

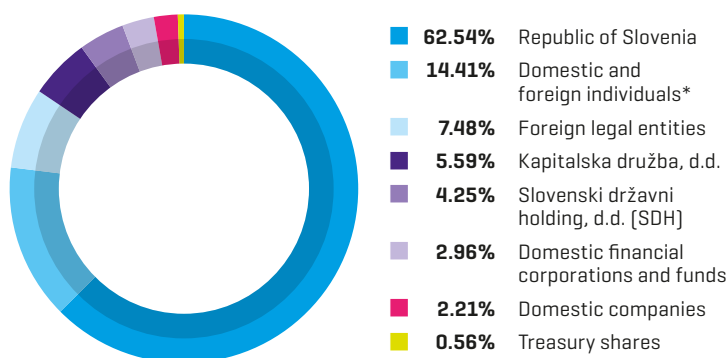
THE TELEKOM SLOVENIJE GROUP IN 2024



Telekom Slovenije is the leading Slovenian provider of the most advanced telecommunications as well as 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. The Group's services facilitate the digitalisation of society and the green transition, as well as the safe, smart and responsible use of technology.

The Telekom Slovenije Group has companies in seven countries in South-East Europe. The composition of the Telekom Slovenije Group and participating interests are presented in the picture on the right, and in more detail on the website <https://www.telekom.si/en/about-us/telekom-slovenije-group/subsidiaries>.

OWNERSHIP STRUCTURE AS AT 31 DECEMBER 2024



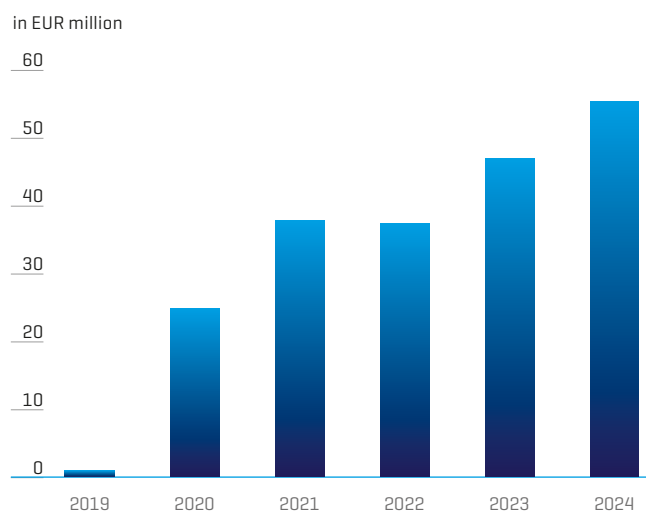
* Individual shareholders include individuals who pursue gainful activities on the market.



SELECTED INDICATORS OF THE TELEKOM SLOVENIJE GROUP IN 2024

in EUR thousand and %	2024 / 31 Dec. 2024	2023 / 31 Dec. 2023	Index 24/23
Sales revenue	712,442	694,913	103
EBITDA	240,316	228,569	105
EBIT	72,843	64,138	114
Net profit	55,188	47,065	117
Return on equity [ROE]	8.3%	7.4%	112
Net financial debt	372,912	355,737	105
Investments	218,992	188,037	116
Number of retail mobile users	1,991,337	1,908,571	104
Number of retail broadband and TV connections	316,176	304,056	104

NET PROFIT OF THE TELEKOM SLOVENIJE GROUP BY YEAR



MOVEMENT IN THE TLSG SHARE PRICE COMPARED TO THE SBITOP



GENERAL INFORMATION REGARDING TELEKOM SLOVENIJE SHARES AS AT 31 DECEMBER 2024

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	8,071

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?

