

GRI Content Index

with reference to the GRI Standards

The following GRI Content Index lists all topics that have been identified as material for A1 Telekom Austria Group as a whole in the course of the materiality assessment in 2017.

Unless indicated otherwise, page numbers refer to the combined Annual Report 2018 of the A1 Telekom Austria Group.

Information concerning the role of the supervisory board is provided in the Corporate Governance Report, which is part of combined Annual Report 2018 of the A1 Telekom Austria Group.

Description	Reference / response
GRI 102: General Disclosures 2016	
Organizational profile	
102-1 Name of the organization	see page 4f
102-2 Organization's most important brands, products and services	see page 4f and Group Management Report 2018
102-3 Location of headquarters	see page 176
102-4 Countries in which the organization operates to a significant extent	see page 4f
102-5 Ownership and legal form	see page 4f, 27ff and Group Management Report 2018
102-6 Markets served	A1 Telekom Austria Group offers its products and services to business and private customers from all sectors. see page 4 and Group Management Report 2018
102-7 Scale of the organization	A1 Telekom Austria Group has seven operating companies which are in accordance with the GRI definition of "operation". In some cases the holding company also fulfills these criteria and is high-lighted accordingly. see page 27ff and Group Management Report 2018
102-9 Supply chain	see page 17 see also www.A1.group/en/csr/sustainable-supply-chain-management
102-10 Significant changes to the organization and its supply chain	No significant changes in the reporting period to the organization's size, structure and supply chain in the reporting period. For details on the ownership structure: see page 27ff
102-11 Precautionary Principle or approach	In all its activities, A1 Telekom Austria Group honours the precautionary principle by taking into account potential future developments and findings in its decisions (e.g. scenario analysis in the context of risk management, please see Group Management Report 2018)
102-12 External initiatives	see page 15
102-13 Association memberships	see page 15
Strategy	
102-14 Highest decision-maker's statement on the importance of sustainability and organization's sustainability strategy	see page 6f

Ethics and integrity

102-16 Organization's values and code of conduct

see page 12ff, 30f, 38f

Code of conduct:

www.A1.group/en/group/compliance-guidelines**Governance**

102-18 Governance structure

Since 2010, A1 Telekom Austria Group has been using a group-wide, integrated sustainability management system. A Corporate Sustainability Team, as part of Group Communications and Sustainability, reports directly to the CEO. With the introduction of an internal social media platform, A1 Telekom Austria Group established a digital group-wide knowledge platform and communicates and coordinates its activities through it. There is no separate committee for decision-making on ecologic and social topics. With respect to committees on economic decisions please refer to the Corporate Governance.

Stakeholder engagement

102-40 List of incorporated stakeholder groups

Employees, customers, suppliers, the economy, politicians & special interest groups, media, the scientific, research & education communities.
see also www.A1.group/en/csr/sustainability-strategy

102-41 Collective bargaining agreements

Around 50% of all employees are covered by the provisions of collective bargaining agreements. National requirements are observed at all subsidiaries.
see also page 30ff

102-42 Basis for identifying and selecting stakeholders

All groups that are impacted by A1 Telekom Austria Group's regular business activity form the basis for stakeholder identification. Stakeholder selection was based on prioritisation via internal databases.

102-43 Approach to stakeholder involvement and whether stakeholders have been involved in report preparation

see page 15f

102-44 Key topics and concerns raised by stakeholders

As a result of another materiality analysis in the spring of 2017, the topics of data security and protection as well as communication infrastructure emerged as the most important ones. Both customers and suppliers rank data security and protection as the most significant one. Employees, on the other hand, regard fair and flexible working as the most important topic. Overall, stakeholders give topics such as waste and employee health less priority.
see page 16

Reporting practice

102-45	Entities included in the consolidated financial statements	see consolidated financial statements 2018
102-46	Defining report content and topic boundaries	Boundaries for material topics were defined according to an impact assessment inside and/or outside the organization. A1 Telekom Austria Group's ability to influence the topic was considered as well. see also A1.group/en/csr/sustainability-strategy
102-47	List of material topics	see page 16
102-48	Restatements of information	No re-phrasing of information from past reports took place.
102-49	Changes in reporting	No changes to the extent and topical boundaries compared to earlier reporting periods.
102-50	Reporting period	Full year 2018 if not stated otherwise. Environmental KPI's were collected for the period 01 November 2017 to 31 October 2018 and can be considered as representative for the full year 2018.
102-51	Date of most recent report	The report for the 2017 periode was published in April 2018.
102-52	Reporting cycle	The combined Annual Report is published once a year.
102-53	Contact point for questions regarding the report	see page 5
102-54	Report of the "in-accordance"-option	The report was published with reference to the GRI Standards.
102-55	GRI content index	see page 164ff
102-56	External assurance	An external assurance is planned within the next two years.

