telelink business services

INVITATION

TO CONVENE REGULAR GENERAL MEETING OF THE SHAREHOLDERS

OF TELELINK BUSINESS SERVICES GROUP AD

16.06.2026 г.
Sofia

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The Supervisory Board
of Telelink Business Services Group AD,

Sofia, with UIC 205744019 (the "Company"), pursuant to Art. 223, para. 1 of the Commercial Act, Art. 115 of the Public Offering of Securities Act and Art. 19, para. 1 of the Articles of Association of the Company,

convenes a regular present meeting
of the General Meeting of Shareholders of
Telelink Business Services Group AD

on 16.06.2026 from 10:00 a.m.
(Eastern European Summer Time EEST=UTC+3 (Coordinated Universal Time UTC),

at the Company's headquarters in Sofia and with venue:

Sofia, Vitosha District, 2 Donka Ushlinova Str.,
Garitage Park, Building 1, floor 1

with unique identification code TBSG16062026AGMS, with the following agenda and proposals for decisions:

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I. Procedure 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 in his absence - Mrs. Daniela Peeva) as Secretary and Mrs. Yordanka Klenovska (and in her absence – Mrs. Desislava Torozova) – for teller of votes.

II. Subject matters:

1. Adoption of the Annual Management Report on the activities of the Company in 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Annual Management Report on the activities of the Company in 2025.

2. Adoption of the Audit Report on the audit of the Annual Financial Statement of the Company for 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Audit Report on the audit of the Annual Financial Statement of the Company for 2025.

3. Approval of the audited Annual Financial Statement of the Company for 2025.

Proposed resolution: The General Meeting of Shareholders approves the audited Annual Financial Statement of the Company for 2025.

4. Presentation of the Report on the Implementation of the Remuneration Policy for the Members of the Supervisory and Managing Board of the Company for 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Report on the Implementation of the Remuneration Policy and makes/ does not make recommendations on the Report on the Implementation of the Remuneration Policy for the Members of the Supervisory and Managing Board of the Company for 2025.

5. Adoption of the Consolidated Annual Management Report on the activities of the Company in 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Consolidated Annual Management Report on the activities of the Company in 2025.

6. Adoption of the Audit Report on the audit of the Consolidated Annual Financial Statement of the Company for 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Audit Report on the audit of the Consolidated Annual Financial Statement of the Company for 2025.

7. Approval of the audited Consolidated Annual Financial Statement of the Company for

2025.

Proposed resolution: The General Meeting of Shareholders approves the audited Consolidated Annual Financial Statement of the Company for 2025.

8. **Adoption of a decision for the distribution of the financial result of the Company realised in 2025.**

Proposed resolution: The General Meeting of Shareholders accepts the proposal of the Managing Board, approved by the Supervisory Board, the financial result - net profit of the Company, realized in 2025, in the amount of BGN 2 735 809,85 (two million seven hundred thirty-five thousand eight hundred nine Bulgarian levs and eighty-five stotinki) with euro equivalent at the official exchange rate of the Bulgarian National Bank in the amount of EUR 1 398 797,36 (one million three hundred ninety-eight thousand seven hundred ninety-seven euros and thirty-six euro cents) be distributed as follows: the profit in the amount of BGN 2 735 809,85 (two million seven hundred thirty-five thousand eight hundred nine Bulgarian levs and eighty-five stotinki) with euro equivalent at the official exchange rate of the Bulgarian National Bank in the amount of EUR 1 398 797,36 (one million three hundred ninety-eight thousand seven hundred ninety-seven euros and thirty-six euro cents) to be allocated as retained earnings.

9. **Adoption of a decision to discharge from liability Nikoleta Elenkova Stanailova as a member of the Managing Board of the Company for her activities in 2024.**

Proposal for a decision: The General Meeting of Shareholders releases Nikoleta Elenkova Stanailova from liability as a member of the Managing Board of the Company (released by resolution of the Supervisory Board of 25.03.2024), for her activities in 2024, namely: until 05.04.2024 (the date on which her release as a member of the Management Board was entered in the Commercial Register and the Register of Non-Profit Legal Entities).

