**DECLARATION OF VOTING BY CORRESPONDENCE**

**Regarding exercising the right to vote at the Regular General Meeting of Shareholders of TELELINK BUSINESS SERVICES GROUP AD, convened for 18th of June 2025, starting at 10:00 a.m. (Eastern European Summer Time EEST=UTC+3 (Coordinated Universal Time UTC)), respectively in the absence of a quorum for 3rd of July 2025, starting at 10:00 a.m. (Eastern European Summer Time EEST = UTC+3 (Coordinated Universal Time UTC))**

**UNIQUE IDENTIFICATION CODE: TBSG18062025AGMS**

**In the case of a shareholder - legal entity:**

The undersigned, **…………………………,** personal number ....................., in the capacity of representative of **……………………,** registered office and address of management: No …., ………………. Str./Blvd., .......... fl., ……. office, ....... city, ....... country, company identification code …………….. - **shareholder holding ....................... / ....................... / registered voting shares** in uncertificated (dematerialized) form from the capital of Telelink Business Services Group AD, Sofia, with UIC 205744019,

**In the case of a shareholder - natural person:**

The undersigned, **…………………………,** personal number ....................., residing at ………… No, ………………. Str./Blvd., …… fl., ………. flat, ……….. city, ....... country, **in my capacity of shareholder, holding ....................... /......................./ registered voting shares** in uncertificated (dematerialized) form from the capital of Telelink Business Services Group AD, Sofia, with UIC 205744019,

I hereby exercise my right to vote through correspondence at the Regular General Meeting of Shareholders of Telelink Business Services Group AD, **convened for 18th of June 2025** at 10:00 a.m. (Eastern European Summer Time EEST=UTC+3 (Coordinated Universal Time UTC)), **respectively for 3rd of July 2025** at 10:00 a.m. (Eastern European Summer Time EEST = UTC+3 (Coordinated Universal Time UTC)) at the headquarters of Telelink Business Services Group AD in Sofia and with venue: Sofia, Vitosha district, 2 Donka Ushlinova Str., Garitage Park, Building 1, floor 1

**I REPRESENT AND WARRANT THAT:**

I vote with the **………………..** shares I hold and ………… voting rights[[1]](#footnote-2) from the capital of Telelink Business Services Group AD on the issues on the agenda of **the Regular General Meeting of Shareholders of Telelink Business Services Group AD** as follows:

**I. PROCEDURAL MATTERS:**

**1. Election of a chairman, secretary and teller of votes for holding the General meeting**

**Proposed resolution:** The General meeting of shareholders elects Mr. Ivan Zhitiyanov (and in his absence – other member of the Managing Board) as Chairman, Mr. Ivan Daskalov (and Mrs. Daniela Peeva in his absence) as Secretary and Ms. Yordanka Klenovska (and in her absence – Mrs. Desislava Torozova) – for teller of votes.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**II. SUBJECT MATTERS:**

**1. Adoption of the Annual management report on the activities of the Company in 2024.**

**Proposed resolution:** The General meeting of shareholders adopts the Annual management report on the activities of the Company in 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**2.** **Adoption of the Audit Report on the audit of the Annual Financial Statement of the Company for 2024.**

**Proposed resolution:** The General meeting of shareholders approves the Audit report on the audit of the Annual financial statement of the Company for 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**3. Approval of the audited Annual financial statement of the Company for 2024.**

**Proposed resolution:** The General meeting of shareholders approves the audited Annual financial statement of the Company for 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**4. Presentation of the Report on implementation of the Remuneration Policy for the members of the Supervisory and Managing Board of the Company for 2024.**

**Proposed resolution:** The General meeting of shareholders accepts the remuneration policy implementation report and makes/ does not make recommendations on the Report on implementation of the Remuneration Policy for the members of the Supervisory and Managing board of the Company for 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**5. Adoption of the Consolidated annual management report on the activities of the Company in 2024.**

**Proposed resolution:** The General meeting of shareholders adopts the Consolidated annual management report on the activities of the Company in 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**6. Adoption of the Audit report on the audit of the consolidated Annual financial statement of the Company for 2024.**

**Proposed resolution:** The General meeting of shareholders approves the Audit report on the audit of the Consolidated Annual financial statement of the Company for 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**7. Approval of the audited consolidated Annual financial statement of the Company for 2024.**

**Proposed resolution:** The General meeting of shareholders approves the audited consolidated Annual financial statement of the Company for 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**8. Adoption of a decision for distribution of the financial result of the Company realized in 2024.**

**Proposed resolution:** The General Meeting of Shareholders accepts the proposal of the Managing Board, approved by the Supervisory Board, to cover the financial result - accounting loss of the Company, realized in 2024, in the amount of BGN 876,805.28 (eight hundred seventy-six thousand eight hundred and five BGN and twenty-eight stotinki) by the retained earnings of the Company for 2023.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**9. Adoption of a decision to discharge from liability the members of the Managing and Supervisory boards of the Company for their activities in 2024.**

**Proposed resolution:** The General Meeting of Shareholders releases the members of the Managing Board of the Company - Ivan Krasimirov Zhitiyanov, Teodor Dimitrov Dobrev, Orlin Emilov Rusev, Yordanka Lyubchova Klenovska and Desislava Dancheva Torozova, as well as the members of the Supervisory Board of the Company - Wolfgang Werner Friedrich Ebermann, William Anthony Bowater Russell, Florian Huth, Hans van Houwelingen, Ivo Evgeniev Evgeniev, from liability for their activities in 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**10. Adoption of the annual report on the activities of the Investor Relations Director in 2024.**