GRI 103: Management Approach 2016

103-1	Material topics explanation and boundaries	Based on the materiality analysis the following topics are material: communication infrastrucutre, data security & protection, digitalization & promoting innovation, ecological network design, energy demand, customer orientation, edia literacy and ICT products providing ecological value. see page 150
103-2	Components of the management approach	
103-3	Evaluation of the management approach	

GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	Net added value 2018: EUR 882 mn to employees, EUR 771 mn for paid investments, EUR 251 mn to capital providers and EUR 156 mn to public agencies.
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GRI 202: Market Presence 2016

202-2	Proportion of senior management hired from the local community	see page 173
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GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	see page 20ff and Group Management Report 2018
203-2	Significant indirect economic impacts	see page 34ff

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	In 2018, the holding company as well as the seven operating companies A1 (Austria, Bulgaria, Croatia, Slovenia), velcom, Vip mobile and one.Vip were internally assessed with regards to corruption risks. The companies generated almost 100% of A1 Telekom Austria Group's overall turnover and all locations of the above mentioned subsidiaries were taken into account. In the course of the risk analysis, the management analysed 18 different corruption scenarios and defined mitigating measures. Taking into consideration the measures that have already been implemented, no significant remaining risks could be identified. see page 38f
205-2	Communication and training about anti-corruption policies and procedures	All employees and business partners are given access to information on compliance as well as corruption prevention (see www.A1.group/en/group/compliance). Almost 100% of employees, managers and suppliers were actively informed. Approximately 5,000 (approx. 27%) of employees and managers (including Board members) received training on corruption prevention. The Holding's Supervisory Board and Executive Board as well as all subsidiaries receive corruption prevention information at least once per year, the entire Executive Board receives training annually. see page 38f, 175

GRI 301: Materials 2016

301-3	Reclaimed products and their packaging materials	see page 34ff, 170
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GRI 302: Energy 2016

302-1	Energy consumption within the organization	see page 20ff, 170
302-2	Energy consumption outside of the organization	In 2018, energy consumption outside the organization came in at 91,085 MWh. This includes the electricity used by mobile phones sold to customers as well as A1 Telekom Austria Group business trips using taxi, train or aeroplanes.
302-3	Energy intensity	see page 20ff, 170
302-4	Reduction of energy consumption	see page 20ff, 34ff, 170
302-5	Reductions in energy requirements of products and services	see page 20ff

GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Biogenic Scope 1 emissions amounted to 1,326 tons of CO ₂ ; no data is available for Scope 2 and Scope 3 emissions. see page 171
305-2	Energy indirect (Scope 2) GHG emissions	see page 171
305-3	Other indirect (Scope 3) GHG emissions	see page 171
305-4	GHG emissions intensity	see page 171
305-5	Reduction of GHG emissions	see page 171
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	see page 171

GRI 306: Effluents and Waste 2016

306-2	Waste by type and disposal method	A1 Telekom Austria Group is committed to proper waste disposal and complies with the regulations in the respective countries. see page 172
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GRI 401: Employment 2016

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are available to all employees equally.
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GRI 404: Training and Education 2016

404-2	Programs for upgrading employee skills and transition assistance programs	see page 30ff
404-3	Percentage of employees receiving regular performance and career development reviews	At A1 Telekom Austria Group, a group-wide performance management standards process make sure that the quantifiable performance of employees is given just as much attention as the "how" aspect of their daily work based on A1 Telekom Austria Group's Guiding Principles. Personal development is a major aspect within the performance management process and will be even more in focus in the years to come. Contemporary styles of leadership strongly includes the use of feedback. A1 Telekom Austria Group encourages employees to appreciate each other using peer-to-peer feedback based on behavioural best practice examples in line with the Guiding Principles. see page 30f

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	see page 97 see Corporate Governance Report 2018 and Group Management Report 2018
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GRI 418: Customer Privacy 2016

