100%)	–	–
Oscar von Hauske Solís	5/5 (100%)	3/3 (100%)	5/5 (100%)
Gerhard Bayer	5/5 (100%)	–	5/5 (100%)
Gottfried Kehrer	4/5 (80%)	–	–
Franz Valsky	5/5 (100%)	–	–
Renate Richter	5/5 (100%)	–	5/5 (100%)
Alexander Sollak	5/5 (100%)	–	5/5 (100%)

Please put on your headphones.

Channel 0: Original

Channel 1 : German

Channel 2: English

A1 continues on growth path

€ 5,577 mn
↑ +3.0 %
Total revenues

€ 2,158 mn
↑ +2.3 %
EBITDA excl. restructuring

€ 596 mn
↑ +3.7 %
Free Cashflow

€ 0.42
↑ +5.0 %
Dividend per share

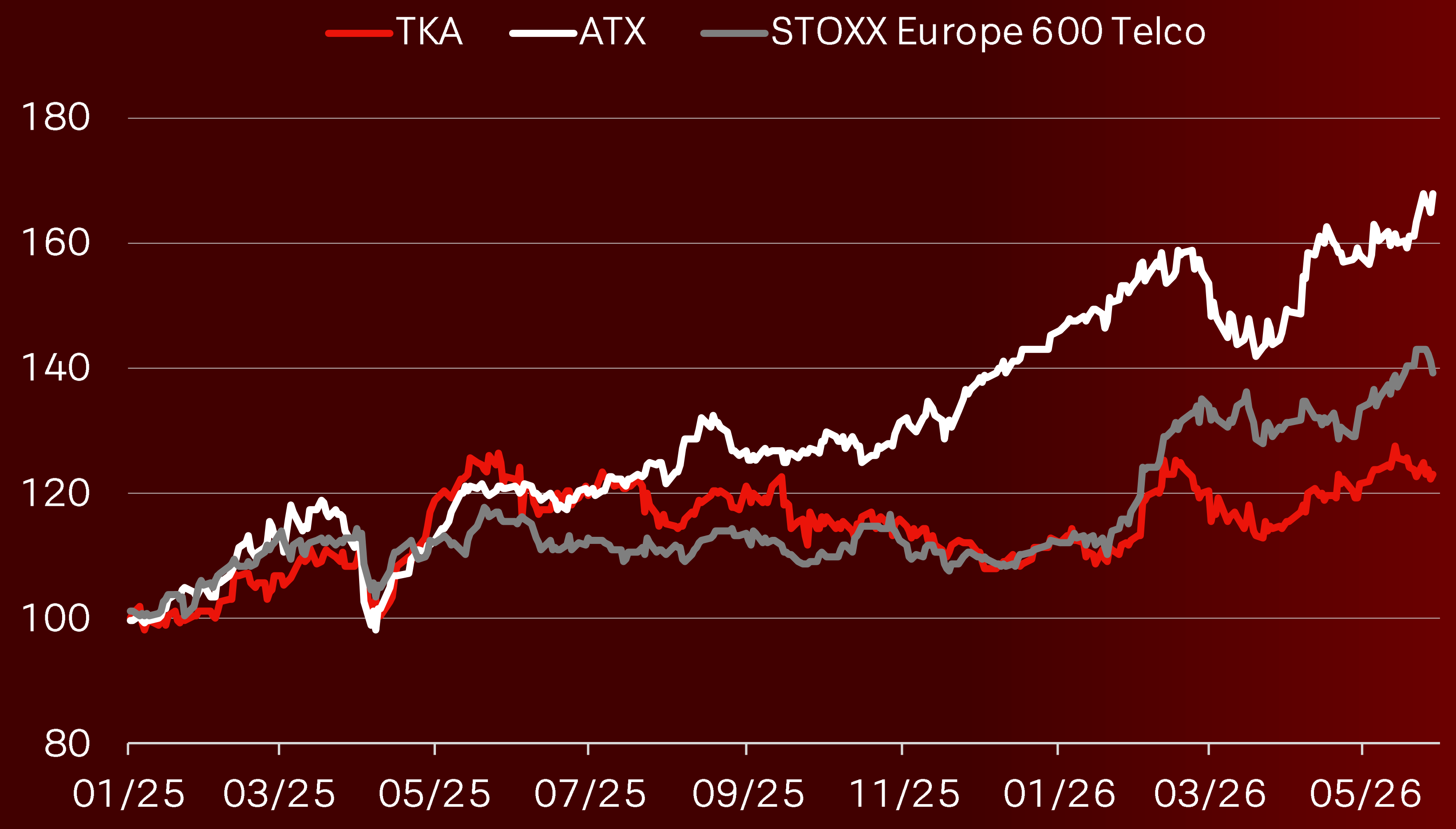
19.0 mn
↑ +1.3 %
Mobile customers excl. IoT

