

The Shareholder, Sascha Dalig, proposed the following nomination for election on item 6 on the agenda:

Motion A:

I wish to nominate myself for election to the Supervisory Board of Deutsche Telekom AG.

With my apprenticeship Bachelor Professional of Business (CCI) (Wirtschaftsfachwirt IHK) and my degree in sustainability management, I am convinced that I will be able to provide excellent support to the Supervisory Board in its work and realignment.

Please find enclosed my CV, to get a better picture of myself.

If you have any questions, please do not hesitate to contact me.

Yours sincerely,

Sascha Dalig

This document is a convenience translation of the German original. The translation was prepared by Deutsche Telekom AG. In case of discrepancy between the English and German versions, the German version shall prevail.

Curriculum Vitae: Sascha Dalig

Personal details:

Last name: Dalig
First name: Sascha
Date of birth: Aug. 3, 1979

Place of birth: Hanover, Germany
Marital status: Married, 2 children (aged 21 and 17)

LinkedIn profile: [REDACTED]



Summary

More than 25 years of experience in the hotel industry in all areas, including front office, service, positions as department head, and management. Worked successfully since 2010 in regional and strategic management for a number of different hotel groups, in revenue and distribution management and operations management.

My specializations are brand and loyalty management, marketing, and revenue and distribution management. Extensive experience in management and franchising with different international hotel groups.

Keynote speaker and presenter at industry events on the topics of technology, employees, and CSR.

Career history:

02/2024 – current

Managing Director and Chief Business Development Officer

HotelPartner Revenue Management

Responsible for internal and external development at HotelPartner Revenue Management. Project management, sales, and customer care and a strong focus on the development of employees, training, and knowledge management, as well as sustainable orientation.

09/2023 – current

Brand Ambassador

Click a tree

Support for Click a tree in their mission of reforesting the world. Participated in branding and growth of the organization taking into account their original vision.

05/2022 – current

Member of the HR and Employer Branding expert group

HSMA Deutschland e. V.

Collaboration with HR experts regarding the constant development of work in HR and employer branding in the hospitality sector. Co-author of articles in trade journals, podcast host, and conference participant.

- 09/2020 – 12/2023 **Regional Director Central Europe | Wyndham Hotels and Resorts** Supervision of the 160 Wyndham Hotels in the Central Europe region (D-A-CH, SLO, PL, CZ, HU, NL, BE)
- Operational supervision of the hotels
 - Strategic focus of the brand and partners
 - Team lead of the German team
 - Project management for HR and CSR and new business
 - Budgeting
 - Contract negotiations for procurement and franchise agreements
 - Representation of the brand in the markets
 - Preopening and opening of hotels
- 06/2020 – 03/2023 **Senior Advisor | Hospitality Robotise AG**
Advised on the use of service robots in the hotel and gastronomy industries.
- 03/2019 – 05/2020 **Head of Operations and Quality | Prokura holder (Prokurist) fidelis hospitality**
- Supervision of the fidelis hotels under Accor, Choice, and Deutsche Hospitality franchise contracts
- Operational supervision of the 9 hotels
 - Coaching and development of the directors and teams
 - Budgeting and cost analysis
 - Revenue management
 - Contract negotiations
 - Hands-on management (interim management of hotels)
 - Preopening and opening of hotels
- 03/2017 – 02/2019 **Vice President Operations Franchise Central Europe | Accor**
Supervision of 50 hotels in the Accor franchise network in Germany and Sweden
- Operational supervision of the hotel directors
 - Project management with a focus on HR and CSR
 - Budgeting
 - Contract negotiations
 - Training and coaching of the hotel teams
- 04/2016 – 03/2017 **Director Revenue Management Central Europe | Accor**
Supervision, coaching, and management of the team of hotel and multi-hotel revenue managers (40 employees)
- Coaching and training on a daily basis
 - Support in strategy development and implementation
 - Maintenance of RM systems
 - Optimization of work processes
 - Change management

03/2014 – 03/2016

Regional Revenue Manager | Accor

Supervision of Accor Hotels in Hanover across all brands (Mercure, Novotel, Suite Novotel, Ibis)

- Revenue responsibility up to 25 million euros
- Budget preparation, business plan preparation
- Hanover site organization Revenue Management
- Maintenance of intranet/extranet reservation system
- Reporting to the hotels and the group
- Organization and execution of meetings
- Project work
- Heading and organization of training

07/2013 – 02/2014

Regional Revenue Manager | H-Hotels

Supervision of Ramada Hotels in the north region (8 hotels)

- Responsibility for the pricing strategy
- Rate and revenue optimization
- Maintenance of reservation systems and booking platforms
- Reporting and forecasting
- Competition analysis
- Project work
- Building of the north reservation center

