

Resolution on the amendment to § 13 of the Articles of Association and the remuneration of the Supervisory Board.

The remuneration of the Supervisory Board is to be adjusted and § 13 of the Articles of Association and the underlying system amended (► Annex 4).

Following the most recent amendment to the remuneration of the Supervisory Board in 2016, the Supervisory Board reviewed the appropriateness and reasonableness of its remuneration. It found that by comparison with equivalent companies, especially other DAX companies, the level of the Supervisory Board's remuneration at Deutsche Telekom AG is lower than might be advisable, given Deutsche Telekom AG's profile. Against this background, the Supervisory Board feels it is necessary to increase the Supervisory Board's remuneration. In this way, it hopes to reward the increased importance and responsibility of the Supervisory Board's work. Otherwise, the comparison revealed that the existing structure of the Supervisory Board's remuneration at Deutsche Telekom is reasonable and appropriate. For this reason, the structure of the Supervisory Board's remuneration is to remain unchanged.

The Board of Management and the Supervisory Board, the latter based on the recommendation by the General Committee, propose that the following resolution be adopted:

- a) In § 13 of the Articles of Association, in (1) and (2), the figure of 70,000.00 shall be replaced by 100,000.00; additionally, in (2) the figure of 35,000.00 shall be replaced by 50,000.00; in (3a) the figure of 80,000.00 shall be replaced by 100,000.00; and in (4) the figure of 1,000.00 shall be replaced by 2,000.00 and the period after this figure shall be replaced by the following clause:

“..., whereby only one meeting per day shall be considered.”

- b) The remuneration of the Supervisory Board for the full 2022 financial year shall be determined in accordance with the amended § 13 of the Articles of Association as set out above, provided the above amendment to the Articles of Association is entered into the commercial register in the current financial year.
- c) Pursuant to § 113 (3) AktG, a resolution shall be passed regarding the remuneration of the Supervisory Board as set out in ► Annex 4 of the invitation to the Shareholders' Meeting, including the amended § 13 of the Articles of Association reproduced therein, and the remuneration system for the Supervisory Board underlying the provisions in the Articles of Association.