Hrvatski Telekom FY 2025 Results

26 February 2026

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These materials include non-IFRS measures, such as EBITDA. The Company believes that such measures serve as additional indicators of the Group's operating performance. However, such measures are not replacements for measures defined by and required under IFRS. In addition, some key performance indicators utilized by the Company may be calculated differently by other companies operating in the sector. Therefore, the non-IFRS measures and key performance indicators used in these materials may not be directly comparable to those of the Group's competitors.

On 8 November 2023, HT and Iskon concluded the Merger Agreement of Iskon into HT. The merger was entered into the Court Register of the Commercial Court in Zagreb on 1 January 2024, by which the merged company Iskon ceased to exist as a separate legal entity. As the acquiring company, HT became the universal legal successor of Iskon, thus entering into all legal relationships of the merged company. Products and services previously offered by Iskon continue to be provided within HT but as a separate Iskon brand.

On 1 January 2024, the technological unit Ericsson Nikola Tesla Servisi ltd. (hereinafter referred to as “ENTS”), responsible for the construction and maintenance of the HT network, which was initially outsourced to ENTS in September 2014, was integrated into HT Group. The now former technological unit of ENTS has been transferred together with the employees to HT Servisi ltd. (a subsidiary company established by HT on 15 November 2023, and fully owned by HT), based on the Agreement on the transfer of a part of the economic activity concluded with ENTS.

Based on the Merger Agreement concluded on 5 November 2024 between Hrvatski Telekom ltd. and HT Servisi ltd. and the General Assembly of the merged company on approval for the merger on 2 January 2025, the merger has been entered into the Court Register of the Commercial Court in Zagreb. Upon entry of the merger the company HT Servisi ltd. ceased to exist and HT Inc. became the universal legal successor, thus entering into all legal relationships of the merged company.

Hrvatski Telekom has established a new subsidiary – HT Towers, which officially started operations on 1 September 2025. The focus of HT Towers' operations is on managing passive mobile infrastructure – including towers, antennas and special structures.

FY 2025 HIGHLIGHTS

BUSINESS DEVELOPMENT

- Sustained growth across segments
- Market leading Customer Experience (B2C & B2B)
- #1 telco brand
- FTTH coverage reached 1 million households
- Reaffirmed mobile network leadership: HAKOM recognition (3rd consecutive year)
- Completed passive mobile infrastructure separation, HT Towers operational from Q3
- Secured exclusive HNL broadcasting rights for additional 5 seasons
- European Digital Connectivity Awards 2025 by European Commission (for Rijeka Gateway)
- NextGen5GAirports – selected for co-financing under EU's Connecting Europe Facility Digital program

ESG

- Energy intensity reduced by 15% YoY
- Launched national AI education program – 'AI ti to možeš' (eng. You Can Do AI Too)
- Croatian Sustainability Award – HRIO Index 2025 (5th consecutive year)
- Recognition for exemplary corporate governance by HANFA (2nd consecutive year)
- 2 ZSE awards in 'Share of the Year' and 'Investor Relations' categories (2nd consecutive year)

FY 2025 HIGHLIGHTS

FINANCIALS

- Revenue up by 3.6% YoY, reflecting sustained commercial momentum
- Adjusted EBITDA AL up 3.3% YoY supported by top-line growth
- Net profit reached EUR 143m
- Market leading investments EUR 268m

CAPITAL ALLOCATION

- EUR 160m returned to shareholders through dividend and share buybacks, the highest capital allocation since 2013
- Cancelled 1.9% of total shares
- Dividend to be announced on 24 March 2026