418-1	Number of substantiated complaints concerning breaches of customer privacy and loss of customer data	see page 26
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Sustainability KPIs

Environment

Calculation Method – Emissions

In its calculation method for direct, indirect and other indirect emissions, A1 Telekom Austria Group follows the internationally recognised definition of the Greenhouse Gas Protocol of the WRI/WBCSD (World Resources Institute and World Business Council for Sustainable Development). Included in the calculation for direct emissions are all greenhouse gases, not just those covered by the Kyoto Protocol. The calculation methods are based on data published by ecoinvent (AR4 100-year (IPCC 2007-4th Assessment Report)). Figures given as CO₂ equivalents. Nature of gases and source of emission factors and of Global Warming Potentials (GWP) reported by energy providers for Scope 2 emissions as well as calculated Scope 3 emissions are unknown. The base year according to GRI is not relevant to A1 Telekom Austria Group.

Calculation Method – Energy

The calculation method is – as long as self provision is not concerned – based on the invoices issued by the respective energy providers. For the conversion into kilowatt hours factors of the ecoinvent database have been taken into account. When data was not available, estimates were made in some cases. Furthermore, term inaccuracies may occur if invoices do not exactly match the reporting period. For the energy share of fuels the heating value was considered. Neither steam nor cooling energy was purchased.

Direct and indirect energy

2018 (in MWh)	Electricity ¹⁾	Heating fuels ²⁾	District heating	Fuels ³⁾	Total energy consumption	
					(in MWh)	(in TJ)
Austria	300,611	14,304	30,165	46,544	391,624	1,410
Bulgaria	116,747	114	325	11,374	128,561	463
Croatia	65,423	3,716	3,378	5,942	78,459	282
Belarus	84,684	0	3,684	4,887	93,255	336
Slovenia	30,024	0	255	595	30,875	111
Republic of Serbia	51,613	82	1,430	2,896	56,020	202
Republic of Macedonia	30,173	0	0	1,976	32,148	116
A1 Telekom Austria Group	679,275	18,216	39,238	74,213	810,942	2,919
2017 (in MWh)						
Austria	298,853	16,572	29,321	48,297	393,044	1,415
Bulgaria	108,380	126	298	12,170	120,973	436
Croatia	59,643	3,798	3,861	4,602	71,904	259
Belarus	75,548	0	3,346	4,809	83,703	301
Slovenia	29,984	0	278	626	30,887	111
Republic of Serbia	43,772	81	1,452	2,797	48,102	173
Republic of Macedonia	28,127	2,085	0	1,917	32,129	116
A1 Telekom Austria Group	644,307	22,662	38,556	75,218	780,742	2,811
Change (in %)						
Austria	1	-14	3	-4	0	0
Bulgaria	8	-9	9	-7	6	6
Croatia	10	-2	-13	29	9	9
Belarus	12	n.m.	10	2	11	11
Slovenia	0	n.m.	-8	-5	0	0
Republic of Serbia	18	1	-2	4	16	16
Republic of Macedonia	7	-100	n.m.	3	0	0
A1 Telekom Austria Group	5	-20	2	-1	4	4

Table may include rounding differences. 1 Joule = $2,77777778 \times 10^{-10}$ MWh 1) Purchased and in-house production as well as diesel for emergency generators 2) Includes oil and gas, not climatically adjusted 3) Includes diesel, petrol, CNG, LPG und natural gas without diesel for emergency generators

Energy and fuel consumption¹⁾

A1 Telekom Austria Group (in MWh)	From non-renewable energy	From renewable energy ²⁾
2018	97,013	4,449
2017	100,592	4,492
Change (in %)	-4	-1

1) Oil, diesel, petrol, LPG, CNG and natural gas, including diesel for emergency generators

2) Share of biogenic fuels in diesel and petrol

Environment – relative indicators

A1 Telekom Austria Group (in MWh)	Energy efficiency Index ¹⁾ (in MWh(el) per terabyte)	Share of e-billing (in %)
2018	0.18	74
2017	0.24	72
Change (in %)	-24	2

1) Energy Efficiency Index is defined as A1 Telekom Austria Groups total electrical energy consumption, divided by total transported data volume of fixed and mobile telecommunication networks.