4.1 mn
↑ +5.5 %
Internet@Home Postpaid

Telekom Austria share price performance

Performance

Indexed



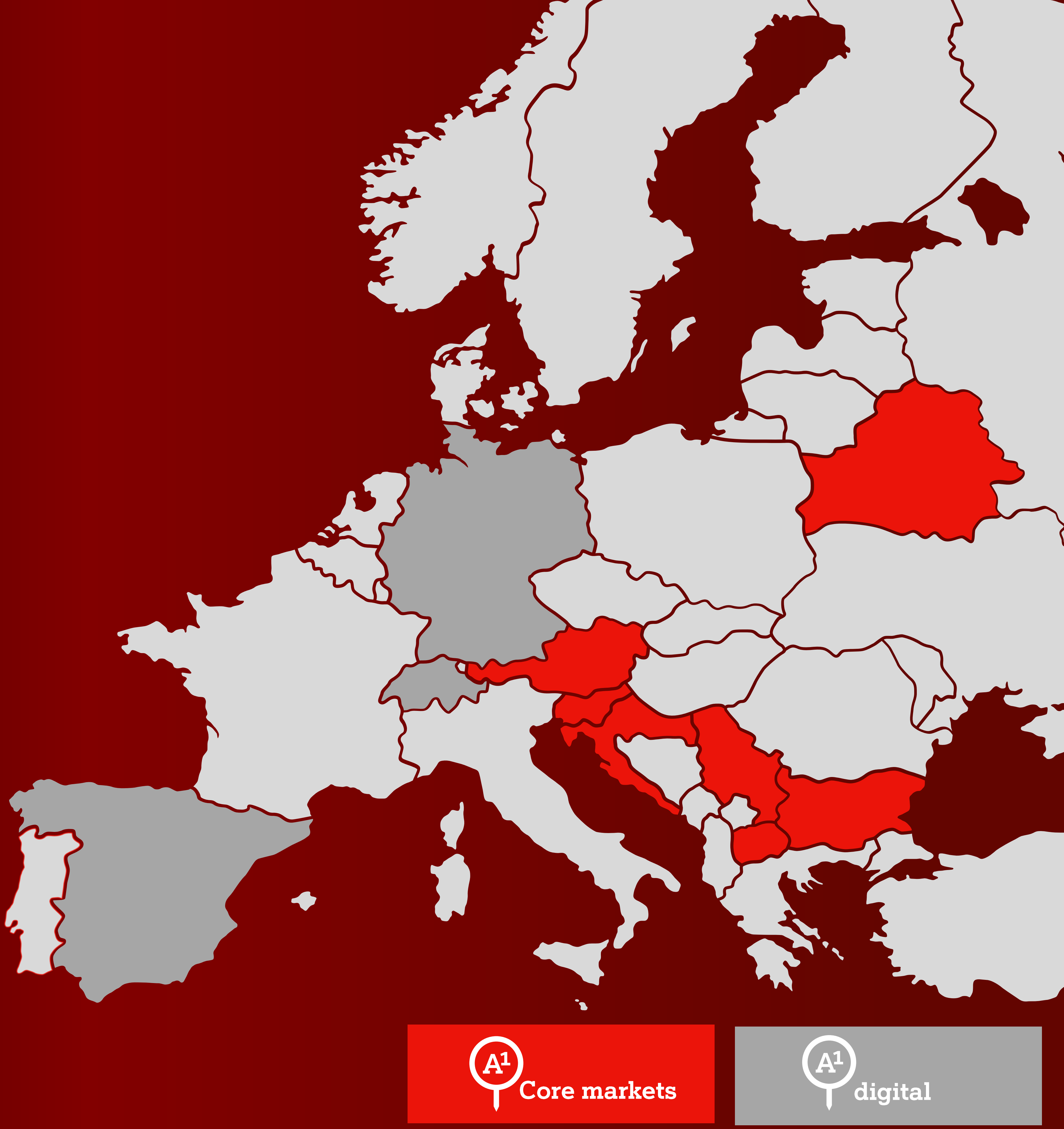
Performance	2025 01-12	2026 01-06/22
TKA	+13%	+11%
ATX	+45%	+24%
Telko Sektor	+12%	+17%

