

Shareholder Hans Oswald submitted the following nomination for item 6 on the agenda:

Motion B

**From:** [REDACTED]  
**Sent:** Tuesday, March 26, 2024 11:33 p.m.  
**To:** FMB Gegenanträge Aktionärsservice <[gegenantraege@telekom.de](mailto:gegenantraege@telekom.de)>; FMB Hauptversammlung Aktionärsservice <[HV-Service@telekom.de](mailto:HV-Service@telekom.de)>  
**Cc:** [REDACTED]  
[REDACTED]

**Subject:** Telekom letter nominations counter-motions for the shareholder's meeting on April 10, 2023  
Oswald soan

**Hans Oswald**                      **via fax, email**                      **Lohr, March 25, 2024**

[REDACTED]  
[REDACTED] Lohr, Germany  
Tel. [REDACTED]  
Email [REDACTED]

Deutsche Telekom AG  
Group Headquarters  
Investor Relations  
Friedrich-Ebert-Allee 140,  
53113 Bonn, Germany

Shareholder number [REDACTED]

**Please find attached 4 nominations and 3 counter-motions for the shareholder's meeting on April 10 to be uploaded immediately to Telekom's online portal. THANK YOU...!**

1. To make your work easier, here is everything required in Word and PDF format.
2. We have also incorporated a number of LINKS and are sending you them in a Word document; if you copy this into your system and generate a PDF document from it, these LINKS should all work perfectly.
3. It is **IMPORTANT** to us, that the original version we have sent is uploaded...!!
4. **It is IMPORTANT to us, that the color is included...!!**
5. As regulated by law, our nominations must be presented just as **WELL** as your own nominations...!!!

6. § 126 (2) of the Stock Corporation Act (Aktiengesetz – AktG) A counter-motion and the reasons for which it is being made need not be made accessible;
  1. inasmuch as the management board would be liable to punishment under law, were it to make such proposal accessible;
  2. if the counter-motion were to result in the general meeting adopting a resolution that is in violation of the law or of the by-laws;
  3. if the reasons make manifestly false or misleading statements regarding key aspects or if they are insulting;If you withhold parts of our ITEMS/TEXTS and want to assess them or justify this action using one of these points as well as parts of the pertinent AktG, we demand a sustainable legal justification..!
7. **We have our nominees' agreement, and the time required is available in order to accept the appointment should they win the election.**
8. We have all of the documents required by AktG available for our nominations.
9. Our nominations are superior to, perform better, etc., than those proposed by management.
10. **The candidates we have nominated have no other mandates, or no other similar mandates, and can carry out the duties of these mandates if they are elected.**
11. We ASK for this to be forwarded to the Compliance CEO Officer, Hot off Compliance, and subjected to a compliance review.
12. We ask and desire a personal written statement from the Compliance CEO Officer Hot off Compliance by March 30, 2024. So we can still take it into account for the Q&A session!

**Should any problems arise, I ASK that you call me for clarification, THANK YOU!**

**We ask that you send us a prompt confirmation of receipt.**

Thank you for your cooperation and understanding.  
Best regards from Lohr am Main.

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Oswald

**Every shareholder has the right to make a nomination for the election of members to the Supervisory Board and/or external auditors.**

Will you treat our Supervisory Board candidates in the same manner as your own candidates – as is prescribed by the German Stock Corporation Act?  
Or will you favor your own candidates once again?

## **Reasoning:**

**The share price and its development since the IPO in 1996 has been embarrassing! From € 105 to € 8, and now € 22**  
**Many shareholders have lost a great deal of money – a great deal.**

Many shareholders are disappointed that shareholder champions like SdK and DSW have **not been able to enforce hybrid shareholder's meetings and have let themselves be led around by the nose by the corporations.** The illusory reasons repeated again and again by chairs of the meetings and Board of Management members, stating that hybrid shareholders' meetings are too expensive, are wrong.

We have a very simple, straightforward recommendation for how to finance this kind of meeting. **Reduce the excess remuneration of the Board of Management members and Supervisory Board members by the cost of the hybrid shareholders' meetings.**

Board of management members always treat themselves to a remuneration that's 20 or even up to 50 times that of Federal Chancellor Olaf Scholz.

This is just excessive, unrealistic, and sheer profiteering!

As far as your many model and image-promoting doctorate holders are concerned, I ask what you really need them for. As a showcase model, to maintain your image, or do they really drive your business?

**There have been repeated, serious media reports regarding where plagiarisms and fake Ph.Ds were discovered among politicians, and now in corporations, and Ph.Ds were invalidated,** that not only does enormous harm to the individual, but also and above all to the corporation. Where does your corporation stand in the debate? How do you intend to avoid this damage to your image?