Direct and indirect greenhouse gas emissions (CO₂-equivalents)

	Direct (Scope 1)	Indirect (Scope 2)		Total (Scope 1+2)		Total (Scope 1+2+Comp.)		Other Scope 3
		location- based	market- based	location- based	market- based	location- based	market- based	
2018								
Austria	16,040	101,101	9,023	117,141	25,063	101,856	9,778	48,497
Bulgaria	4,344	66,455	66,455	70,799	70,799	70,799	70,799	37,965
Croatia	2,633	29,688	29,688	32,321	32,321	32,321	32,321	13,705
Belarus	1,753	22,684	22,684	24,437	24,437	24,437	24,437	23,705
Slovenia ¹⁾	158	12,625	18,348	12,783	18,506	12,783	18,506	3,567
Republic of Serbia	1,060	44,944	44,944	46,005	46,005	46,005	46,005	27,015
Republic of Macedonia	1,015	27,898	26,167	28,913	27,182	28,913	27,182	16,690
A1 Telekom Austria Group	27,003	305,395	217,310	332,398	244,313	317,113	229,028	171,136

2017

Austria	17,090	100,311	8,777	117,401	25,867	101,483	9,949	48,989
Bulgaria	4,443	61,705	61,705	66,148	66,148	66,148	66,148	33,112
Croatia	2,319	27,300	27,300	29,619	29,619	29,619	29,619	11,744
Belarus	1,744	20,352	20,352	22,097	22,097	22,097	22,097	21,910
Slovenia	174	12,614	6,789	12,788	6,963	12,788	6,963	2,933
Republic of Serbia	982	38,174	38,174	39,156	39,156	39,156	39,156	22,530
Republic of Macedonia	1,115	26,501	26,501	27,615	27,615	27,615	27,615	14,082
A1 Telekom Austria Group	27,867	286,957	189,599	314,824	217,466	298,906	201,548	155,300

Change (in %)

Austria	-6	1	3	0	-3	0	-2	-1
Bulgaria	-2	8	8	7	7	7	7	15
Croatia	14	9	9	9	9	9	9	17
Belarus	1	11	11	11	11	11	11	8
Slovenia	-9	0	170	0	166	0	166	22
Republic of Serbia	8	18	18	17	17	17	17	20
Republic of Macedonia	-9	5	-1	5	-2	5	-2	19
A1 Telekom Austria Group	-3	6	15	6	12	6	14	10

Direct Scope 1 includes direct emissions from combustion of fossil fuels; emissions from cooling agents are not considered. Indirect Scope 2 includes indirect emissions from electric energy and district heating. Scope 3 takes into account the following emissions, which are not included in Scope 2: The costs associated with the upstream emissions from heating energy, electricity and fuels (fleet) and business travel (taxi, plane, train). These upstream emissions have been calculated according to ecoinvent. Emissions from the downstream use of customers' mobile phones: For the three best-selling devices per subsidiary, a battery voltage of 3.7 volts (V) was assumed and multiplied by the battery capacity [mAh] according to the manufacturer (mAh*V/1,000) = Wh). This is equivalent to the electricity demand per charge cycle per mobile phone. Assuming that a mobile phone is charged once a day, the electricity demand has then been extrapolated for the whole year and subsequently the average electricity demand for the three best-selling devices per subsidiary was determined. These values were multiplied with the number of SIM cards in circulation for each subsidiary.

1) In Slovenia market based scope 2 emissions rose due to changes in the calculation method - for the first time the calculations were based on energy suppliers' emissions.

Vehicle fleet

	Number of vehicles	Consumption of petrol (in l)	Consumption of diesel (in l)	Cons. of alternative fuels (in l)	Mileage (in thousand km)
A1 Telekom Austria Group					
2018	5,129	546,539	6,850,190	201,829	104,692
2017	5,180	556,867	6,911,108	239,929	105,274
Change (in %)	-1	-2	-1	-16	-1

Air pollutants generated by the vehicle fleet¹⁾

A1 Telekom Austria Group (in g/km)	NO _x	SO ₂	PM ₁₀
2018	0.641	0.191	0.062
2017	0.643	0.191	0.063
Change (in %)	-0,3	-0,4	-0,3

1) The air pollutants were aligned to the published data of ecoinvent for the first time in 2012. They include the emissions of the vehicle fleet. Reported emissions represent relevant pollutants of the A1 Telekom Austria Group.