- **Own shares per 31.12.2025**
  - 415.159 shares
  - Corresponds to a pro rata amount of the share capital of Telekom Austria AG of EUR 905,461.78
  - No transactions in FY 2024

A1 FOOTPRINT

Market postions

	Mobile		Fixed	
Austria	40%	#1/3	55%	#1/3
Bulgaria	34%	#2/3	41%	#2/3
Croatia	37%	#2/3	35%	#2/3
Belarus	42%	#2/3	9%	#2/3
Slovenia	25%	#3/4	15%	#3/4
Serbia	26%	#3/3	2%	#3/3
North Macedonia	52%	#1/2	35%	#2/3



Market positions and market shares in mobile and fixed-line are based on service revenues; own research
Austria excludes fixed-line voice telephony, Q4 2025.
North Macedonia: A third mobile operator (One Macedonia/4iG) was licensed in early 2026.

ESG Highlights

	2025 ACHIEVEMENTS	2026 FOCUS
E ENVIRONMENT	**–63%** reduction of our own emissions (Scope 1&2, base year 2019)	Circularity Scorecard with **10+ KPIs** to assess circularity performance of our own operations
S SOCIAL	Re-launch of the **A1 Digital.Campus in Vienna** & launch of AI trainings for senior citizens	Internal “Female Empowerment – Let’s Talk Money” program with **100+ participants** group-wide
G GOVERNANCE	**150 audits** conducted with our partners to ensure a responsible, sustainable supply chain	Assessment and training of high-risk suppliers to enhance environmental maturity

Largest digitalization partner in Austria

MARKET LEADERSHIP & INNOVATION

No. 1 in the market
Leading market position in mobile and fixed-line

Digital Sovereignty
Sovereign cloud & AI-Stack for customers

CONTRIBUTION TO AUSTRIA AS A LOCATION

~500 mn €
Digital backbone
Investments in Austria

~1 bn €
Fiscal contribution
Per year (taxes and levies)

~585,000
Digital education
Participants via Digital Campus & Seniors' Academy

Fiber roll-out remains selective

86 %
of the population covered by 5G

~1 mn
Households passed with fiber (FTTH+ FTTB)

Fiber Challenges

- Low demand for fiber
- Customers opt for mobile alternatives
- High cost to build
- Regulation discourages investment

What is needed

- Legal certainty for investments
- Reduce roll-out costs
- Legal framework for cutting red tape
- Accelerate approval processes

...

