

9 Resolution on the approval of the compensation system for the Board of Management members

Pursuant to § 120a (1) AktG, the shareholders' meeting of a company listed on the stock exchange must decide whether to approve the compensation system for Board of Management members submitted by the Supervisory Board after any major change to the compensation system but at least every four years. The first resolution must take place by the end of the first shareholders' meeting following December 31, 2020.

Under consideration of the requirements described in § 87a (1) AktG, the Supervisory Board resolved to introduce a new compensation system for the Board of Management members on February 25, 2021. This compensation system has been appended to the agenda under "Compensation system for Board of Management members (item 9 of the agenda)". It is also available under the following

website upon convocation of the shareholders' meeting, as well as over the full duration of the shareholders' meeting:

www.telekom.com/hv

The Supervisory Board proposes, based on a corresponding recommendation from the General Committee, the adoption of the following resolution:

The compensation system for Board of Management members resolved by the Supervisory Board on February 25, 2021 is approved.