

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

Motion E

From: [REDACTED]
Sent: Tuesday, March 26, 2024 11:33 p.m.
To: FMB Gegenanträge Aktionärsservice <gegenantraege@telekom.de>; FMB Hauptversammlung Aktionärsservice <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.

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 give your candidates preferential treatment 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 shareholders' 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.**

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!

As far as your 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 where plagiarism 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, [REDACTED] – 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** [REDACTED] 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 your 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...

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.

Short resumé (CV)

Dr. Markus Adams

Date of birth: January 5, 1969



I stand for a Supervisory Board that is constantly committed to ensuring:

1. Unique scandals such as phone tapping at Deutsche Telekom and the Allianz scandal with Structured Alpha must never be repeated:
 - It may not be the standard approach nor may it be encouraged to support Allianz SE executives in distributing false figures throughout the Group (Munich Labor Court case no. 14 BV 43/23, 5 BV 321/23) – to ensure a corporate culture of honesty. Irrespective of the level, a corporate culture must be practiced that ensures compliance with the law and prevents the abuse of power as was the case with the phone tapping scandal. And this must be done in a credible manner.
 - Compliance that assumes responsibility for compliance with all laws and regulations
 - The correct recognition and maintenance of provisions in the statement of financial position for all risks. This particularly applies to pension and other HR-related provisions (incl. my experience at Allianz SE case no. 36 BV 40/24 and 13 BV 253/23)

2. Organic growth is promoted with an open corporate culture:
 - Improve appreciation toward customers and employees
 - Rapidly accelerate the fiber-optic build-out in Germany
 - No fines due to an insufficient build-out of mobile communications infrastructure: Deutsche Telekom must fully assume its responsibility for the build-out of mobile communications infrastructure throughout Germany.
 - Independent growth can only be achieved with fairness
 - Ensure that the promised standards, e.g., ESG (Environmental, Social, and Governance), are actually met (my experience at Allianz SE: Labor Court case no.: 12 BV 391/23)

Career

1. Chairman of the works council at Allianz SE with experience in the following fields:
 - Challenge that Compliance effectively ensures laws are adhered to, etc. (rulings on disability 39 BV 14/24)
 - Stopping the de facto abolition of European and German labor law through "landmark rulings" (Allianz SE statement) (rulings nos. 12 BV 200/23, 12 BV 224/23, 12 BV 275/23)
 - Identification of potential synergies at the headquarters and efforts to achieve an effective business organization (regulatory requirement) (case no. 30 BV 34/24)

2. Employed in the risk assessment of natural hazards area at Allianz SE since 2001

Education:

Ludwig-Maximilians Universität München, March 2003

Degree: Ph. D. in Natural Sciences

Christian-Albrechts-Universität zu Kiel, May 1997

Degree: Diplom-Meteorologe (graduate meteorologist)

Johannes Gutenberg-Universität Mainz, July 1992

Degree: Intermediate examination in meteorology

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.