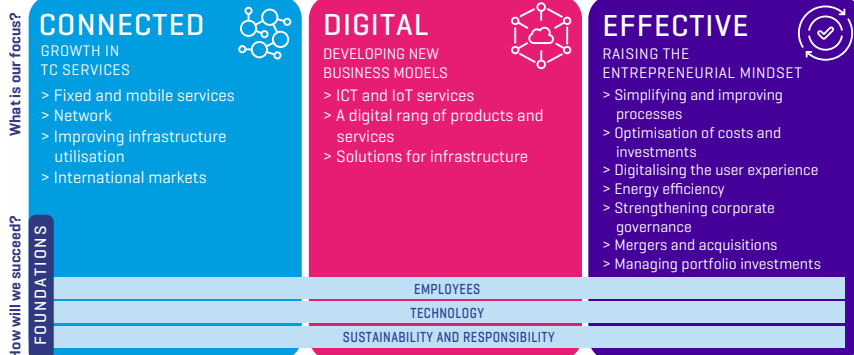
THE BEST MORE FOR MORE

COMMITMENTS

THE BEST SECURITY

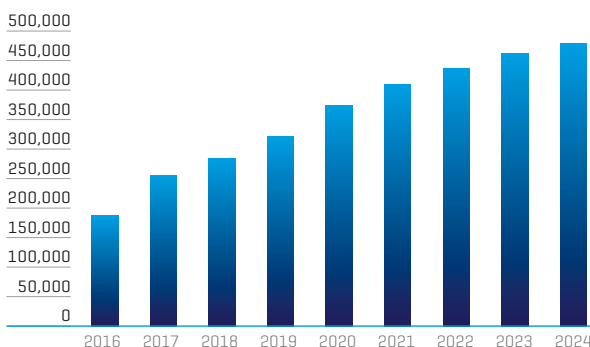
THE BEST USER EXPERIENCE

STRATEGIC PILLARS

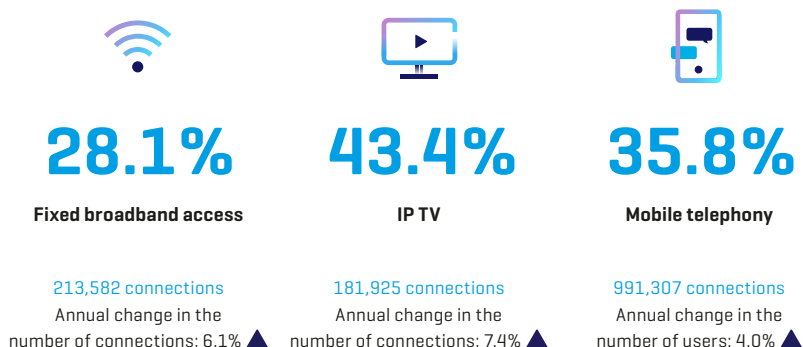


	Objectives of the TSG for 2025	Strategic objectives of the TSG for the period 2024 to 2028
EBITDA	EUR 248,9 million	EUR 280 million in 2028
Net profit	EUR 53,6 million	EUR 83 million in 2028
Value of investments	EUR 218,4 million	EUR 951 million in the period 2024 to 2028
Sustainability	Carbon-neutrality under Scope 1 and 2 in 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 2024



SELECTED INDICATORS OF THE SUSTAINABLE OPERATIONS OF THE TELEKOM SLOVENIJE GROUP AS AT 31 DECEMBER 2024

Environmental indicators

33,030

▼ GHG Emissions in t CO₂e
[Scope 1 and 2]

2023: 49,269

Index 2024/23: 67

Governance indicators

114,760

▲ Value added per employee
[in EUR]

2023: 108,886

Index 2024/23: 105

Social indicators



3,200

▼ Number of employees

2023: 3,253

Index 2024/23: 98



33.5%

▲ Proportion of the under-represented gender

2023: 33.0%

Index 2024/23: 102



80.0%

▲ Coverage of the Slovenian population with 5G technology

2023: 60.7%

Index 2024/23: 132



99.0%

▲ Coverage of the Slovenian population with 4G technology

2023: 97.5%

Index 2024/23: 102



Socially Responsible Employer
Advanced Certificate R.N. 0017/2021 - NI

