



Croatian Telecom

Zagreb – 14 December 2023

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

Kostas Nebis to leave with 1 July 2024, new CEO to be Nataša Rapačić

Croatian Telecom (Reuters: HT.ZA; Bloomberg: HT CZ), Croatia's leading telecommunications provider, following today's session of the Supervisory Board announces the changes to the Management Board.

Kostas Nebis, President of the Management Board and Chief Executive Officer of Croatian Telecom has resigned effective 1 July 2024 and will continue his career within Deutsche Telekom Group, taking over the role of Chairman and CEO of OTE Group in Greece.

Until July 2024 Kostas Nebis will resume in his role as Croatian Telecom CEO, a position he has held since April 2019. During his mandate he managed the turnaround of the company, focusing on employee and customer satisfaction while delivering strong business results, accelerating growth, defending the leading position in the market with leading investments in gigabit infrastructure and digital solutions.

Nataša Rapačić has been appointed President of the Management Board (CEO) of Croatian Telecom effective 1 July 2024. She has held the role of Member of the Management Board and Chief Operating Officer Residential (COOR) with Croatian Telecom since 2013. During her mandate as COOR the company has undergone a successful transformation into a digital company recognized for the best customer experience based on innovative products and services and best network, strengthening its status as a market leader and the most loved telecom brand in Croatian market.

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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, 2.4 million mobile customers and 0.7 million broadband connections through its Residential and Business divisions.