Leading market position and targeted efficiency gains

#1
Market position
Mobile and
fixed-line

#1
Brand image
Mobile and
fixed-line

#1
Network
Performance

Challenging competition

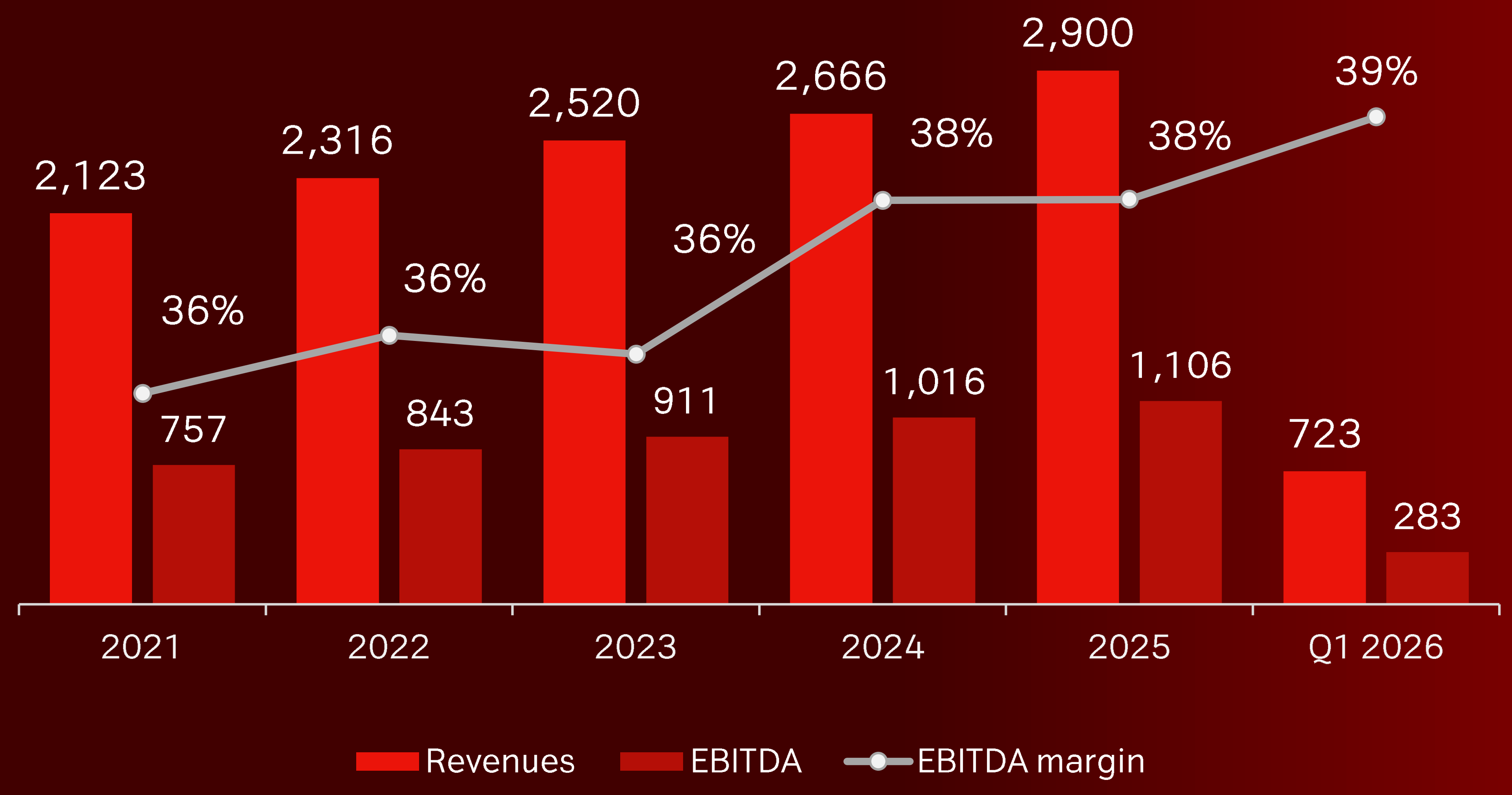
- MVNOs
- Price pressure
- Increasingly saturated fixed-line market

Macroeconomic environment

- Low GDP growth
- Downward forecast revisions
- Geopolitical uncertainty

Steady margin improvement in the international business

International
in EUR mn



+ 8 % p.a.
Revenue growth CAGR

+ 10 % p.a.
EBITDA growth CAGR

~ 52 %
Share of group revenues (Q1'26)

