

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

Motion C

**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 the Supervisory Board.

### 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 **were not able to enforce hybrid shareholders' meetings** and 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.**

Boards of managements 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!

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

Dr. Grimberg is an eminent expert in the political and economic workings of companies and has a wide range of contacts in the political and economic spheres. This makes her a highly sought-after lecturer at universities, especially for interdisciplinary subjects.

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

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

**Dr. rer. oec. Barbara Grimberg,**

### **CURRICULUM VITAE**

#### **Personal details:**

Place of birth: Herne/Westphalia

Nationality: German

#### **Education:**

Studied business and economics at Ruhr Universität Bochum  
Degree: Diplom-Ökonom

Postgraduate studies in Ergonomics

Doctorate (Dr. rer. Oec.) at Ruhr Universität Bochum

11/2020 25th anniversary of doctorate (Dr. rer. oec.)

#### **Career:**

11/1982 – 12/1986 Research associate to the Chair of National and International Agricultural Policy at Ruhr Universität Bochum (Prof. Dr. Ringer); cooperation with the Institute for Development Research and Development Policy

1984 – 1987 Associate assessor for audits at Verwaltungs- und Wirtschaftsakademie (VWA) in Bochum and Dortmund as part of studies in business administration (Dipl. Betriebswirt)

4/1985 – 10/1988 Lecturer at Werbefachliches Lehrinstitut Marquardt, Dortmund – Economic Theory and Political Economy – Fundamentals and Specialist Topics

1/1987 – 12/1988 Research associate at Institut für angewandte Innovationsforschung e.V. (IAI), Bochum (Prof. Dr. Dr. Staudt) – Extended cost-effectiveness analyses for SMEs and public transport

1/1990 – 3/1996 Freelance research associate at Institut für angewandte Innovationsforschung e.V. (IAI), Bochum – Production and Protection of New Products – Competition

10/1996 – 6/1998	State employee in the department of “Transport and finance” tasked with the evaluation of investments in transport at Landesnahverkehrsgesellschaft Niedersachsen, Hanover
7/1998 – 11/1998	Academic employee at DMT-Gesellschaft für Lehre und Bildung mbH, Bochum (Cubis Group) – EU project “Qualification network for European grain store owners” – logistics
WS 1998/99	Fachhochschule Fulda: Department of Home Economics and Nutrition, lectureship for the subject “Economics I”, 3 SWS
7/1998 – 3/2001	Academic partner of Institut für Wissenschaftsberatung, Dr. Frank Grätz, Bergisch Gladbach Private scientific consultant and consultant for companies since 1975 Project areas: marketing, cost-effectiveness analyses, business valuations, trading, remote work, dietary supplements
11/1999 – 12/1999	Economic consultant at European Economic & Marketing Consultant, Brüggen, area of activity: Mergers & Acquisitions – automotive manufacturers, logistics
2/2001 – 6/2005	Fern-Fachhochschule Hamburg, Studienzentrum Düsseldorf; lectureship for the following subjects: management of complex problem scenarios; stand-in: fundamentals of corporate management and international corporate management, marketing, microeconomics, fundamentals of business management
3/2001 – 8/2003	Fachhochschule Erfurt: Department of Traffic and Transportation, contracted professor for transport, 18 SWS; subjects: public transport marketing, cost-performance calculation, finance/investment, quality management, trading, economic theory, transport politics, competition, capital goods, foreign trade
3/2002 – 12/2002	Academic partner of Institut für Wissenschaftsberatung, Dr. Frank Grätz and Dr. Martin Drees GmbH, Bergisch Gladbach; project areas: management remuneration systems, cost-effectiveness analyses
7/2003 – 12/2004	Fern-Fachhochschule Hamburg, Studienzentrum Essen; lectureship for the subject of financial economy; stand-in: accounting – business valuations – controlling
Since 9/2003	Freelance scientific consultant/business consultant – strategic and process-oriented technical management for SMEs, transport, trading

10/2004 – 12/2004

Verwaltungsakademie Wuppertal, Wuppertal; lectureship for the subject of accounting and income statements

**Exhibitions:**

Yes

**Publications:**

1989

Hafkesbrink, J.; Treichel, H.-R.; Grimberg, B.: Wirtschaftlichkeitsrechnungen im öffentlichen Personennahverkehr - Literaturübersicht und kommentierte Bibliographie [“Cost effectiveness assessments for public passenger traffic – overview of the literature and annotated bibliography”], Bochum 1989

**Best regards from Lohr am Main**

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**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.**