**Proposed resolution:** The General meeting of shareholders adopts the annual Report on the activities of the Investor Relations Director in 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**11. Adoption of the report on the activities of the Audit committee in 2024.**

**Proposed resolution:** The General meeting of shareholders adopts the report on the activities of the Audit committee in 2024.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**12. Approval of the Statute of the Audit Committee**

**Proposed resolution:** Pursuant to Art. 107, para. 7 of the Independent Financial Audit and Sustainability Assurance Act, the General Meeting of Shareholders approves the Statute of the Audit Committee, which defines its functions, rights and responsibilities with respect to the financial audit and sustainability assurance commitments, internal control and internal audit, as well as its relations with the management bodies.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**13. Adoption of a resolution for authorizing the Managing Board of the Company to adopt and implement a Policy for management incentive scheme for key employees of the Company and its subsidiaries**

**Proposed resolution:** The General Meeting of Shareholders authorizes the Managing Board of the Company to adopt and implement a Policy for management incentive scheme (“MIS”) for key employees of the Company and its subsidiaries through additional monetary remuneration (bonus), ensured by the sale of shares of the Company by shareholders who express their consent to participate in the MIS and under all other terms and conditions in accordance with the Proposal of the Managing Board, included in the agenda materials. The bonus will be ensured by the price for the sale of shares of the Company received by the respective selling shareholders who have expressed consent to participate in the MIS. The General Meeting of Shareholders assigns the Managing Board to perform all necessary legal and factual actions related to the adoption and implementation of a Policy for management incentive scheme for key employees of the Company and its subsidiaries through additional remuneration (bonus) and its provision to key employees who will be defined in the policy adopted by the Management Board as eligible, with the right to participate in the MIS. The General Meeting of Shareholders assigns the Managing Board to perform all necessary actions to conclude binding agreements with shareholders who have expressed their consent to participate in the MIS, to secure the funds for the provision of additional monetary remuneration (bonus) related to the sale of shares of the Company.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**14. Authorization of the Managing Board of the Company to conclude transactions within the scope of Art. 114, para. 1, item 1, p. b) of the POSA.**

**Proposed resolution:** The General Meeting of Shareholders authorizes the Managing Board of the Company to conclude a transaction within the scope of Art. 114, para. 1, item 1, first proposal, point b) of the Public Offering of Securities Act, on the terms and within the timeframe pursuant to the Motivated Report of the Management Board under Art. 114a, par. 1 of the Public Offering of Securities Act on the appropriateness and terms of transactions within the scope of Art. 114 of the Public Offering of Securities Act, consisting in the conclusion of an agreement between the Company and Mr Lyubomir Mihailov Minchev, for the provision by him of funds for the granting of additional monetary remuneration (bonus) for key employees of the Company and its subsidiaries, related to the sale of the Company's shares held by him, in an amount determined in accordance with the terms and conditions of the established Policy for management incentive scheme for key employees of the Company and its subsidiaries.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**15. Dismissal of Mr. Wolfgang Ebermann as member of the Supervisory Board**

**Proposed resolution:** the General Meeting of Shareholders dismisses Mr. Wolfgang Ebermann as member of the Supervisory Board at his request.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**16. Election of a new member of the Supervisory Board and determination of his term of office**

**Proposed resolution:** In relation with the provision of Art. 27.3 of the Articles of Association of the Company and in view of the decision taken under item 15 of the agenda to dismiss Mr. Wolfgang Ebermann as a member of the Supervisory Board, the General Meeting elects Mr. Lyubomir Mihailov Minchev as a member of the Supervisory Board. The mandate of the newly elected member of the Supervisory Board shall be equal to the remaining term for which the other members of the Supervisory Board were elected, namely until 28.08.2027.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

**17. Determination of the remuneration and the amount of the management guarantee of the newly elected member of the Supervisory Board**

**Proposed resolution:** The General Meeting of Shareholders determines the annual gross remuneration of the newly elected member of the Supervisory Board in the amount of 30,000 (thirty thousand) BGN. Determines a management guarantee for the new member of the Supervisory Board in the amount of his 3-month gross remuneration. Assigns and authorizes the Executive Director of the Company to conclude a contract on behalf of the Company with the newly elected member of the Supervisory Board.

**Voting method:**

* IN FAVOUR
* AGAINST
* ABSTENTION

*(Underline the chosen vote)*

I am aware that according to Art. 115b, para. 6 of the Public Offering of Securities Act, in order for my vote exercised with this declaration to be valid [[2]](#footnote-3), the declaration along with the documents specified in the Rules for voting by correspondence and described in the invitation for convening the Regular General Meeting of Shareholders of Telelink Business Services Group AD, convened for 18th of June 2025 at 10:00 a.m. (Eastern European Summer Time EEST=UTC+3 (Coordinated Universal Time UTC)), and in the absence of a quorum on that date - for 3rd of July 2025 at 10:00 a.m. (Eastern European Summer Time EEST=UTC+3 (Coordinated Universal Time UTC)), shall be received by Telelink Business Services Group AD in one of the ways indicated in the invitation at the latest on the day, preceding the date of the General Meeting.

**Date: \_\_.\_\_.2025**

**DECLARATOR:**

**..........................................................**

*(signature)*

**……………………………………………**

*(full name)*

1. Number of voting rights is indicated only if it does not match the number of shares owned [↑](#footnote-ref-2)
2. The right to vote in the General Meeting can be exercised through:

   A. an explicit, written, notarized statement of intent, sent by mail or courier; or

   B. electronic document /electronic image/ of the statement, which must be signed with a qualified electronic signature /QES/, sent by mail [↑](#footnote-ref-3)