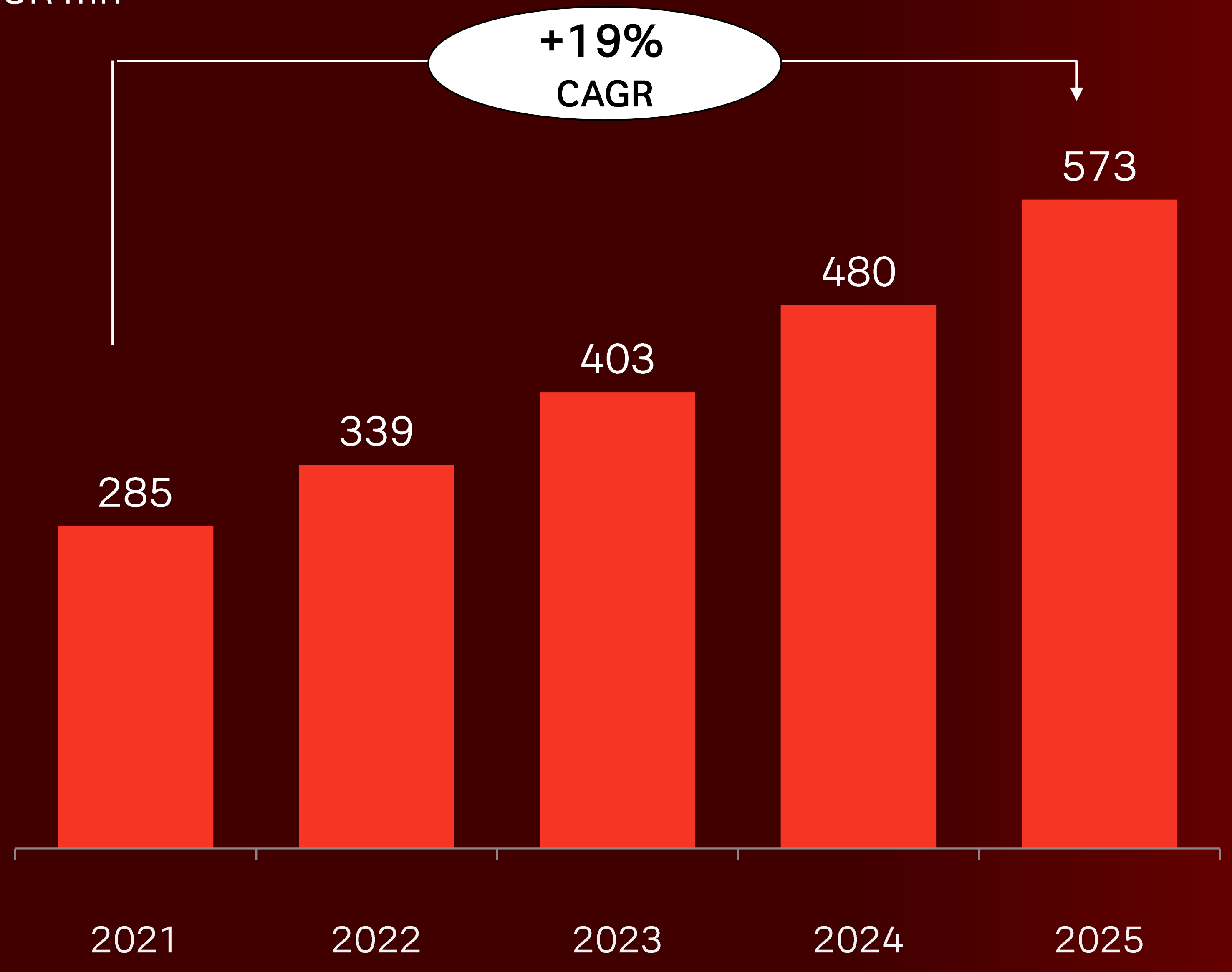
+ 3 pp
Margin improvement Q1'26 vs. FY'21

Bulgaria · Croatia · Belarus · Slovenia · Serbia · North Macedonia · A1 Digital

ICT business – Gross revenues doubled

Total revenues ICT (gross),

in EUR mn



Portfolio

- Service Delivery Management
- Modern Workplace
- Network & Datacenter Infrastructure
- Business Service Desk
- Cyber-Security
- Cloud & Platform

Sovereign cloud & AI – the next growth driver

Sovereign cloud

Exoscale – built in Europe, operated in Europe

- Data stays under European jurisdiction
- Not subject to the US Cloud Act
- ISO-certified data centers
- 200+ reseller partners
- 100 % green electricity*

Sovereign AI

A1 Sovereign AI Stack on Exoscale

- Open-source data, ML, GenAI & agentic platform
- Locally hosted LLMs (e.g. Mistral, Llama)
- Fine-tuned A1 domain LLMs
- Hybrid by design – sovereign by default

We build it. We use it. We sell it.