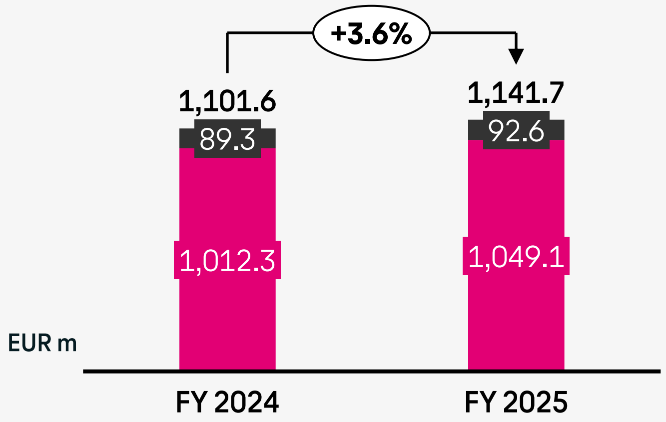
DELIVERED ON 2025 OUTLOOK

	REVISED OUTLOOK 2025 vs. 2024	2025 RESULTS	STATUS
REVENUE	Low single-digit increase	+3.6%	✓
ADJ. EBITDA AL	Low single-digit increase	+3.3%	✓
CAPEX AL[1]	Around 10% increase	+10.5%	✓
REGIONAL EXPANSION	HT is monitoring and evaluating potential M&A opportunities	HT is monitoring and evaluating potential M&A opportunities	✓

FIVE YEARS OF EBITDA GROWTH

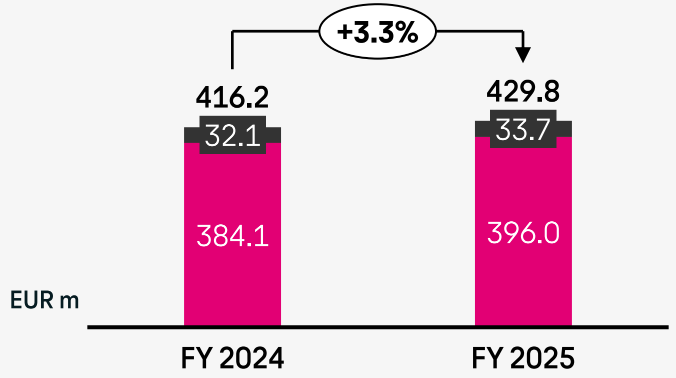
REVENUE

Service revenues growth sustained across both markets.



Adjusted EBITDA AL[1]

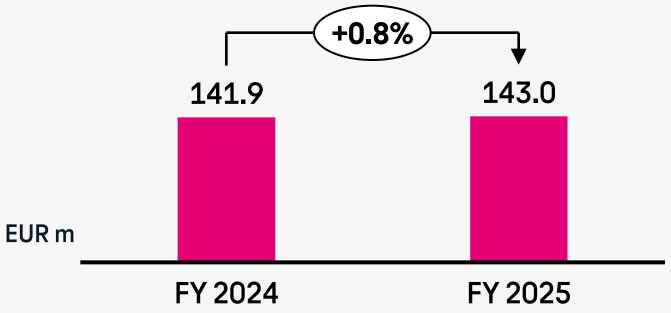
Solid operational performance and margin resilience amid salary investments and inflationary pressures.



Margin	37.8%	37.6%

NET PROFIT[2]

Net profit increased, despite higher exceptional items related to severance payments.



