

WRITTEN MATERIALS
UNDER ARTICLE 224 OF THE COMMERCIAL ACT
on the items on the agenda of the forthcoming session of
THE REGULAR GENERAL MEETING OF SHAREHOLDERS OF TELELINK BUSINESS SERVICES GROUP AD

scheduled for 18.06.2025 from 10:00 a.m. with venue: Sofia, Vitosha district, 2 Donka Ushlinova Str., Garitage Park, Building 1, floor 1, and in the absence of quorum – respectively for 03.07.2025 from 10:00 a.m. (pursuant to Art. 227, para. 3 of Commercial Act and Art. 115, para. 14 of the Public Offering of Securities Act).

In compliance with the requirements of Art. 115, para. 2, item 11 of the Public Offering of Securities Act (POSA), the Supervisory Board of TELELINK BUSINESS SERVICES GROUP AD (hereinafter referred as “TBSG” AD or “the Company”) hereby submit the following materials on the agenda of the Regular General Meeting of Shareholders (RGMS), convened for 18th of June 2025, to the attention of the shareholders, the same being available on the website of X3news (www.x3news.com), on the Company’s website <https://www.tbs.tech/investor-events/>, as well as in hard copy at the Company's headquarters.

I. Procedural Materials

1. Invitation to convene Regular General Meeting of Shareholders of TELELINK BUSINESS SERVICES GROUP AD;
2. Minutes of Meeting of the Supervisory Board of the Company for convening of RGMS of TELELINK BUSINESS SERVICES GROUP AD;
3. Power of attorney - sample for representing a shareholder at RGMS;
4. Declaration for voting by correspondence - sample for RGMS;
5. Rules for voting by proxy;
6. Rules for voting by correspondence.

II. Materials on the agenda of the RGMS

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

The Annual management report on the Company's activities in 2024 was submitted to the Financial Supervision Commission (FSC), the regulated market on which the Company's shares are admitted to trading - the Bulgarian Stock Exchange (BSE), as well as the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 31st of March 2025. The Annual management report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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

The Audit Report on the audit of the Company's Annual Financial Statement for 2024 was submitted to FSC, the regulated market on which the Company's shares are admitted to trading - BSE, as well as to the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 31st of March 2025. The Audit Report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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

The audited Annual Financial Statement of the Company for 2024 was submitted to FSC, the regulated market on which the Company's shares are admitted to trading - BSE, as well as to the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 31st of March 2025. The Annual Financial Statement is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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.

In compliance with the requirements of Ordinance No. 48 of 20 March 2013 on Remuneration Requirements (Ordinance No. 48), the Report on the implementation of the Remuneration Policy for the members of the Supervisory and Managing Board of the Company for 2024 was submitted as part of the audited Annual Financial Statement for 2024 to FSC, the regulated market on which the Company's shares are admitted to trading – BSE, as well as the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 31st of March 2025. The report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

In accordance with the provision of Art. 12, para. 3 of Ordinance No. 48, the shareholders are given the opportunity to make recommendations on the content and manner of providing the information in the report on the implementation of the Remuneration Policy, which will be taken into account in the preparation of the next report.

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

The Consolidated annual management report on the activities of the Company for 2024 was submitted to FSC, the regulated market on which the Company's shares are admitted to trading - BSE, as well as to the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 30th of April 2025. The Consolidated annual management report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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

The Audit report on the audit of the Company's consolidated Annual Financial Statement for 2024 was submitted to FSC, the regulated market on which the Company's shares are admitted to trading - BSE, as

well as to the investment community via the Internet platform for disclosure of regulated information X3 News (www.x3news.com) on 30th of April 2025. The Audit report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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

The Company's Audited Consolidated Annual Financial Report for 2024 was submitted to the FSC, the regulated market on which the Company's shares are admitted to trading - the BSE, and the investment community via the regulated information disclosure internet platform X3 News (www.x3news.com) on 30 April 2025. The report is available on the Company's website <https://www.tbs.tech/financial-reports/>.

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

Pursuant to the requirements of Art. 251, para. 1 of the Commercial Act, the Supervisory Board has approved the proposal of the Managing Board, namely that the financial result of the Company realized in 2024, which is an accounting loss in the amount of BGN 876,805.28 (eight hundred seventy-six thousand eight hundred and five BGN and twenty-eight stotinki) to be covered by the retained earnings of the Company for 2023.

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.

In accordance with the provision of Art. 116c, par. 9 of POSA, given the fact that at the forthcoming General Meeting a certified by a registered auditor individual Annual Financial Statement for the year 2024 has been presented, the legal prerequisites for discharging from liability of the members of the Managing and Supervisory Boards of the Company for their management in 2024 are in place.

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

The report on the activities of the Investor Relations Director in 2024 is presented as part of the written materials on this item of the agenda for the upcoming general meeting.

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

The report of the Audit Committee on its activities in 2024 is presented as part of the written materials on this item of the agenda for the upcoming general meeting.

12. Approval of the Statute of the Audit Committee.

As part of the written materials under this item of the agenda for the upcoming general meeting, a draft organizational act (statute) of the Audit Committee operating in the Company is presented, in accordance with the amendments to the Independent Financial Audit and Assurance on Sustainability Act, promulgated in Official Gazette No. 79 of 17.09.2024.

The draft Statute presented 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 relationship with management bodies.

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

As part of the written materials on this item on the agenda of the upcoming general meeting, a Proposal of the Company's Managing Board for a Policy for management incentive scheme ("MIS") for key employees of the Company and its subsidiaries is presented.

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.

As part of the written materials for this item on the agenda of the upcoming general meeting, a Motivated Report under Art. 114a, para. 1 of (POSA and Art. 33 of Ordinance No. 2 of 09.11.2021 on initial and subsequent disclosure of information upon public offering of securities and admission of securities to trading on a regulated market, prepared by the members of the Managing Board of TBSG AD on the terms and appropriateness of a transaction falling within the scope of Art. 114, para. 1, item 1, point b) of POSA.

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

In connection with a request of Mr. Ebermann received by the Company, the invitation contains a specific proposal under item fifteen of the agenda of the meeting for his release by the shareholders of the company as a member of the Supervisory Board of "TBSG" AD, given the nature of the item, written materials are not applicable.

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

All required documents for the proposed candidate for a new member of the Supervisory Board - Mr. Lyubomir Minchev - are presented with the written materials under this item on the agenda of the upcoming general meeting, namely documents pursuant to Art. 116a¹, para. 4 of POSA, declaration and consent under Art. 237, para. 3 and para.4 of the Commercial Act, a biographical reference in accordance with Art. 224, para. 2 of the Commerce Act, as well as a criminal record certificate of the candidate for member of the Supervisory Board.

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

In accordance with the provision of Art. 116c, para. 1, last sentence, as well as Art. 116c, para. 3 of POSA, the proposal for a decision on the item included in the agenda of the meeting determines the amount of the annual remuneration of the proposed candidate for member of the Supervisory Board, as well as the amount of the management guarantee, which should be paid after the election by the general meeting of shareholders.

The materials related to the agenda of the meeting are available to the shareholders at the management address of the Company - Sofia, Vitosha District, 2 Donka Ushlinova Street, Garitage Park, Building 1, Floor 4 every business day from 9:30 a.m. to 4:00 p.m., as well as on the Company's website www.tbs.tech (in Bulgarian, at the following website address: <https://www.tbs.tech/investor-events/>), starting from the date of the announcement of the invitation to the RGMS in the Commercial Register and the Register of Non-Profit Legal Entities at the Registration Agency.