A1 is Customer Zero; sold as "Sovereign-AI-as-a-Service" to enterprises, SMEs and the public sector across all of CEE.

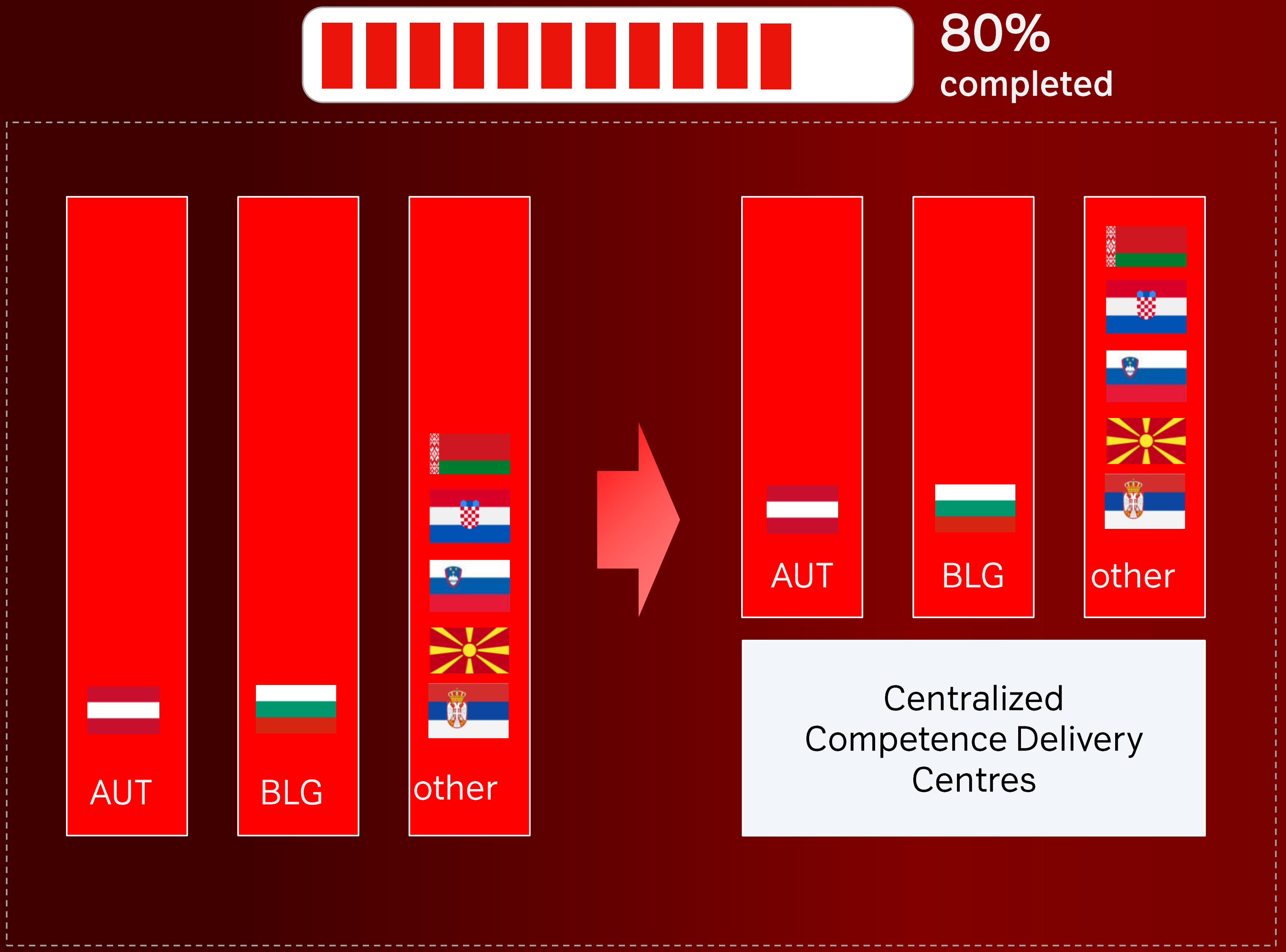
Largest geographic footprint in DACH & CEE

*except Bulgaria

Internal transformation for scalable growth

Traditional set-up

- Local functions & work structures
- End-to-end responsibility at country level
- Group-wide projects



