



INVITATION TO THE SHAREHOLDERS' MEETING

on April 1, 2026



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Deutsche Telekom AG

Bonn, Germany

ISIN DE0005557508

Securities identification code 555 750

Invitation to the ordinary Shareholders' Meeting

We hereby invite our shareholders to attend the Company's ordinary Shareholders' Meeting at the World Conference Center Bonn, "Hauptgebäude" (main entrance), Platz der Vereinten Nationen 2, 53113 Bonn, Germany, on Wednesday, April 1, 2026 at 10:00 a.m. (Central European Summer Time – CEST).

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The website for the Shareholders' Meeting (**HV website**), which also provides information pursuant to § 124a of the German Stock Corporation Act (**Aktiengesetz – AktG**), can be found at ► www.telekom.com/hv

In the interest of clarity and simplicity, we have tended to avoid using a combination of pronouns such as "he, she, or they" with regard to gender. All references to individuals refer equally to 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.

A. Agenda

1. Submissions to the Shareholders' Meeting pursuant to § 176 (1) sentence 1 AktG.

The Board of Management shall make available to the Shareholders' Meeting the following submissions and the Board of Management explanatory report on the details pursuant to § 289a and § 315a German Commercial Code (Handelsgesetzbuch - HGB):

- The approved annual financial statements of Deutsche Telekom AG as of December 31, 2025,
- The approved consolidated financial statements as of December 31, 2025,
- The combined management and Group management report,
- The Supervisory Board's report, and
- The proposal by the Board of Management on the appropriation of net income.

The aforementioned documents together with an explanation of why no resolution is to be passed on this agenda item can be found on the ► HV website.

2. Resolution on the appropriation of net income

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

The net income of EUR 27,950,505,361.03 posted in the 2025 financial year shall be used as follows:

Payment of a dividend of EUR 1.00

per no par value share carrying dividend rights = EUR 4,829,175,330.00

and the remaining balance is carried forward = EUR 23,121,330,031.03

The total dividend and the remaining balance to be carried forward in the above resolution proposal regarding the appropriation of net income are based on the dividend-bearing capital stock of EUR 12,362,688,844.80, divided up into 4,829,175,330 no par value shares, as determined on February 17, 2026, for the purpose of the adoption of this resolution proposal.

If the number of shares carrying dividend rights changes between February 17, 2026, and the day of the ordinary Shareholders' Meeting, the Board of Management and the Supervisory Board shall submit an amended resolution proposal on the appropriation of net income, with an unchanged payment of EUR 1.00 per no par value share carrying dividend rights and corresponding calculated amounts for the total dividend and balance to be carried forward.

As the dividend for the 2025 financial year is to be paid in full from the tax contribution account in accordance with § 27 of the German Corporation Tax Act (Körperschaftsteuergesetz – KStG) (contributions other than those paid into nominal capital), payment shall be made with no deductions for capital gains tax or solidarity surcharge. Dividends paid to shareholders in Germany are not subject to taxation. Dividends do not entail tax refunds or tax credits. In the German tax authorities' view, the dividend payment reduces the acquisition costs of the shares for tax purposes.

The dividend will fall due on April 8, 2026, pursuant to § 58 (4), sentence 2 AktG.

3. Resolution on the approval of the actions of the members of the Board of Management

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

The actions of the Board of Management members holding office in the 2025 financial year shall be approved for this period.

4. Resolution on the approval of the actions of the members of the Supervisory Board

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

The actions of the Supervisory Board members holding office in the 2025 financial year shall be approved for this period.

5. Resolution on the appointment of the independent auditor and the Group auditor

Based on a corresponding recommendation from the Audit and Finance Committee, the Supervisory Board proposes:

to appoint Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich as

- a) auditor and Group auditor for the 2026 financial year,
- b) auditor for a review of the condensed financial statements and the interim Group management report for the 2026 financial year,
- c) auditor for any review of additional interim financial reports for the 2026 financial year and the first quarter of the 2027 financial year.

The Audit and Finance Committee has declared that this recommendation is free from third-party influence and that no clause within the context of Art. 16 (6) of EU Regulation No. 537/2014 restricting its choices was imposed on the committee.

Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, has acted as the independent auditor and Group auditor of Deutsche Telekom AG since the 2022 financial year. The responsible auditor is Dr. Tim Hoffmann, who has been in charge of the audit since the 2022 financial year.

6. Resolution on the appointment of the auditor for sustainability reporting

German legislators have not yet implemented Directive (EU) 2022/2464 (CSRD), which contains the requirements for sustainability reporting and the audit thereof, within national law, despite the expiry of the deadline for its implementation. Art. 37 of Directive 2006/43/EC (EU Audit Directive) in the version amended by Directive (EU) 2022/2464 (CSRD) sets out that the appointment of the statutory auditor or audit firm for the purpose of the assurance of the sustainability reporting is decided by the general meeting of shareholders or members of the audited entity. In future, it can be assumed that the auditor of the sustainability reporting is to be appointed by the Shareholders' Meeting in accordance with German law.