10. **Adoption of a decision to discharge from liability the members of the Managing and Supervisory Boards of the Company for their activities in 2025.**

Proposal for a decision: 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 – Lyubomir Mihailov Minchev (elected by resolution of the General Meeting of 18.06.2025), William Anthony Bowater Russell, Florian Huth, Hans van Houwelingen, Rosen Asenov Plevneliev (elected by resolution of the General Meeting of 17.09.2025), Wolfgang Werner Friedrich Ebermann (released by resolution of the General Meeting of 18.06.2025) and Ivo Evgeniev Evgeniev (released by resolution of the General Meeting of 17.09.2025), from liability for their activities in 2025.

11. Adoption of the Annual Report on the Activities of the Investor Relations Director in 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Annual Report on the Activities of the Investor Relations Director in 2025.

12. Adoption of the Report on the Activities of the Audit Committee in 2025.

Proposed resolution: The General Meeting of Shareholders adopts the Report on the Activities of the Audit Committee in 2025.

13. Re-election of the members of the Audit Committee of the Company for a new term and determination of their remuneration.

Proposed resolution: Pursuant to Art. 107, para. 2 of the Independent Financial Audit and Sustainability Assurance Act, in conjunction with Art. 221, item 11 of the Commercial Act and Art. 17, item 11, in conjunction with Art. 38a, para. 1 of the Company's Articles of Association, the General Meeting of Shareholders re-elects, upon proposal of the Chairman of the Company's Managing Board, the current members of the Company's Audit Committee, namely: Yordanka Lyubchova Klenovska, Anelia Petkova Angelova-Tumbeva and Todor Ivanov Stefanov, for a new term (mandate) of 3 (three) years, starting from the date of expiration of their previous mandate (10.09.2026). The Audit Committee's new mandate expires on 10.09.2029. Sets a gross annual remuneration for the Chairman of the Audit Committee in the amount of EUR 1,534 (one thousand five hundred and thirty-four euros), and a gross annual remuneration for each of the other members of the Audit Committee in the amount of EUR 1,228 (one thousand two hundred and twenty-eight euros). The remuneration is paid in equal parts on a quarterly basis, starting on the new mandate start date. Authorizes the Executive Director of the Company to take the necessary actions to conclude additional agreements to the contracts with each of the members of the Audit Committee for the performance of their assigned functions during the new mandate, in accordance with this resolution.

All shareholders of the Company are invited to participate in the General Meeting in person

or through a representative and to exercise their voting rights through correspondence.

The total number of shares in the capital of Telelink Business Services Group AD as of the date of the decision of the Supervisory Board to convene the General Meeting – 30.04.2026, is 12 500 000 dematerialized registered voting shares, each with a nominal value of EUR 0.51 (fifty-one euro cents). The total number of voting rights of the shareholders of the Company as of the date of the decision of the Supervisory Board for convening the General Meeting - 30.04.2026, is 12,299,994 (twelve million two hundred ninety-nine thousand nine hundred ninety-four). All issued shares of the Company are of one class - ordinary (non-preferred), dematerialized shares and give equal rights to the shareholders, namely - the right to vote, the right to dividend and liquidation share, in proportion to the nominal value of the share. Each issued share entitles the shareholder to participate in the General Meeting of Shareholders and to vote with one vote in the General Meeting of Shareholders. As of the date of the decision of the Supervisory Board of the Company for convening the Regular General Meeting of Shareholders, the repurchased by the Company shares are 200,006 (two hundred thousand and six) shares. According to the provision of Art. 187a, para. 3 of the Commercial Act, the exercise of all rights, including the right to vote, on the own shares repurchased by the Company, shall be suspended until the moment of their transfer. Accordingly, the total number of votes in the General Meeting is 12,299,994 (twelve million two hundred ninety-nine thousand nine hundred ninety-four).

The international identification code (ISIN code of the issue) assigned by Central Depository AD, to the issue of Telelink Business Services Group AD, is BG1100017190.

According to Art. 115b, para. 1 POSA, the right to participate and vote in the General Meeting of Shareholders have only the persons entered in the registers of Central Depository AD as such with voting rights 14 days before the date of the General Meeting, namely - as of 02.06.2026, and in lack of quorum – 14 days before the second announced date – as of 17.06.2026.