New set-up

Customer-facing functions remain in the countries, e.g.:

- Strategy
- Marketing & sales
- Field force
- …

All other functions are centralized, e.g.:

- One central NOC (Network Operations Center)
- Back-office functions
- Billing
- …

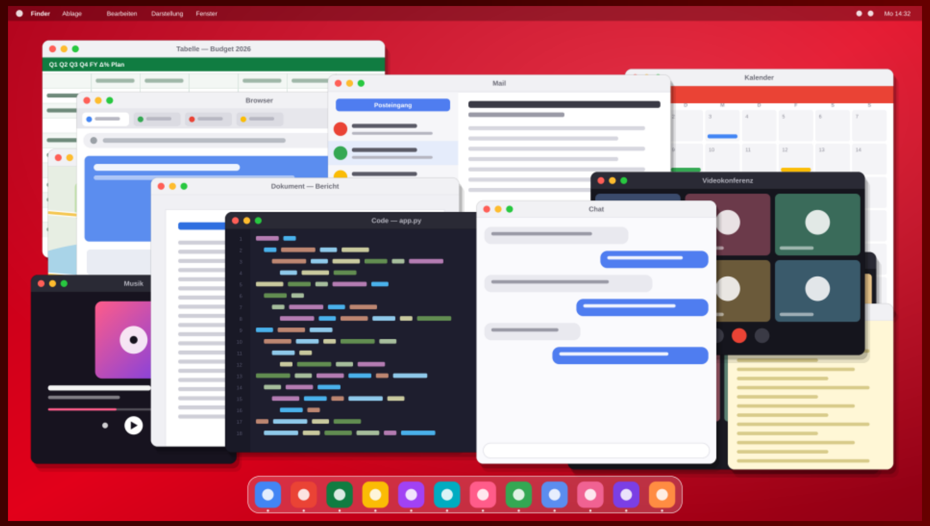
From fragmented operations to automated network control

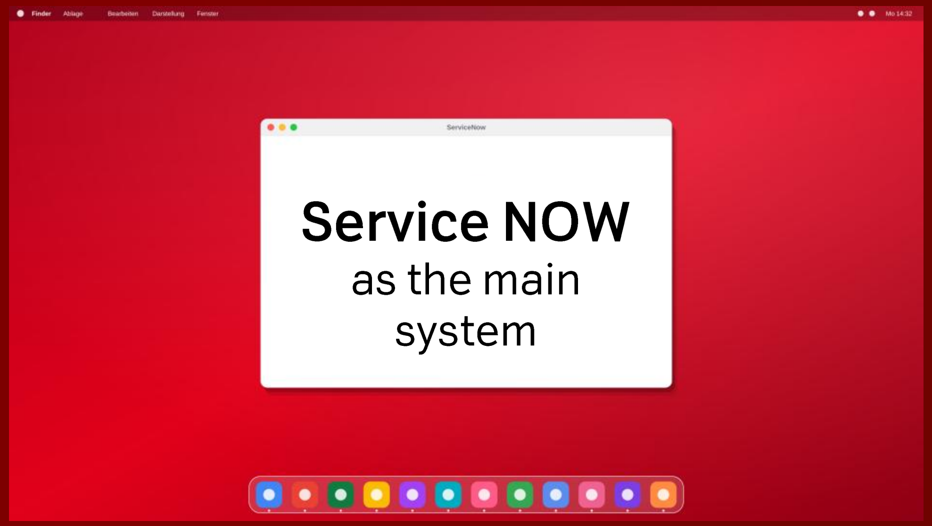
Consolidation of 7 national NOCs into one OneNOC

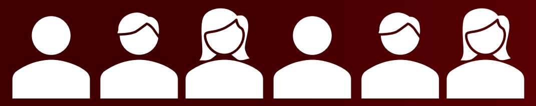
Harmonizing systems, processes & tools

Transformation to fully automated 'Dark' NOC

Example IT







Resilient growth, active efficiency, new growth levers

1 Growth

Record results & strong balance sheet, dividend increased, debt reduced

2 Austria

#1 market position – actively manage top-line pressure, consistently raise efficiency