CT contribution

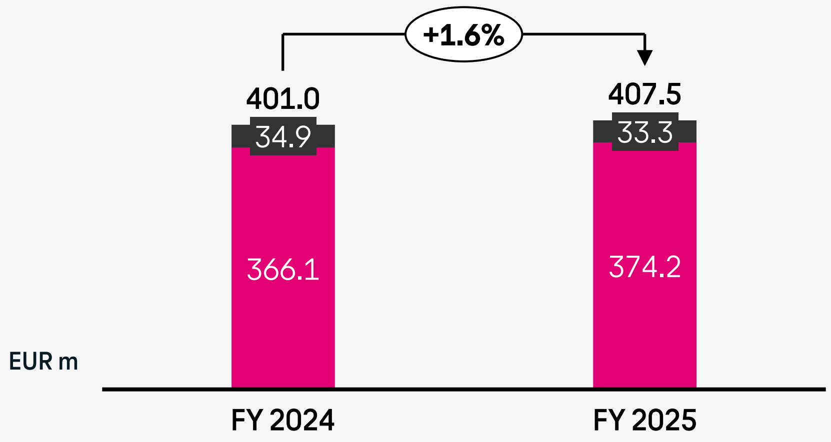
HT Croatia

1. EBITDA after leases adjusted for exceptional items
2. Net profit after non-controlling interests

CONTINUED INVESTMENT IN NETWORK LEADERSHIP

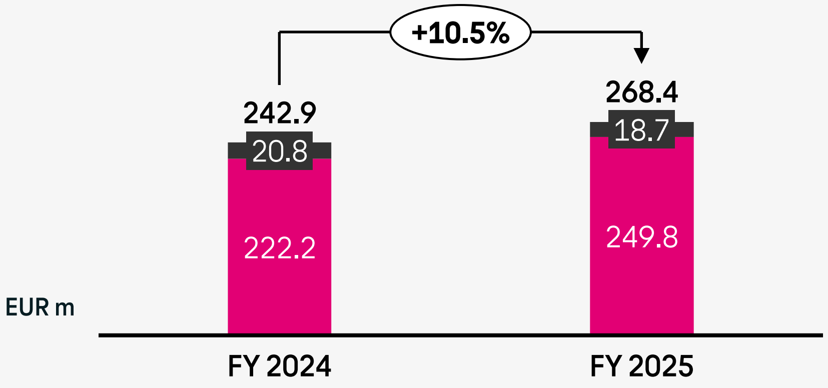
NET CASH FLOW FROM OPERATIONS

Mostly driven by positive operating results.



CAPEX AL BOOKED[1]

Accelerated expansion of fiber infrastructure, continued investment in mobile and data center modernization.



