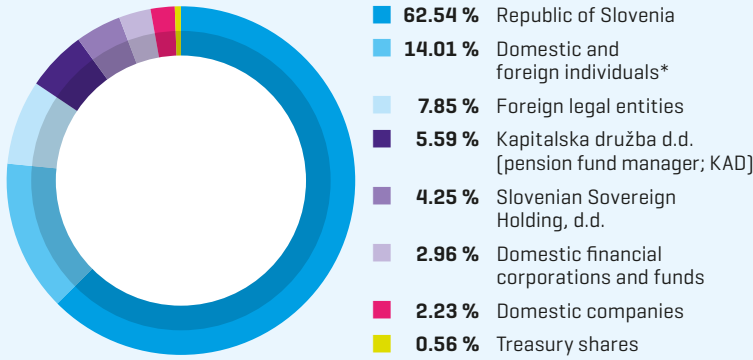


# THE TELEKOM SLOVENIJE GROUP IN 2025

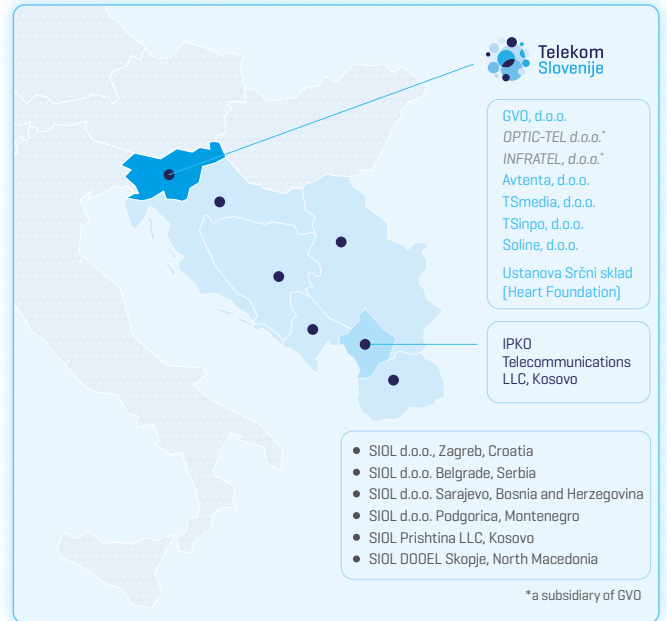
The Telekom Slovenije Group is a comprehensive communications service provider in South-Eastern Europe. The parent company Telekom Slovenije is the leading Slovenian provider of the most advanced ICT services and solutions. The Company continuously ensures the development and introduction of new innovative 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 is 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 2025



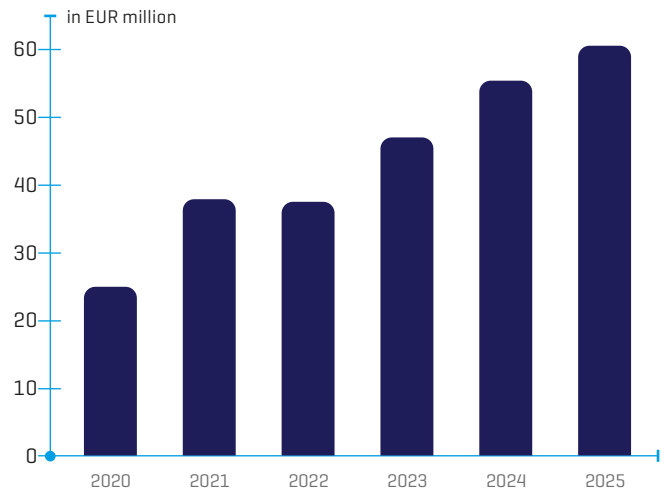
\* Individual shareholders include individuals who pursue gainful activities on the market.