Persons who together or separately own at least 5% (five percent) of the Company's capital have the right to request inclusion of matters on the agenda and to propose decisions on matters already included in the agenda of the General Meeting under Art. 223a of the Commercial Act, as the deadline for exercising this right is not later than 15 days before the opening of the General Meeting or no later than 01.06.2026. The shareholders under the previous sentence shall submit for announcement in the Commercial Register and the Register of Non-Profit Legal Entities (CRRNPLE) a list of matters, which will be included in the agenda and proposals for resolutions. With their announcement in CRRNPLE, the matters are considered included in the proposed agenda. No later than the next business day after the announcement, the shareholders shall submit the list of the included matters, the proposals for resolutions on them and the written materials at the registered office and the address of management of Telelink Business Services Group AD, the Financial Supervision Commission and the Bulgarian Stock Exchange AD - the regulated market on which the Company's securities are admitted to trading.

The shareholders have the right to make proposals on the merits for resolutions on each matter included in the agenda and in compliance with the requirements of the law, as the restriction under Art. 118, para. 3 POSA shall be applied accordingly; the deadline for exercising this right is until the end of the discussions on this matter before the vote of the

resolution by the General Meeting.

During the meeting of the General Meeting, each shareholder has the right to ask questions both on the announced agenda and on the economic and financial condition and commercial activity of the Company, except for the circumstances that constitute inside information. Shareholders may ask such questions, whether or not they relate to the agenda. The members of the Managing Board are obliged to answer the questions correctly, comprehensively and on the merits.

Shareholders - individuals identify themselves by presenting an identity document. The shareholders - legal entities are identified by presenting a certificate of current status of the legal entity, respectively an official extract from the relevant register of their current status or other similar document for shareholders - foreign legal entities and an identity document of the legal representative.

Foreign-issued certificates of current status or other similar document for shareholders - foreign legal entities must be presented in the appropriate form, depending on whether the relevant issuing country is a party to the Convention on the Elimination of the Requirement for Legalization of Foreign Public acts (The Hague Convention), whether there is an effective and active mutual legal assistance treaty between issuing country and the Republic of Bulgaria, or whether this country does not fall into any of the first two groups of countries, namely:

- **A document issued by an authority of a foreign country that is a party to the Hague Convention should be authenticated with an apostille** affixed by the authorities designated by it, which in accordance with their official duties are authorized to issue it. The foreign document certified in this way is not subject to additional legalizations and certifications. Member states and countries that are partners of the Hague Convention on the abolition of the requirement for legalizations for foreign public acts can be found on the official website of the Convention: https://www.hcch.net/en/states/hcch-members.
- **A document issued by an authority of a foreign country with which the Republic of Bulgaria has signed a mutual legal assistance treaty**, which contains texts for the exemption of documents from legalization and other certifications, **should bear the relevant details, according to the bilateral agreements.**
- **A document issued by a foreign country that is not a party to the Hague Convention, and with which the Republic of Bulgaria does not have an active mutual legal assistance treaty, is subject to legalization**, according to the procedure defined in the current Bulgarian Regulation for Legalizations, Certifications and Translations of Documents and Other Papers.

Documents issued by an authority of a foreign country, drawn up in the required manner according to the above, must be accompanied by a translation into Bulgarian, as the translator's signature, placed on the translation performed by him, is certified by a notary in accordance with the procedure of Art. 21a, para. 1 of the Regulation on Legalizations, Certifications and Translations of Documents and Other Papers. In case of inconsistency between the texts, the data in the Bulgarian translation are accepted as correct.

Pursuant to Art. 16, para. 3 of the Articles of Association of Telelink Business Services Group AD, in connection with the requirements of Art. 115, para. 3 POSA, the Managing Board of the

Company has adopted the following **RULES FOR PROXY VOTING:**

In case of representation of a shareholder in the General Meeting of Shareholders of Telelink Business Services Group AD, **the power of attorney for participation in the General Meeting of Shareholders should be in writing, explicit and meet the statutory requirements for power of attorney for shareholder representation in the General Meeting of Shareholders of a public company.**

In case the principal is a legal entity, the power of attorney shall be signed by the legal representative of the legal entity. The proxy shall present an identity document, original of a current certificate of commercial registration (official extract from the relevant register for their current status or another similar document) of the respective legal entity - shareholder and an explicit written power of attorney for the specific General Meeting with the content under Art. 116, para. 1 POSA.