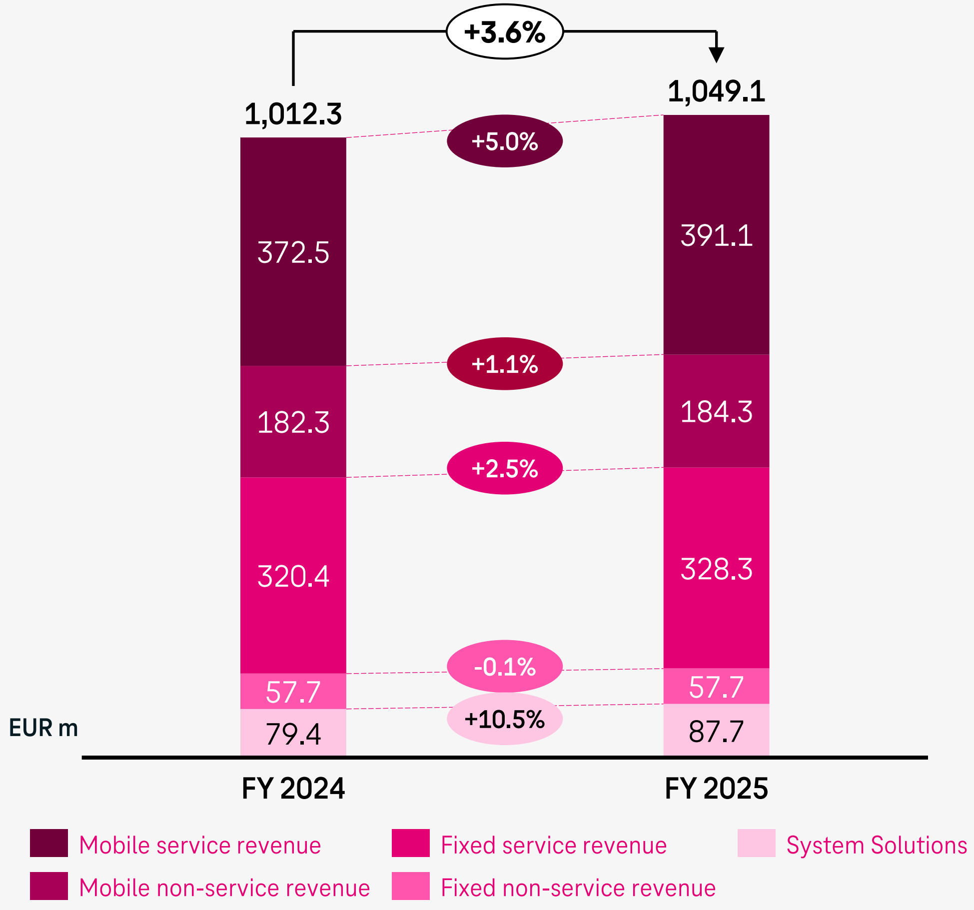
CT contribution
HT Croatia

1. Excluding Spectrum

REVENUE GROWTH ACROSS KEY SEGMENTS

HT CROATIA

REVENUE BREAKDOWN



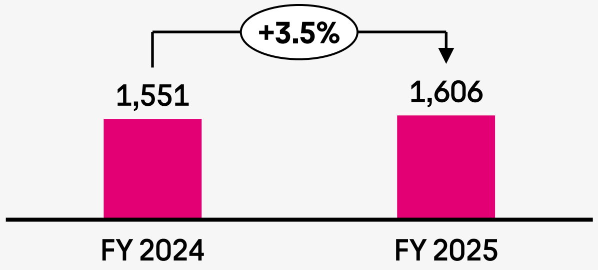
- **Mobile service revenue** supported by postpaid base expansion and price adjustments.
- **Mobile non-service revenue** growth driven market dynamics and hardware promotions.
- **Fixed service revenue** increased, reflecting migrations to higher value offers, capitalizing on investments in fiber and premium sport content.
- **Fixed non-service revenue** broadly stable, reflecting ongoing migration of wholesale customer base from copper to fiber.
- **System Solutions revenue** growth driven by demand for integrated ICT offerings, cloud and cybersecurity service.

EXPANDING MOBILE CUSTOMER BASE

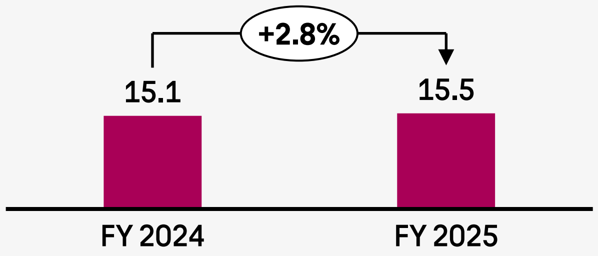
HT CROATIA

MOBILE POSTPAID

Postpaid base expanded, driven by prepaid-to-postpaid migration.
ARPU increased, reflecting upsell to higher value tariffs and price adjustments.



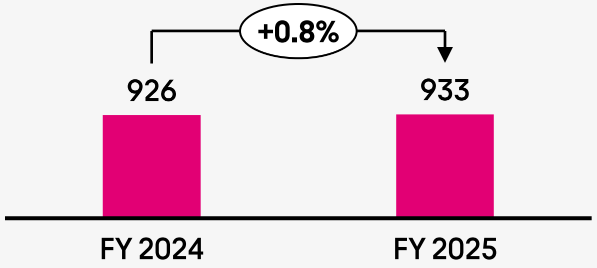
POSTPAID CUSTOMERS (.000)



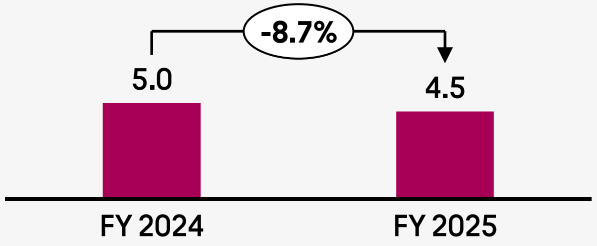
POSTPAID ARPU (EUR)

MOBILE PREPAID

Prepaid customer base stable amid migration to postpaid.
ARPU contraction reflects migration to postpaid and M2M growth.