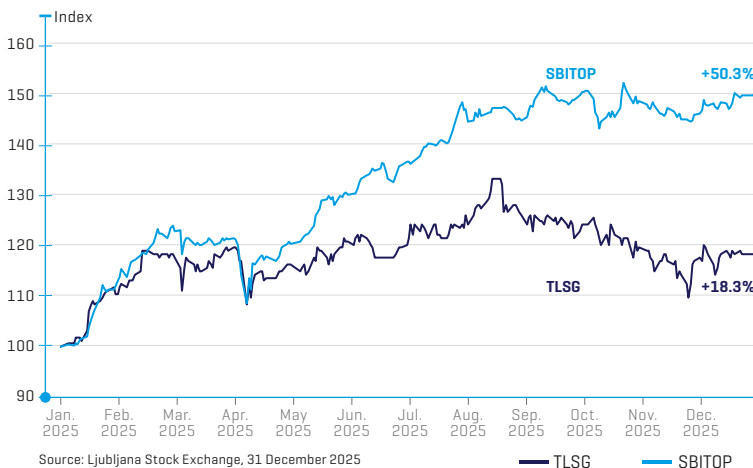
## SELECTED INDICATORS OF THE TELEKOM SLOVENIJE GROUP IN 2025

in EUR thousand and %	2025 / 31 Dec. 2025	2024 / 31 Dec. 2024	Index 25/24
Sales revenue	740,510	712,442	104
EBITDA	256,790	240,316	107
EBIT	82,038	72,843	113
Net profit	60,553	55,188	110
Return on equity [ROE]	8.8%	8.3%	106
Net financial debt	360,690	372,912	97
Investments	199,109	218,992	91
Number of retail mobile users	2,037,181	1,991,337	102
Number of retail broadband and TV connections	325,242	316,176	103

## NET PROFIT OF THE TELEKOM SLOVENIJE GROUP BY YEAR



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



## GENERAL INFORMATION REGARDING TELEKOM SLOVENIJE SHARES AS AT 31 DECEMBER 2025

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	7,986

## MANAGEMENT BOARD OF TELEKOM SLOVENIJE



**Boštjan Košak**  
President of the Management Board

**Irma Gubanec, MSc**  
Vice-President 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

GROWTH IN TC SERVICES

- > Fixed and mobile services
- > Network
- > Improving infrastructure utilisation
- > International markets



### DIGITAL

DEVELOPING NEW BUSINESS MODELS

- > ICT and IoT services
- > A digital range of products and services
- > Solutions for 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

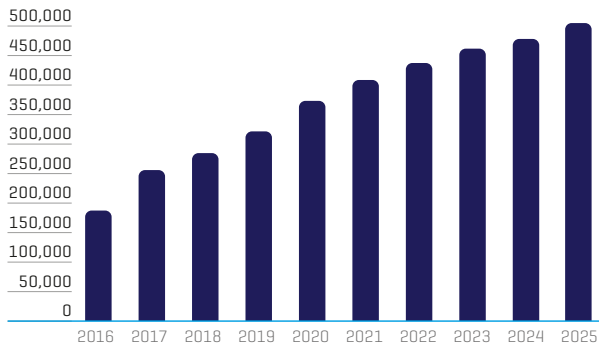
SUSTAINABILITY AND RESPONSIBILITY

### Objectives of the TSG for 2026

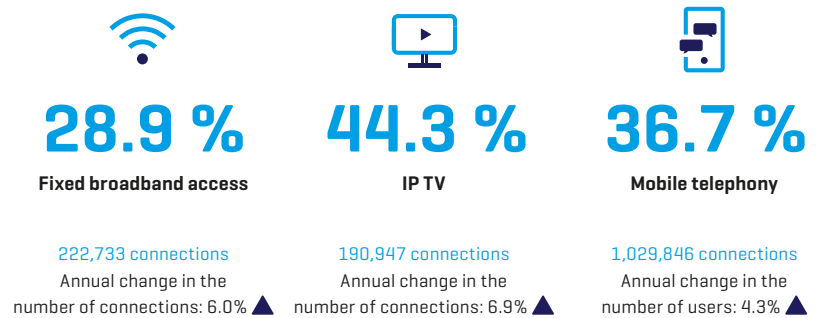
### Strategic objectives of the TSG for the period 2024 to 2028

EBITDA	EUR 255.5 million	EUR 280 million in 2028
Net profit	EUR 59.9 million	EUR 83 million in 2028
Value of investments	EUR 217.2 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 30 SEPTEMBER 2025



## SELECTED INDICATORS OF THE SUSTAINABLE OPERATIONS OF THE TELEKOM SLOVENIJE GROUP AS AT 31 DECEMBER 2025

### Environmental indicators

29,274

GHG Emissions in t CO<sub>2</sub>e (Scope 1 and 2)

2024: 34,601

Index 2025/24: 85

### Governance indicators

123,143

Dodana vrednost na zaposlenega v EUR

2024: 114,760

Index 2025/24: 107

### Social indicators

3,219

Number of employees

2024: 3,200

Index 2025/24: 101

33.8%

Proportion of the underrepresented sex

2024: 33.5%

Index 2025/24: 101

5G 99.1%

Coverage of the Slovenian population with 5G technology

2024: 80.0%

Index 2025/24: 124

4G 99.0%

Coverage of the Slovenian population with 4G technology

2024: 99.0%

Index 2025/24: 100