Waste

A1 Telekom Austria Group (in kg)	Recyclable			Hazardous waste			Residual waste	Total
	Paper	Metal	Other ¹⁾	Electronic	Batteries	Other ²⁾		
2018	1,215,000	958,814	443,102	814,460	700,639	299,494	2,041,064	6,472,573
2017	1,187,821	1,915,863	449,765	903,465	656,293	541,338	1,940,906	7,595,450
Change (in %)	2	-50	-1	-10	7	-45	5	-15

Quantities were defined according to invoices of waste management companies or if this was not possible according to volumina of waste containers as well as intervals of waste disposal. 1) Other recyclable waste includes plastic, glas and biological waste. 2) Other hazardous waste includes mainly mobile phones and other hazardous materials.

Waste - paper consumption

2018 (in kg)	Printing & copy paper	Other ¹⁾	Total
Austria	74,152	494,037	568,189
Bulgaria	128,507	113,213	241,720
Croatia	11,744	101,289	113,033
Belarus	45,740	40,565	86,305
Slovenia	5,475	79,256	84,731
Republic of Serbia	15,000	85,156	100,156
Republic of Macedonia	37,159	70,502	107,661
A1 Telekom Austria Group	317,777	984,019	1,301,796
2017 (in kg)			
Austria	92,160	603,893	696,053
Bulgaria	131,544	136,674	268,218
Croatia	10,000	158,885	168,885
Belarus	51,380	44,767	96,147
Slovenia	5,600	91,078	96,678
Republic of Serbia	15,481	84,526	100,007
Republic of Macedonia	46,790	141,280	188,070
A1 Telekom Austria Group	352,955	1,261,103	1,614,058
Change (in %)			
Austria	-20	-18	-18
Bulgaria	-2	-17	-10
Croatia	17	-36	-33
Belarus	-11	-9	-10
Slovenia	-2	-13	-12
Republic of Serbia	-3	1	0
Republic of Macedonia	-21	-50	-43
A1 Telekom Austria Group	-10	-22	-19

1) Other includes mainly paper for customer invoices and paper for packaging.

Waste - mobile phone recycling

2018 (in pcs.)	Collected old mobile phones
Austria	18,006
Bulgaria	4,005
Croatia	n. a.
Belarus	54,231
Slovenia	309
Republic of Serbia	3,835
Republic of Macedonia	n. a.
A1 Telekom Austria Group	80,386
2017 (in pcs.)	
Austria	16,225
Bulgaria	4,364
Croatia	35
Belarus	53,236
Slovenia	n. a.
Republic of Serbia	n. a.
Republic of Macedonia	n. a.
A1 Telekom Austria Group	73,860
Change (in %)	
Austria	11
Bulgaria	-8
Croatia	n. a.
Belarus	2
Slovenia	n. a.
Republic of Serbia	n. a.
Republic of Macedonia	n. a.
A1 Telekom Austria Group	9

Water consumption

A1 Telekom Austria Group (in m3)	Absolut
2018	249,866
2017	278,173
Change (in %)	-10
Water consumption	(in m ³)
per FTE	13,4

Relative indicators

2018	Share of renewable energy in electricity ¹⁾ (in %)	Recycling quota ²⁾ (in %)	CO ₂ -intensity ³⁾ (t CO ₂ e / FTE)	Average paper (kg/FTE)
Austria	99	66	3	9
Bulgaria	19	14	19	35
Croatia	47	78	19	7
Belarus	33	68	9	18
Slovenia	65	83	33	10
Republic of Serbia	29	37	45	15
Republic of Macedonia	28	83	35	47
A1 Telekom Austria Group	62	69	13	17
2017				
Austria	99	71	3	11
Bulgaria	19	26	18	35
Croatia	46	53	18	6
Belarus	32	75	9	20
Slovenia	64	76	12	10
Republic of Serbia	24	39	40	16
Republic of Macedonia	22	82	34	57
A1 Telekom Austria Group	63	72	11	19

1) Derived from purchased electricity, values of Austria and Slovenia were calculated, the others measured on basis of the standard national grid factor. 2) Fractions handed over to be recycled (non-hazardous waste, electronic waste and batteries) in relation to total waste. 3) CO₂ intensity includes the CO₂ emissions from Scope 1 and Scope 2 market-based (excluding compensation) divided by the number of employees by end of the year.