In case of representation of a shareholder of the Company by a legal entity - proxy, in addition to the identity document of the representative of the company - proxy, an original of a current certificate of commercial registration (official extract from the relevant register for their current status or another similar document) of the legal entity – proxy and of the shareholder – authorizer (if it is a legal entity), as well as an explicit written power of attorney for the specific General Meeting with the content under Art. 116, para. 1 POSA shall be also presented.

The power of attorney for representation in the General Meeting of Shareholders, issued in a foreign language, must be accompanied by a translation into Bulgarian, as the translator's signature, placed on the translation executed by him, is certified by a notary in accordance with the procedure of Art. 21a, para. 1 of the Regulations on Legalizations, Certifications and Translations of Documents and Other Papers. In case of inconsistency between the texts, the data in the Bulgarian translation are accepted as correct.

Pursuant to Art. 116, para. 4 POSA, the re-authorization with the rights, granted to the proxy according to the given power of attorney, as well as a power of attorney, given in violation of the provision of Art. 116, para. 1 POSA are null and void.

The certificate of commercial registration (official extract from the relevant up-to-date register or other similar document) of a shareholder – foreign legal entity, as well as of a proxy – foreign legal entity, issued in a foreign language, must be presented in the relevant form (legalized, with an apostille or otherwise) according to the above rules for identifying a shareholder - legal entity and a proxy – legal entity. The document must be accompanied by a translation into Bulgarian, as the translator's signature, placed on the translation performed by him, is certified by a notary in accordance with the procedure of Art. 21a, para. 1 of the Regulations on Legalizations, Certifications and Translations of Documents and Other Papers. In case of inconsistency between the texts, the data in the Bulgarian version shall prevail.

Telelink Business Services Group AD presents a sample written power of attorney on paper and electronic media, together with the materials for the General Meeting. The sample power of attorney is also available on the Company's website, section "General Meetings of Shareholders" https://www.tbs.tech/investor-events/[1]. Upon request, a sample written power of attorney shall be submitted after convening the meeting of the General Meeting of

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Shareholders.

Telelink Business Services Group AD will receive and accept for valid notifications and powers of attorney electronically on the following e-mail: ir-tbs@tbs.tech, as the electronic messages should be accompanied by an electronic document (electronic image) of the power of attorney. The powers of attorney must be presented to the Company no later than the last working day preceding the day of the General Meeting.

The proxy has the same rights to speak and ask questions at the General Meeting as the shareholder he/she represents. The proxy is obliged to exercise the right to vote in accordance with the instructions of the shareholder contained in the power of attorney. If the power of attorney does not specify the manner of voting on the individual items on the agenda, it must state that the proxy has the right to decide whether and how to vote.

One person may represent more than one shareholder at the General Meeting. In such a case, the proxy may vote differently on the shares held by the individual shareholders he/she represents. A shareholder may authorize a member of the Managing Board of the Company only if he/she has explicitly indicated in the power of attorney the manner of voting on each item on the agenda.

Voting by electronic means is not applicable to this specific meeting of the General Meeting.

Pursuant to Art. 19, para. 5 of the Articles of Association of Telelink Business Services Group AD, the Supervisory Board of the Company notifies the shareholders that at the General Meeting scheduled for **16.06.2026**, and in the absence of a quorum – **01.07.2026, VOTING BY CORRESPONDENCE** will be accepted, subject to the following rules:

Persons registered as shareholders of the Company with voting rights in the registers of the Central Depository AD 14 days before the date of the General Meeting may exercise their voting rights before the date of the General Meeting by correspondence.

The right to vote at the General Meeting may be exercised through:

A. an explicit, **written statement** of intent issued by a shareholder of the Company and sent **in original** by mail or courier;

or

B. electronic document /electronic image/ of the statement, which is **signed with a qualified electronic signature /QES/** by the shareholder and sent by e-mail

and contains:

1. data for identification of the shareholder;

2. number of the shares to which it refers;

3. agenda of the issues proposed for discussion at the General Meeting;

4. the proposals for resolutions on each of the issues on the agenda;

5. method of voting on each of the issues on the agenda /for each of the issues on the agenda only one of the listed methods of voting must be indicated: "for", "against" or "abstained"/;

6. date and signature.