PREPAID CUSTOMERS (.000)



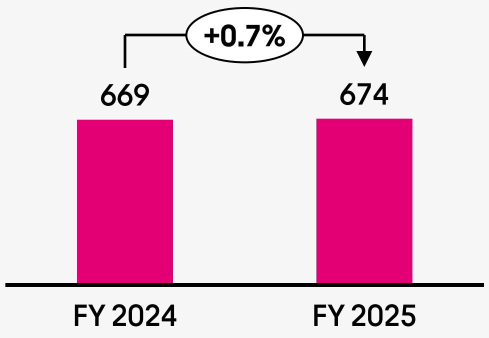
PREPAID ARPU (EUR)

FIBER EXPANSION SUPPORTS BROADBAND CUSTOMERS GROWTH

HT CROATIA

BROADBAND

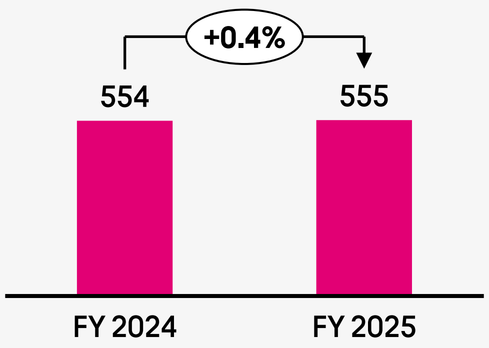
BB retail lines grew, reflecting ongoing FTTH expansion. Retail fiber customer base increased by 35% YoY.



RETAIL BROADBAND ACCESS LINES (.000)

TV

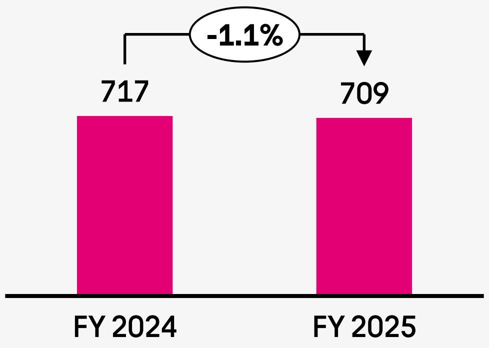
TV customer base broadly stable, supported by the best content offering.



TV CUSTOMERS (.000)

FIXED VOICE

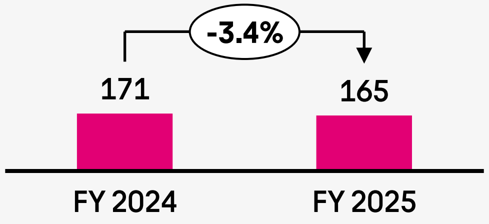
Fixed voice lines continued to contract in line with industry trends.



RETAIL FIXED VOICE MAINLINES (.000)

WHOLESALE[1]

Improving trend, fiber growth partially offsetting churn in copper wholesale customer base.



WHOLESALE CUSTOMERS (.000)

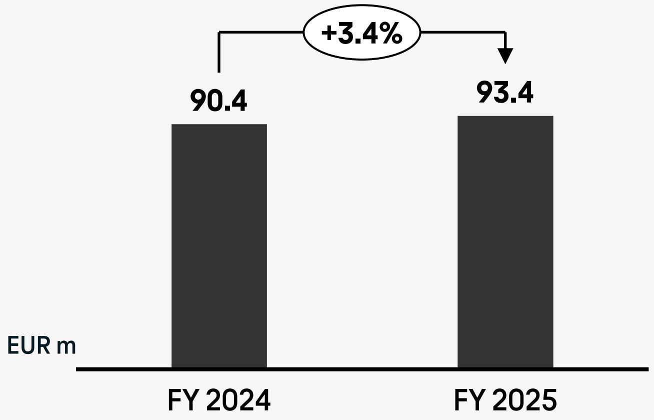
1. Includes Naked Bitstream + Bitstream + ULL + FA + WLR wholesale rental

STRONG PERFORMANCE IN MONTENEGRO

CRNOGORSKI TELEKOM

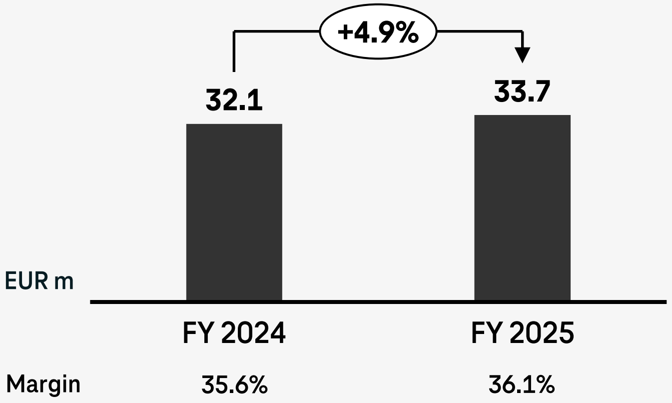
REVENUE

Growth supported by service revenue momentum.