Employees

Age structure employees¹⁾

2018 (in FTE)	below 30	30-50	above 50
Austria	674	4,222	3,114
Bulgaria	1,119	2,399	167
Croatia	310	1,274	97
Belarus	925	1,550	106
Slovenia	88	441	26
Republic of Serbia	151	861	19
Republic of Macedonia	64	678	43
A1 Telekom Austria Group	3,393	11,699	3,612
2017 (in FTE)			
Austria	743	4,540	2,963
Bulgaria	1,484	2,118	149
Croatia	372	1,219	89
Belarus	1,104	1,354	117
Slovenia	119	424	23
Republic of Serbia	192	769	15
Republic of Macedonia	112	671	35
A1 Telekom Austria Group	4,137	11,350	3,470

1) Apprentices not included.

Share of local persons in
senior management positions^{1) 2)}

2018 (in %)	
Austria	100
Bulgaria	89
Belarus	57
Cluster Croatia / Macedonia	75
Cluster Serbia / Slovenia	100
A1 Telekom Austria Group³⁾	84
2017 (in %)	
Austria	100
Bulgaria	78
Belarus	100
Cluster Croatia / Macedonia	89
Cluster Serbia / Slovenia	57
A1 Telekom Austria Group	84

1) Locals includes all those who have citizenship for the country in which they work. A leadership team consists of Senior Directors and the respective Chief Executive Officers.

2) Persons in senior management positions correspond to local leadership team.

3) Including Holding and A1 Digital

Composition of the governance body¹⁾ (Age structure)

A1 Telekom Austria Group 2017	
below 30 (in HC)	0
30–50 (in HC)	3
above 50 (in HC)	7
Total (in HC)	10
Share women (in %)	40

Share of women in senior management positions¹⁾

in %	2018	2017
Austria	33	40
Bulgaria	22	22
Belarus	14	0
Cluster Croatia / Macedonia	13	11
Cluster Serbia / Slovenia	43	38
A1 Telekom Austria Group	24	21

1) Persons in senior management positions correspond to local leadership team.

Gender diversity

	Share of female employees (in %)		Share of female managers ¹⁾ (in %)	
	2018	2017	2018	2017
Austria	26	26	18	19
Bulgaria	49	49	50	50
Croatia	38	41	36	39
Belarus	60	53	42	46
Slovenia	44	44	43	40
Republic of Serbia	59	58	50	49
Republic of Macedonia	44	45	43	45
A1 Telekom Austria Group	40	38	35	36

1) Managers includes all persons with staff responsibility for at least one employee.

2) Including Holding and A1 Digital.

Accident statistics

2018	Accidents	Fatal accidents	Days lost to accidents
Austria	147	1	1,816
Bulgaria	10	0	500
Croatia	20	0	399
Belarus ¹⁾	0	0	0
Slovenia	1	0	69
Republic of Serbia	8	0	141
Republic of Macedonia	8	0	299
A1 Telekom Austria Group	194	1	3,224
2017			
Austria	142	0	1,469
Bulgaria	5	0	302
Croatia	11	0	138
Belarus	0	0	0
Slovenia	1	0	8
Republic of Serbia	5	0	720
Republic of Macedonia	10	0	183
A1 Telekom Austria Group	174	0	2,820

Society

A1 Internet for All

Austria	Courses	Participations	Supporting employees (in %)	Supporting employees ¹⁾	Recommendation rate (in %)
2018	1,892	26,923	97	490	98
2017	1,895	26,615	96	826	98
Change (in %)	0	1	n. m.	-41	n. m.

1) Employees supporting for the first time in the respective reporting year

Participation in media literacy trainings

	2018	2017	Change (in %)
Austria	26,923	26,615	1
Bulgaria	2,300	2,087	10
Croatia	n. a.	42	n. a.
Belarus	20	20	0
Slovenia	n. a.	13	n. a.
Republic of Serbia	21	40	-48
Republic of Macedonia	820	n. a.	n. a.
A1 Telekom Austria Group	30,084	28,817	4

Compliance

Anti-corruption trainings

	Anti-corruption trainings	Share of trained employees (in %)
Austria	1,077	13
Bulgaria	2,786	76
Croatia	89	5
Belarus	584	23
Slovenia	65	12
Republic of Serbia	215	21
Republic of Macedonia	117	15
A1 Telekom Austria Group¹⁾	89	24

1) Including A1 Digital and Holding