10/2010 – 06/2013

Multi Hotel Revenue Manager | Accor

Supervision of Accor Hotels in Hanover across all brands (Mercure and Novotel)

- Revenue responsibility up to 15 million euros
- Budget preparation, business plan preparation
- Hanover site organization Revenue Management
- Maintenance of intranet/extranet reservation system
- Reporting to the hotels and the group
- Organization and execution of meetings
- Project work
- Heading and organization of trainings

08/2002 – 09/2010

Management Assistant & Department Head Functions | Accor

Different Accor hotels from ibis to Mercure

- Staff responsibility for the hotel in cooperation with the director
- F&B focus
- Management representative
- Annual budget development
- Monthly physical inventories and calculation of cost of sales
- Financial and payroll accounting preparation and support
- Maintenance of the cash register system
- Goods purchasing and management
- Costing of food and drink menus
- Generation of statistics and analyses of restaurant operations
- Financial accounting preparation
- Reviews of compliance with standards

07/1999 – 08/2002

Various positions in the hotel and gastronomy industries and military service

- Daily work in the front office
- Onboarding of new employees and apprentices
- Establishing the internal structure after reopening
- Work scheduling
- Billing and dunning processes
- System maintenance of hotel systems
- Materials management
- Monitoring of work processes
- Management of a service station
- Materials management and procurement management

Education:

08/1996–07/1999

Apprenticeship as hotel specialist (Hotelfachmann)

Best Western autobahn hotel and roadhouse Garbsen Nord
3-star private hotel, 39 rooms, 2 restaurants, terrace, and autobahn shop

Training in all areas of hotel operations.

School education and further training

1990 – 1996

Integrierte Gesamtschule Garbsen (integrated comprehensive school)

School-leaving qualification: Erweiterter SEK-I-Abschluss (Secondary school leaving certificate)

2018 – 2020

Bachelor Professional of Business (CCI) (Wirtschaftsfachwirt IHK)

Part-time course of study

2023

Sustainability Manager DHA

Part-time course of study

Additional qualifications:

04/2018

Scotwork negotiation techniques

10/2017

Reasoning and discussion training (Argumentations- und Diskussionstraining), Haufe Akademie

06/2016

Accor Business Campus – Certification in revenue management

11/2014

RM Pro – Accor certification in revenue management

12/2013

Micros Infor user training

11/2013

Online reputation management

11/2011

VDR certification as distribution manager

12/2010

RM Dimension – Accor certification in revenue management

08/2010

Revmaster – Fundamentals of revenue management

01/2004 – 05/2004

Trainer certification at IHK Köln (Cologne Chamber of Commerce and Industry)

06/2003

Accor training: Beurteiler Acteure 2003 (personnel development program)

04/2003 – 05/2003

Further education as Ibis team trainer

Language skills:

German Native language
English Written and spoken business fluency

IT skills:

MS Office Confident in the use of all MS Office programs
HTML & CMS Website design with HTML and CMS (Joomla & Wordpress)
Hotel PM systems Fidelio, Opera, Accor FOLS, Protel, Apaleo, Protel
CRS systems Wyndham CRS, Choice CRS, Accor TARS
Rate Manager Rate Tiger, TARS, Siteminder, Sabre SynXis

Other:

Chair of the examination committee of IHK Hannover (Hanover Chamber of Commerce and Industry)
Mentor for IHK Hannover: Training and trainee recruiting presenter
and keynote speaker
Webmaster for swimming club W98 Hannover, web
design and shop design

2022 – current **Author of reference books for Handwerk & Technik publishing house
and DIHK Bildungsgesellschaft**

2019 –2022 **Federal expert for apprenticeship restructuring | Dehoga & IHK**

- Member of the working group “Restructuring of vocational training in hospitality” DIHK (Association of German Chambers of Commerce and Industry)
- Member of the DeHoGa expert group for restructuring of vocational training

2012 – 2018 **Cockpit instructor**

Instructor on Airbus 320 and Boeing 737 at Neustädter Aerospace Center

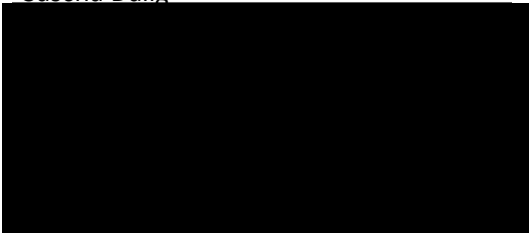
- Familiarization with an aircraft cockpit
- Courses of action in a cockpit
- Carrying out company events (stress seminars, Christmas parties, work anniversaries)
- Carrying out fear-of-flying seminars

Interests:

Free climbing, windsurfing, flight simulation, cooking, web design

Garbsen, March 15, 2024

Sascha Dalig



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.

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