

Telekom Slovenije, d.d. [hereinafter: Telekom Slovenije or the Company] takes a position in this statement for the 2022 financial year regarding the Recommendations and Expectations of Slovenski državni holding, which are accessible on the website www.sdh.si.

Telekom Slovenije justifiably deviates from the Recommendations and Expectations of Slovenski državni holding in the following points:

○ **Three-year business planning of a company/group/subsidiaries in a group – point 1**

Telekom Slovenije deviates in part from this recommendation, as it does not, as a public limited company, submit the drafts and final versions of adopted business plans to Slovenski državni holding (SDH) in order to ensure compliance with the principle of the equal treatment of shareholders. In accordance with the principle of the equal treatment of shareholders, Telekom Slovenije publishes a summary of its Strategic Business Plan in the Ljubljana Stock Exchange's SEOnet system and on the Company's website. Telekom Slovenije published a summary of the Strategic Business Plan of the Telekom Slovenije Group for the period 2022 to 2026 in the same manner.

○ **Periodic reporting on the performance of a company/group/subsidiaries in a group – point 2**

Telekom Slovenije deviates in part from this recommendation. Telekom Slovenije publishes unaudited business reports of the Telekom Slovenije Group and Telekom Slovenije for the first three quarters of the year and the annual report of the Telekom Slovenije Group and Telekom Slovenije in the Ljubljana Stock Exchange's SEOnet system. In accordance with the principle of the equal treatment of shareholders, Telekom Slovenije does not provide SDH information other than the information published in quarterly and annual reports.

○ **Procurement of goods and services, and sponsorships and donations – point 3**

Telekom Slovenije deviates in part from this recommendation. In accordance with the Access to Public Information Act, the Company regularly publishes information of a public nature on its website [www.telekom.si/o-podjetju/ijz] relating to donations and sponsorships, and advisory and other copyright or intellectual services.

In accordance with the Company's business interests and in order to protect trade secrets arising from contractual relations and information whose disclosure would be detrimental to its competitive position or could cause it commercial damage, the Company does not publish on its website data regarding a selected tenderer [procurement of goods and services], the type of transaction or the value of the concluded transaction. In order to ensure commercial flexibility and responsiveness with respect to the needs of society and the environment, Telekom Slovenije has not defined the maximum amount that may be earmarked for individual sponsorship and donation activities.

○ **Optimisation of costs – point 4**

Telekom Slovenije deviates in part from this recommendation, as data regarding labour costs are disclosed in annual reports. The binding collective agreement, bylaws and agreements concluded with employee representatives that relate to remuneration for work are not published because Telekom Slovenije does not have the consent of employee representatives for such publication. Telekom Slovenije regularly implements activities in connection with the optimisation of costs, processes, the organisational structure and employee structure.

○ **Achieving quality and excellence in the operations of companies/groups – point 5**

Telekom Slovenije deviates in part from this recommendation, as the self-assessment of business excellence carried out in 2021 according to the EFQM model was only performed for Telekom Slovenije, while a self-assessment for other Group companies was not performed. Two semi-annual assessments of progress in the implementation of Telekom Slovenije's quality and operational excellence improvement action plan were carried out in 2022. We intend to rectify this partial deviation in 2023 through planned activities.

○ **Sustainable operations of companies – point 7**

Telekom Slovenije deviated in part from this recommendation in 2022. Sustainable operations are part of the key strategic objectives of the Telekom Slovenije Group. In its Strategic Business Plan for the period 2022 to 2026, Telekom Slovenije defined in detail strategic policies for sustainable operations and measurable objectives relating to all three aspects of sustainability, but has not yet done so for all Group companies. The Supervisory Board was briefed on those strategic policies and objectives, and gave its consent in the context of the adoption of the Strategic Business Plan. We intend to rectify this partial deviation in 2023 through planned activities.

○ **Remuneration policy of management bodies – point 9**

In 2022, Telekom Slovenije adopted the Remuneration Policy for Members of Telekom Slovenije, d.d.'s Management Board and Supervisory Board [hereinafter: the Remuneration Policy], and submitted it for consultative voting at the 34th General Meeting of Shareholders held on 16 June 2022. The General Meeting of Shareholders did not adopt a consultative resolution regarding the Remuneration Policy. The Remuneration Policy that applies at Telekom Slovenije is in line with the law. However, the Company will further study the provisions of the Recommendations and Expectations of Slovenski državni holding and submit an amended Remuneration Policy for consultative voting at the next General Meeting of Shareholders.

Management Board and Supervisory Board of Telekom Slovenije, d.d.