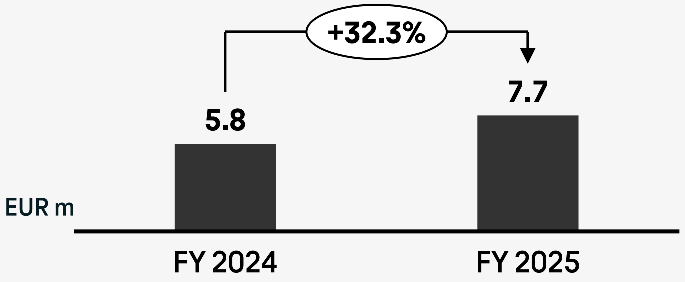
EBITDA AL[1]

Growth reflects top-line development.



NET PROFIT[2]

Increase reflecting strong operational performance.



1. EBITDA after leases adjusted for exceptional items
2. Net profit after non-controlling interests

2026 OUTLOOK: RESILIENT GROWTH AND DISCIPLINED INVESTMENT

	2025 RESULTS	OUTLOOK 2026 vs. 2025
REVENUE	EUR 1,142 million	Low-single-digit increase
ADJ. EBITDA AL	EUR 430 million	Low-single-digit increase
CAPEX AL[1]	EUR 268 million	Low-single-digit decrease
REGIONAL EXPANSION	HT is monitoring and evaluating potential M&A opportunities	HT is monitoring and evaluating potential M&A opportunities

Q&A

To ask a question, please raise your hand

Once your question is answered, please lower your hand by clicking again

APPENDIX

UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

CONSOLIDATED INCOME STATEMENT

in EUR million	HT Group					
	2024	2025	% of change A25/A24	Q4 2024	Q4 2025	% of change A25/A24
Revenue	1,101.6	1,141.7	3.6%	288.3	296.1	2.7%
Other operating income	12.6	10.0	-20.9%	4.3	4.9	15.2%
Total operating revenue	**1,114.2**	**1,151.6**	**3.4%**	**292.5**	**301.0**	**2.9%**
OPEX AL	**-713.8**	**-745.5**	**4.4%**	**-191.4**	**-206.5**	**7.9%**
Material expenses	-353.2	-350.7	-0.7%	-109.2	-100.2	-8.3%
Employee benefits expenses	-194.3	-223.7	15.1%	-50.9	-66.7	30.9%
Work performed by the Group and capitalised	22.3	23.9	6.9%	11.6	10.7	-7.9%
Other expenses	-131.2	-132.8	1.2%	-31.7	-34.1	7.9%
Net impairment losses on trade receivables and contract assets	-4.3	-6.2	43.2%	2.8	-1.3	147.4%
LEASE Depreciation	-47.8	-50.7	6.0%	-12.6	-13.4	6.5%
LEASE Interest	-5.3	-5.3	-0.2%	-1.4	-1.5	2.3%
EBITDA AL	**400.4**	**406.1**	**1.4%**	**101.1**	**94.5**	**-6.5%**
EBITDA AL margin	*36.3%*	*35.6%*	*-0.8 p.p.*	*35.1%*	*31.9%*	*-3.1 p.p.*
Exceptional items*	**15.8**	**23.6**	**49.7%**	**3.2**	**13.2**	**316.9%**
Adjusted EBITDA AL	416.2	429.8	3.3%	104.3	107.7	3.3%
Adjusted EBITDA AL margin	*37.8%*	*37.6%*	*-0.1 p.p.*	*36.2%*	*36.4%*	*0.2 p.p.*
Depreciation (without leases)	-226.1	-228.2	0.9%	-59.3	-56.9	-4.1%
EBIT	**179.6**	**183.3**	**2.0%**	**43.2**	**39.1**	**-9.5%**
EBIT margin	*16.3%*	*16.1%*	*-0.3 p.p.*	*15.0%*	*13.2%*	*-1.8 p.p.*
Net financial result (non IFRS 16 related)	2.9	-0.5	-118.9%	0.1	0.2	31.3%
Financial income	9.8	5.7	-41.8%	3.0	1.4	-54.5%
Income/loss from investment in joint ventures	0.0	1.0-		0.0	1.0-	
Financial expenses	-7.0	-7.3	-4.4%	-2.9	-2.2	22.9%
Tax provisions	-33.9	-32.8	-3.2%	-6.4	-6.3	-2.0%
Non controlling interests	-1.3	-1.6	22.0%	-0.3	-0.4	32.9%
Net profit after non controlling interests	141.9	143.0	0.8%	35.2	31.1	-11.5%
Net profit margin	*12.9%*	*12.5%*	*-0.4 p.p.*	*12.2%*	*10.5%*	*-1.7 p.p.*

