



Croatian Telecom

Zagreb – 7 July 2022

Croatian Telecom Inc.

Radnička cesta 21, HR – Zagreb

Ordinary share: HT (ISIN: HRHT00RA0005)

LEI: 097900BFHJ0000029454

Listing: Zagreb Stock Exchange, Prime Market

Member State: Republic of Croatia

Change in Management Board effective as of 1 August 2022

Matija Kovačević appointed Member of the Management Board for Finance

Daniel Daub leaving the Management Board of HT to take over role as SVP Finance in DT Europe

Croatian Telecom (Reuters: HT.ZA; Bloomberg: HT CZ), Croatia's leading telecommunications provider, announces that Daniel Daub, Member of the Management Board of HT d.d. and Chief Financial Officer, has resigned with effect as of 1 August 2022, and will be continuing his career in Deutsche Telekom, where he will take over the role of Senior Vice-President for Finance in DT Europe.

Matija Kovačević has been appointed Management Board Member and Chief Financial Officer effective as of 1 August 2022, after holding the role of Controlling, Transformation and Investor Relation Sector Director in HT.

Matija looks back on more than 20 years of professional experience with controlling, strategy and transformation expertise gained largely within the telecommunications industry. He joined Croatian Telekom in 2003 and since then has held various management positions within HT finance area, including Chief Financial Officer and Management Board Member of Iskon. From 2010, he continued his career in Deutsche Telekom, where he held several executive positions in Germany and Greece. Among others, he has executed financial and business steering of Deutsche Telekom subsidiaries in Greece, Romania, Albania and Bulgaria, leading a range of transformation and operating model change projects in Greece, as well as controlling of European Head Office unit at Deutsche Telekom.

Kostas Nebis, President of the Management Board, stated:

"It is with great pleasure that I welcome Matija's appointment to the Management Board, especially as he is a manager who started his professional career with Croatian Telecom gaining extensive executive experience in key strategic projects and managerial positions across Deutsche Telekom Group. His financial expertise, in-depth knowledge of the telecommunications industry and a track record of driving positive changes are a valuable asset for our company and I look forward to him and the CFO team executing our strategy that will allow Croatian Telecom to deliver on our vision of sustainable and profitable growth.

I hereby also express my gratitude to Daniel for his contribution to our company's business transformation and operational efficiency improvements, both on the finance-side as well as in other key market and customer-related areas which were an essential part of HT's success, and I wish him all the best in his new and well-deserved role in Deutsche Telekom Europe."

Daniel Daub joined Croatian Telecom in 2017, after holding the role as VP in Group Controlling with Deutsche Telekom headquarters. Prior to this, he has held senior management positions in the telecommunications industry across the Deutsche Telekom Group, gaining extensive international experience working in a number of markets; in Germany, Austria, the USA, the United Kingdom and last Croatia.



As of 1 August 2022, the Management Board of Croatian Telecom comprises of Kostas Nebis, CEO, Nataša Rapaić, in charge of Residential Customers, Boris Drilo in charge of Technical and Information functions, Ivan Bartulović, in charge of Human Resources, and Matija Kovačević in charge of Finance.

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About Croatian Telecom

Croatian Telecom (HT) is the leading provider of telecommunication services in Croatia, serving 0.7 million fixed lines, 2.3 million mobile customers and 0.7 million broadband connections through its Residential and Business divisions.