

Telekom Slovenije is the leading Slovenian provider of the most advanced telecommunications and ICT services and solutions. The Company continuously ensures the development and introduction of new innovative technologies. It provides subscribers an excellent user experience and superior services that match their needs and expectations. Users rate Telekom Slovenije's network the best in Slovenia [source: Brand Track, autumn 2023].

The Telekom Slovenije Group operates in South-East Europe. IPKO is the leading provider of mobile and fixed broadband services in Kosovo, while the Group is also present via its subsidiaries in Croatia, Bosnia and Herzegovina, Serbia, Montenegro and North Macedonia.

**62.54%** Republic of Slovenia

**14.79%** Domestic and foreign individuals\*

**6.28%** Foreign legal entities

**5.59%** Kapitalska družba, d.d.

**4.25%** Slovenski državni holding, d.d. (SDH)

**3.78%** Domestic financial corporations and funds

**2.20%** Domestic companies

**0.56%** Treasury shares

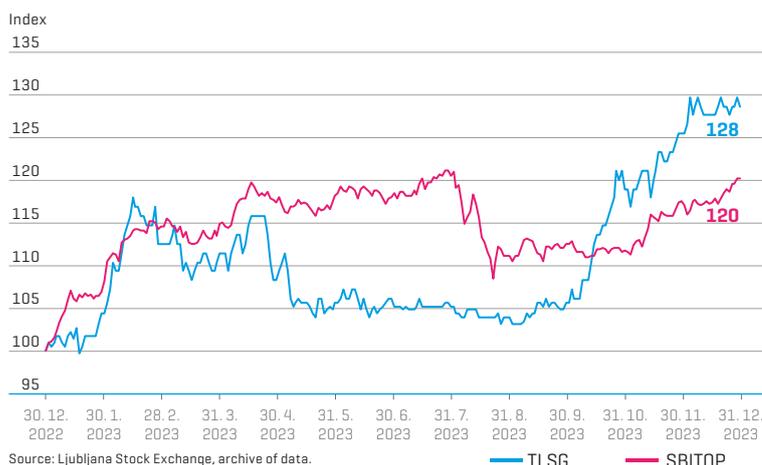


\* Individual shareholders include individuals who pursue gainful activities on the market.

## SELECTED INDICATORS OF THE TELEKOM SLOVENIJE GROUP IN 2023

in EUR thousand and %	31 December 2023	31 December 2022	Index 23/22
Total operating revenues	708,167	658,953	107
EBITDA margin = EBITDA / sales revenue	228,569	216,452	106
EBIT	64,138	50,362	127
Net profit from continuing operations	47,065	37,506	125
Return on equity (ROE)	7.4%	6.2%	120
Net financial debt	355,737	401,168	89
Investments	188,037	167,791	112
Retail mobile users	1,908,571	1,842,444	104
Retail broadband connections	299,506	297,895	101

## MOVEMENT IN THE TLSG SHARE PRICE COMPARED TO THE SBITOP



GVO, d.o.o.  
OPTIC-TEL d.o.o.  
INFRATEL, d.o.o.



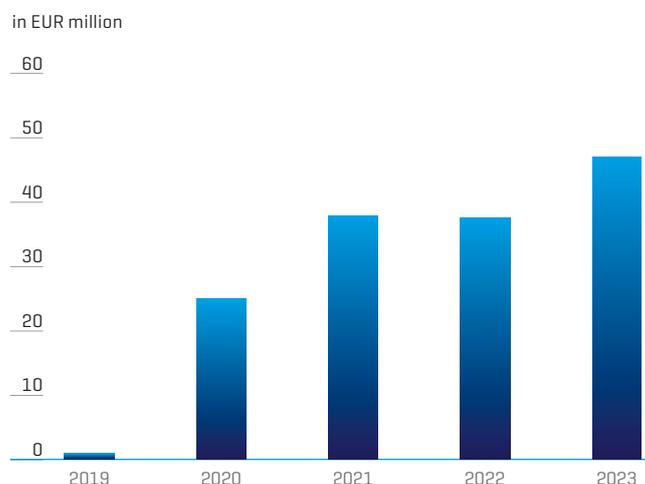
AVTENTA, d.o.o.  
TSmedia, d.o.o.  
TSinpo, d.o.o.  
SOLINE, d.o.o.

The Heart Fund Foundation



- SIOL d.o.o. Zagreb, Croatia
- SIOL d.o.o. Belgrade, Serbia
- SIOL d.o.o. Sarajevo, Bosnia and Herzegovina
- SIOL d.o.o. Podgorica, Montenegro
- SIOL Prishtina LLC, Kosovo
- SIOL DOOEL Skopje, North Macedonia

## OPERATING REVENUES OF THE TELEKOM SLOVENIJE GROUP BY YEAR



## GENERAL INFORMATION REGARDING TELEKOM SLOVENIJE SHARES AS AT 31 DECEMBER 2023

General information regarding shares	
Ticker symbol	TLSG
ISIN	SI0031104290
Listing	Ljubljana Stock Exchange, prime market
Share capital (EUR)	272,720,664.33
Number of ordinary registered no-par value shares	6,535,478
Number of shares held in treasury	36,836
Number of shareholders as at 31 December 2023	8,262

## MANAGEMENT BOARD OF TELEKOM SLOVENIJE



**Boštjan Košak**

President of the Management Board

**Boštjan Škufca Zaveršek, MSc**

Vice-President of the Management Board

**Irma Gubanec, MSc**

Member of the Management Board

**Vesna Prodnik, MSc**

Member of the Management Board

**Špela Fortin**

Member of Management Board – Workers' Director

## STRATEGIC DIRECTIONS AND OBJECTIVES OF THE TELEKOM SLOVENIJE GROUP 2024-2028

What do we promise?