* Exceptional items mainly relate to restructuring redundancy costs and legal cases
Note: Lease Depreciation and Lease Interest is shown separately within OPEX AL.

CONSOLIDATED BALANCE SHEET STATEMENT

in EUR million	At 31 Dec 2024	At 31 Dec 2025	*% of change A25/A24*
Intangible assets	394.9	386.2	*-2.2%*
Property, plant and equipment	868.4	916.8	*5.6%*
Non-current financial assets	31.9	32.9	*3.2%*
Non-current receivables	46.9	54.0	*15.2%*
Prepayments and accrued income due > 1 year	17.2	8.8	*-48.6%*
Right-of-use assets	81.4	88.7	*9.0%*
Contract assets due > 1 year	10.2	11.2	*10.0%*
Contract costs due > 1 year	34.6	43.5	*25.7%*
Deferred tax asset	20.0	20.2	*0.6%*
Total non-current assets	**1,505.3**	**1,562.2**	***3.8%***
Inventories	44.5	49.3	*10.8%*
Assets held for sale	0.0	0.0	-
Current receivables	249.2	263.0	*5.5%*
Current financial assets	0.0	0.0	-
Contract assets due <= 1 year	39.2	47.6	*21.4%*
Contract costs due <= 1 year	13.7	15.8	*15.5%*
Cash and cash equivalents	229.7	173.1	*-24.6%*
Prepayments and accrued income due <= 1 year	15.5	14.5	*-6.9%*
Total current assets	**591.8**	**563.2**	***-4.8%***
TOTAL ASSETS	**2,097.1**	**2,125.4**	***1.3%***

in EUR million	At 31 Dec 2024	At 31 Dec 2025	*% of change A25/A24*
Subscribed share capital	1,359.7	1,340.8	*-1.4%*
Reserves	96.9	93.1	*-3.9%*
Revaluation reserves	0.0	0.0	*-54.5%*
Cash flow hedge reserves	-8.6	-7.3	*15.2%*
Treasury shares	-29.7	-6.0	*79.9%*
Retained earnings	83.5	68.6	*-17.9%*
Net profit for the period	141.9	143.0	*0.8%*
Non controlling interest	32.7	30.0	*-8.5%*
Total issued capital and reserves	**1,676.6**	**1,662.1**	***-0.9%***
Provisions	17.4	18.8	*7.6%*
Non-current liabilities	32.2	29.4	*-8.8%*
Lease liabilities due > 1 year	55.4	61.6	*11.3%*
Contract liabilities due > 1 year	0.0	0.0	-
Deferred tax liability	4.4	3.4	*-23.1%*
Total non-current liabilities	**109.4**	**113.1**	***3.4%***
Current liabilities	259.3	290.3	*11.9%*
Lease liabilities due <= 1 year	21.2	23.0	*8.7%*
Contract liabilities due <= 1 year	16.6	15.7	*-5.6%*
Accrued expenses and deferred income	12.1	12.0	*-0.9%*
Provisions for redundancy	2.0	9.1	*366.7%*
Total current liabilities	**311.2**	**350.1**	***12.5%***
Total liabilities	**420.5**	**463.2**	***10.2%***
TOTAL EQUITY AND LIABILITIES	**2,097.1**	**2,125.4**	***1.3%***