As we have learned through the media and the plagiarism-hunting platform VroniPlag®, **a high-ranking VW manager also plagiarized his doctorate, namely,**

**██████████ – he works at VW to pave the way for the success of Volkswagen electric cars in China – to achieve his breakthrough – as CEO.**

**Where does your corporation stand in the debate? What preventive measures are you arranging in our corporation...?**

**Is the remuneration professor ██████████ the pioneer/role model for the upward spiral of horizontal remuneration, having actually managed to increase his remuneration 5 times by 100 percent, as a pioneer of the horizontal remuneration spiral so the other corporations can follow suit with increases!**

**With their shares of votes in the elections for the Supervisory Board, even Erich Honecker would spin in his grave if he received these bombastic, communist-like voter shares of 98 percent or even 99 percent, like your corporation has received. Not even East German elections for Chairman of the State Council achieved these figures... how can this be explained given the current majorities, how do you manage that (is someone assisting in the background)...what is the notary public doing.**

**I ask you to make my timely nominations available to the shareholders in accordance with the German Stock Corporation Act (AktG).**

**It is important to us that the nominations are entered into the notarized minutes.**

**I ask that the minutes of the shareholder's meeting be sent out in good time.**

**Item 6 on the agenda – Resolution on Elections to the Supervisory Board**

**Nominations from shareholders according to § 127 AktG**

**I call on the shareholders to support my nomination!**

**I would like to nominate the following person for election to the Supervisory Board.**



## Prof. Dr. Hans-Jochen Schneider

### Short resumé (CV)

D-██████ Stuttgart

- 1958–1967** Degree in Mathematics and doctorate (Dr. rer. nat.)
- 1968–1974** Postgraduate studies in Computer Science as a research group leader and institute director at the University of Stuttgart
- 1974–1987** Full professor in Computer Science at Technische Universität Berlin, editor of two scientific journals
- 1975–1992** Foundation and establishment of software house Actis with up to 200 employees in Stuttgart, Berlin, and Frankfurt, together with Dr. G. Stübel 1975–1987 Member of the extended board of management and limited partner 1987–1992 Managing partner 1989/1992 Sale of share to French software house Sligos, subsidiary of state-owned French bank Crédit Lyonnais (now Atos Origin)
- From 1990** Foundation of Umweltschutz- und Entsorgungsgesellschaft mbH & Co. KG in Taucha, near Leipzig; limited partner, establishment with up to 300 employees located in Taucha and Kosel
- 1992–2019** Managing and limited partner of the UWE Group with, in the meantime (1995), approx. 300 employees in eight companies in Taucha and Poland; construction of a high-tech factory with a chemical-physical processing plant for inorganic industry waste water. From 1995 Sale of certain subsidiaries, including through MBO:  
1995 UWE-Bau & Sanierung GmbH  
1995 UWE-Rekultivierung & Erdbau GmbH  
2000 UWE ECO in Poland  
2001 UWE Entsorgung GmbH  
2002 ABT Agrar-Biotechnologie Taucha GmbH
- From 2019** Only active in a consulting role for UWE.
- 1996–2011** Commercialization of a 100,000 m<sup>2</sup> property on the B87/An der Bergschule, by Steinbruchsee lake in Döbitz as an ecological residential and industrial estate, “Ökologischer Wohn- und Gewerbepark Taucha,” within the framework of the first ecological model city Taucha in Saxony
- 2009–2019** Founder and managing director of EnergieCity Leipzig GmbH (ECL): Commercialization of concepts for sustainable energy usage with partners

## **Memberships and roles (excerpt)**

**1995–1999** Co-founder of Business Angels Netzwerk Deutschland (BAND), an initiative by managers from industry and finance/economy, research, and politics sectors to promote small- and medium-sized businesses.

**From 1996** Member of Wirtschafts-Club Leipzig e.V.

**1997–2007** Head of Working Group 4 for environmental technology within Grüner Ring Leipzig

**Best regards from Lohr am Main**

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**Hans Oswald**

## **Note from the Board of Management of Deutsche Telekom AG regarding nominations for the election of Supervisory Board members in accordance with § 127 sentence 4 AktG**

Pursuant to § 95, § 96 (1) and § 101 (1) of the German Stock Corporation Act (Aktiengesetz – AktG) in conjunction with § 7 (1) sentence 1 no. 3 of the 1976 Co-Determination Act (Mitbestimmungsgesetz - MitbestG), the Supervisory Board of Deutsche Telekom AG is composed of ten members representing shareholders and ten members representing employees.

In accordance with § 96 (2) AktG, at least 30 % of the seats on the Supervisory Board must be held by women and at least 30 % by men. Since no objection was raised to overall compliance with this minimum quota requirement, at least six seats on the Supervisory Board must be held by women and at least six seats by men.

At present, the Supervisory Board comprises 4 women and 6 men representing shareholders and 5 women and 5 men representing employees, which brings the total to 9 women and 11 men. Thus the minimum quota requirement is met, and it will continue to be met regardless of how many men or women are elected to the Supervisory Board at the shareholders' meeting. Similarly, regardless of the election of the candidates proposed by the Supervisory Board, the minimum quota requirement would be met even if only the shareholder representatives are taken into account.

*In the interest of readability, no distinction has been made between male, female, and non-binary. All references to individuals include all genders.*

**This document is a convenience translation of the German original. In case of discrepancy between the English and German versions, the German version shall prevail.**