The necessary identification data are:

- of a shareholder – individual - name, PIN/ PNF, address;
- of a shareholder - legal entity - name, UIC/ BULSTAT or number in the respective national register, registered office and address of management, as well as the full name of the representative/s of the shareholder - legal entity.

The statement of intent made in foreign language must be accompanied by a certified translation into Bulgarian, as the translator's signature, placed on the translation performed by him, is certified by a notary in accordance with the procedure of Art. 21a, para. 1 of the Regulations on Legalizations, Certifications and Translations of Documents and Other Papers.

As a valid means **of sending the statement of intent** to exercise the right to vote by correspondence, the shareholders of the Company may use:

1. **mail or courier** - for sending the original of the written statement of intent to the management address of the Company - **Telelink Business Services Group AD, Sofia 1766, Vitosha District, 2 Donka Ushlinova Str., Garitage Park, Building 1, 4th floor;**

2. **e-mail** - for submission of the electronic message containing the electronic document /electronic image/ of the statement signed with a qualified electronic signature /QES/, which electronic message is sent to ir-tbs@tbs.tech.

In case the right to vote is exercised by correspondence from a shareholder - legal entity, the explicit statement of intent should be accompanied by an original of a current certificate of commercial registration of the company – shareholder (only for a shareholder - a legal entity that is not established under Bulgarian law or is not entered in the Commercial Register and the Register of Non-Profit Legal Entities at the Registry Agency of the Republic of Bulgaria).

The certificate of commercial registration of the relevant legal entity (official extract from the relevant up-to-date register or other similar document) should be presented in the relevant form (legalized, with an apostille or otherwise) according to the above rules for identifying a shareholder - legal entity. The document must be accompanied by a translation into Bulgarian, as the translator's signature, placed on the translation performed by him, is certified by a notary in accordance with the procedure of Art. 21a, para. 1 of the Regulations on Legalizations, Certifications and Translations of Documents and Other Papers. In case of inconsistency between the texts, the data in the Bulgarian translation are accepted as correct.

The vote received by the Company not later than the day preceding the date of the General Meeting and meeting the regulatory requirements and the rules adopted by the Company shall be considered valid voting by correspondence. The shareholders are responsible for the content of their statement of intent and for its proper receipt by the Company.

In case a shareholder of the Company, who has exercised his/her right to vote by correspondence, is present at the General Meeting in person, the right to vote by correspondence exercised by him/her is valid, unless the shareholder states the opposite. In this case, on the issues on which the shareholder votes at the General Meeting, the exercise of the right to vote by correspondence shall cease.

The shares of the persons who voted by correspondence shall be taken into account in determining the quorum for the General Meeting, and the voting shall be noted in the minutes.

The registration of the shareholders for participation in the General Meeting starts at 09:00

and ends at 09:55 on 16.06.2026 at the venue of the General Meeting of Shareholders.

In the absence of a quorum at the time announced as beginning of the meeting, pursuant to Art. 115, para. 12 POSA and Art. 227, para. 3 of the Commercial Act, the General Meeting will be held regardless of the represented capital on 01.07.2026 from 10:00 am (Eastern European Summer Time EEST = UTC+3 (Coordinated Universal Time UTC), at the same place, with the same agenda and with the same requirements and registration procedure. The agenda of the new meeting may not include items under Art. 223a of the Commercial Act.

This invitation to convene the General Meeting of Shareholders and the written materials related to the agenda of the General Meeting of Shareholders, as well as the samples of a power of attorney for representing a shareholder at the General Meeting of Shareholders and of a statement of intent to exercise the right to vote by correspondence are published on the website of Telelink Business Services Group AD, section "General Meetings of Shareholders" - https://www.tbs.tech/investor-events/[2] for the period from the announcement of the invitation in the Commercial Register and the Register of Non-Profit Legal Entities to the end of the General Meeting of Shareholders.

The written materials for the meeting are available to the shareholders at the registered office, at the management address of the Company - Sofia 1766, Vitosha District, 2 Donka Ushlinova Str., Garitage Park, Building 1, 4th floor, every working day from 9:30 a.m. to 16:00 p.m.

Regards,

Lyubomir Mihailov Minchev – Chairman of the Supervisory Board

of "Telelink Business Services Group" AD

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