Note: Reclassification of share in HT Mostar from assets classified as held for sale to non-current assets; investment accounted for using the equity method, based on IAS 28

CONSOLIDATED CASH FLOW STATEMENT

in EUR million	2024	2025	*% of change A25/A24*	Q4 2024	Q4 2025	*% of change A25/A24*
Profit before tax	177.1	177.4	*0.2%*	41.9	37.8	*-9.8%*
Depreciation and amortization	274.0	278.9	*1.8%*	71.9	70.3	*-2.3%*
Increase / decrease of current liabilities	21.5	16.0	*-25.6%*	9.3	13.5	*45.9%*
Increase / decrease of current receivables	-8.0	-14.3	*-79.9%*	-2.9	8.2	*384.5%*
Increase / decrease of inventories	-11.4	-4.8	*57.8%*	-3.1	6.1	*295.0%*
Other cash flow increases / decreases	-52.3	-45.7	*12.6%*	-15.8	-13.4	*14.9%*
Net cash inflow/outflow from operating activities	**401.0**	**407.5**	***1.6%***	**101.2**	**122.5**	***21.0%***
Proceeds from sale of non-current assets	5.2	2.1	*-59.2%*	0.0	0.1	*573.9%*
Proceeds from sale of non-current financial assets	0.1	0.0	*-62.2%*	0.0	0.0	*-24.6%*
Interest received	7.6	2.8	*-62.9%*	1.7	0.4	*-79.2%*
Dividend received	0.0	0.0	-	0.0	0.0	-
Other cash inflows from investing activities	29.5	0.0	*-100.0%*	19.3	0.3	*-98.4%*
Total increase of cash flow from investing activities	**42.3**	**5.0**	*-88.3%*	**21.0**	**0.8**	***-96.4%***
Purchase of non-current assets	-207.8	-215.9	*-3.9%*	-55.6	-50.2	*9.7%*
Purchase of non-current financial assets	-0.1	-0.1	*18.7%*	0.0	0.0	*12.6%*
Other cash outflows from investing activities	0.0	-0.1	-	1.0	-0.1	*-109.2%*
Total decrease of cash flow from investing activities	**-207.8**	**-216.1**	***-4.0%***	**-54.6**	**-50.2**	***7.9%***
Net cash inflow/outflow from investing activities	**-165.5**	**-211.1**	***-27.6%***	**-33.6**	**-49.5**	***-47.2%***
Total increase of cash flow from financing activities	**0.0**	**0.0**	-	**0.0**	**0.0**	-
Dividends paid	-120.3	**-126.5**	*-5.2%*	-1.1	-0.1	*93.0%*
Repayment of lease	-47.2	-49.8	*-5.5%*	-13.2	-14.6	*-10.9%*
Other cash outflows from financing activities	-71.5	-76.6	*-7.2%*	-33.3	-7.0	*79.1%*
Total decrease in cash flow from financing activities	**-239.0**	**-253.0**	***-5.9%***	**-47.6**	**-21.7**	***54.5%***
Net cash inflow/outflow from financing activities	**-239.0**	**-253.0**	***-5.9%***	**-47.6**	**-21.7**	***54.5%***
Exchange gains/losses on cash and cash equivalents	**0.0**	**0.0**	-	**0.0**	**0.0**	-
Cash and cash equivalents at the beginning of period	233.1	229.7	*-1.5%*	209.6	121.7	*-42.0%*
Net cash (outflow) / inflow	-3.4	-56.6	*-1554.9%*	20.0	51.4	*156.6%*
Cash and cash equivalents at the end of period	**229.7**	**173.1**	***-24.6%***	**229.7**	**173.1**	***-24.6%***

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