3 CEE

Reliable growth engine – well positioned in structurally attractive markets

4 ICT

Continued double-digit growth – Sovereign cloud & AI open up further potential

Agenda item 2

Appropriation of net profit

Proposal for the appropriation of net profit

The Management Board and the Supervisory Board propose to use the net profit of Telekom Austria AG generated in the 2025 financial year in the amount of EUR 612,801,000.00 as follows:

- Distribution of a dividend of EUR 0.42 per eligible no par value share
- The remainder will be carried forward to new account
- Ex-Dividend Day: June 26, 2026
- Dividend Record Date: June 29, 2026
- Distribution Date: July 1, 2026

Agenda item 3

Discharge of the members of the Management Board

Discharge of the members of the Management Board

Members of the Management board

- Alejandro Douglass Plater
- Thomas Arnoldner

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Management Board for the 2025 financial year.

Agenda item 4

Discharge of the members of the Supervisory Board

Discharge of the members of the Supervisory Board

Shareholder representatives		Staff representatives
• Edith Hlawati	• Carlos M. Jarque	• Gerhard Bayer
• Carlos Jose Garcia Moreno Elizondo	• Peter F. Kollmann	• Gottfried Kehrer
• Alejandro Cantú Jiménez	• Daniela Lecuona Torras	• Franz Valsky
• Karin Exner-Wöhrer	• Stefan Fürnsinn	• Renate Richter
• Peter Hagen		• Alexander Sollak
• Oscar von Hauske Solis		

The Management Board and the Supervisory Board of Telekom Austria AG propose to grant discharge to the members of the Supervisory Board for the 2025 financial year.

Agenda item 5

Compensation for the members of the Supervisory Board

Compensation for the members of the Supervisory Board

As in the previous year, the Management Board and the Supervisory Board of Telekom Austria AG propose to determine the remuneration for the elected members of the Supervisory Board for the 2025 financial year as follows:

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

Agenda item 6

Elections to the Supervisory Board

Elections to the Supervisory Board: Karin Exner-Wöhrer

Karin Exner-Wöhrer,

born 8 September 1971,

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders' meeting that resolves upon the discharge for the fiscal year 2027.

Karin Exner-Wöhrer has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Elections to the Supervisory Board: Carlos García Moreno Elizondo

Carlos García Moreno Elizondo,

born on 6 Jänner 1957,

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders' meeting that resolves upon the discharge for the fiscal year 2029.

Carlos García Moreno Elizondo has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Elections to the Supervisory Board: Oscar Von Hauske Solís

Oscar Von Hauske Solís

born on 1. September 1957,

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders’ meeting that resolves upon the discharge for the fiscal year 2028.

Oscar Von Hauske Solís has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Elections to the Supervisory Board: Stefan Fürnsinn

Stefan Fürnsinn

born on 10. April 1979,

shall be elected as member of the Supervisory Board of the Company as of termination of this Annual General Meeting until the termination of such shareholders' meeting that resolves upon the discharge for the fiscal year 2028.

Stefan Fürnsinn has issued a statement according to Sec 87 para 2 of the AktG and provided a curriculum vitae.

Agenda item 7

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

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

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

- to appoint Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, as the auditor of the annual financial statements and the consolidated financial statements and consolidated sustainability report for the 2026 fiscal year.

Agenda item 8

Resolution on the Remuneration Report

Resolution on the Remuneration Report

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

The Management Board and the Supervisory Board propose that a resolution shall be passed on the Remuneration Report for the fiscal year 2025 as it is published on the website of the Company registered in the commercial register.

Annual General Meeting 2026

General debate

Annual General Meeting 2026

Voting

Voting

2. Resolution on the appropriation of the net profit reported in the financial statements for the financial year 2025.
3. Resolution on the discharge of the members of the Management Board for the financial year 2025.
4. Resolution on the discharge of the members of the Supervisory Board for the financial year 2025.
5. Resolution on the compensation for the members of the Supervisory Board for the financial year 2025.
6. Elections to the Supervisory Board.
7. Election of the auditor of the Financial Statements, of the Consolidated Financial Statements and the Sustainability Report for the financial year 2026.
8. Resolution on the Remuneration Report.

Thank you for attending!

https://www.a1.com