COMMITMENTS

THE BEST MORE FOR MORE

THE BEST SECURITY

THE BEST USER EXPERIENCE

STRATEGIC PILLARS

What is our focus?  
How will we succeed?

### CONNECTED

GROWING ON THE TELECOMMUNICATIONS MARKET

- > Fixed and mobile services
- > State-of-the-art network
- > Improving infrastructure utilisation
- > International markets

### DIGITAL

DEVELOPING NEW BUSINESS MODELS

- > ICT and IoT services
- > A digital rang of products and services
- > Solutions for critical infrastructure

### EFFECTIVE

RAISING THE ENTREPRENEURIAL MINDSET

- > Simplifying and improving processes
- > Optimisation of costs and investments
- > Digitalising the user experience
- > Energy efficiency
- > Strengthening corporate governance
- > Mergers and acquisitions
- > Managing portfolio investments

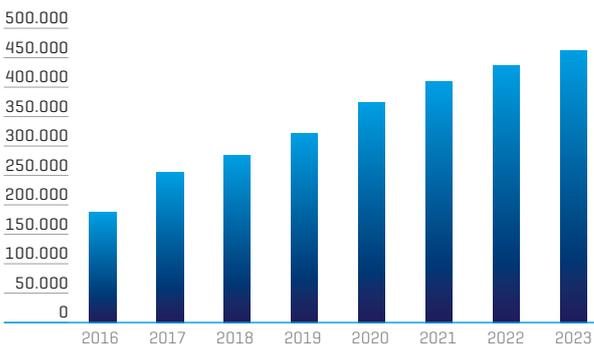
EMPLOYEES

TECHNOLOGY

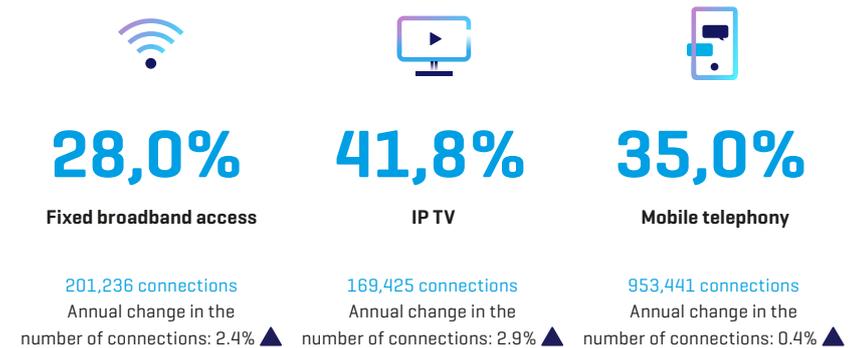
SUSTAINABILITY AND RESPONSIBILITY

	Objectives of the TSG for 2024	Strategic objectives of the TSG for the period 2024 to 2028
EBITDA	EUR 233,6 million	EUR 280 million in 2028
Net profit	EUR 43,2 million	EUR 83 million in 2028
Value of investments	EUR 235,7 million	EUR 951 million in the period 2024 to 2028
Sustainability		Carbon-neutrality under Scope 2 by 2028
Dividend Policy	The payment of dividends in the amount of 30% to 50% of the Telekom Slovenije Group's net profit, taking into account the Group's current financial position and investment needs.	

## NO. OF HOUSEHOLDS WITH THE POSSIBILITY OF CONNECTION TO THE FIBRE OPTIC NETWORK IN SLOVENIA



## MARKET SHARES OF TELEKOM SLOVENIJE IN KEY SEGMENTS AS AT 31 DECEMBER 2023



## SELECTED INDICATORS OF THE SUSTAINABLE OPERATIONS OF THE TELEKOM SLOVENIJE GROUP AS AT 31 DECEMBER 2023

### Environmental indicators

**87**

Electricity consumption (in million kWh)

2022: 90

Index 2023/22: 97

### Governance indicators

**108,886**

Value added per employee (in EUR)

2022: 102,142

Index 2023/22: 107

### Social indicators

**3,253**

Number of employees

2022: 3,262

Index 2023/22: 100

**33.0%**

Proportion of female employees

2022: 32.7%

Index 2023/22: 101

**5G**

**60.7%**

Coverage of the Slovenian population with 5G technology

2022: 40.0%

Index 2023/22: 152

**4G**

**97.5%**

Coverage of the Slovenian population with 4G technology

2022: 97.0%

Index 2023/22: 101