Based on a corresponding recommendation from the Audit and Finance Committee, the Supervisory Board proposes:

to appoint Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, as auditor for sustainability reporting as per Directive (EU) 2022/2464 (CSRD) for the 2026 financial year as a precaution for the event that the German legislators, when implementing Art. 37 of Directive 2006/43/EC (EU Audit Directive) in the version amended by Directive (EU) 2022/2464 (CSRD), require this auditor to be explicitly appointed by the Shareholders' Meeting, i.e., should the auditor not already have responsibility to carry out the audit of the sustainability reporting for the 2026 financial year under the German implementation act for Directive (EU) 2022/2464 (CSRD).

The Audit and Finance Committee has declared that this recommendation is free from third-party influence and that no clause within the context of Art. 16 (6) of EU Regulation No. 537/2014 restricting its choices was imposed on the committee.

7. Elections to the Supervisory Board

The terms of office of Ms. Dagmar P. Kollmann, Dr. Frank Appel, Mr. Karl-Heinz Streibich and Mr. Stefan B. Wintels expire at the end of the 2026 ordinary Shareholders' Meeting.

Pursuant to § 95, § 96 (1) and § 101 (1) 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 in full 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.

Based on corresponding recommendations from the Nomination Committee, the Supervisory Board proposes:

to elect the candidates named under a) to d) below to the Supervisory Board as shareholder representatives for the period up to the end of the Shareholders' Meeting which passes a resolution on the approval of the actions of the members of the Supervisory Board for the 2029 financial year (i.e., for around four years).

- a) Dr. Frank Appel, former Chair of the Board of Deutsche Post AG, Bonn, residing in Königswinter,
- b) Mr. Stefan B. Wintels, CEO of KfW, Frankfurt/Main, residing in Frankfurt/Main,
- c) Dr. Thomas Dohmke, Co-Founder and CEO of Entire Inc., Bellevue, Washington, United States of America, residing in Bellevue, Washington, United States of America, and in Reutlingen,
- d) Dr. Philipp Herzig, Chief Technology Officer and Member of the Extended Board of SAP SE, Walldorf, residing in Berlin.

The intention is to have the Shareholders' Meeting vote separately on each of these candidates. ► Annex 1 contains further information about each of the candidates. A qualifications matrix showing the allocation of skills of the shareholder and employee representatives on the Supervisory Board with due regard for the nominated candidates named under a) to d) above can be found on the ► HV website.

The nominations reflect the Supervisory Board's targets regarding its composition, and its skills profile and diversity concept, details of which are published in the Corporate Governance Statement, together with an implementation status report. The Corporate Governance Statement can be found on the ► HV website. The proposed term in office for the candidates cited under a) to d) above corresponds to the Supervisory Board's target regarding its composition that Supervisory Board members representing shareholders shall generally be nominated for a term of four years.

Dr. Frank Appel and Mr. Stefan B. Wintels are currently members of the Supervisory Board of Deutsche Telekom AG. Furthermore, Mr. Stefan B. Wintels is CEO of KfW, Frankfurt/Main, which holds around 14.2 % of Deutsche Telekom AG shares carrying voting rights. Furthermore, the Supervisory Board is of the opinion that no personal or business relationships exist between the candidates named under a) to d) above on the one hand and companies in the Deutsche Telekom Group, the executive bodies of Deutsche Telekom AG, or a shareholder with a direct or indirect holding of more than 10 % of Deutsche Telekom AG shares carrying voting rights, on the other, which an objective shareholder would view as having a significant impact on their vote at the Shareholders' Meeting. The Supervisory Board reviewed the personal and business circumstances of the candidates in detail before making its nominations. Each of the candidates was assessed as independent within the meaning of the German Corporate Governance Code.

8. Resolution on the cancellation of authorized capital 2022 and the creation of authorized capital 2026

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

- a) Authorized capital 2022 in § 5 (2) Articles of Incorporation shall, to the extent that it still exists on this date, be canceled with effect from the date of entry of authorized capital 2026 as set out below in the commercial register.
- b) The Board of Management is authorized by way of and as per the requirements of the following amendment to the Articles of Incorporation to increase the capital stock with the approval of the Supervisory Board by up to

€ 3,767,186,081.28 by issuing up to 1,471,557,063 no par value registered shares against cash and/or non-cash contributions in the period ending March 31, 2031 (authorized capital 2026).

c) § 5 (2) of the Articles of Incorporation shall be amended as follows:

"The Board of Management is authorized to increase the capital stock with the approval of the Supervisory Board by up to € 3,767,186,081.28 by issuing up to 1,471,557,063 registered no par value shares for cash and/or non-cash contributions in the period up to March 31, 2031. The authorization may be exercised in full or on one or more occasions in partial amounts. The Board of Management is authorized, subject to the approval of the Supervisory Board, to exclude residual amounts from shareholders' subscription rights. Furthermore, the Board of Management is authorized, subject to the approval of the Supervisory Board, to disapply shareholders' subscription rights in the event of capital increases against contributions in kind when issuing new shares for business combinations or acquisitions of companies, parts thereof, or interests in companies, including increasing existing investment holdings, or other assets eligible for contribution for such acquisitions, including receivables from the Company. However, the value of the new shares for which shareholders' subscription rights have been disappplied on the basis of this authorization – together with the value of the shares or conversion and/or option rights or obligations under bonds issued or sold since April 1, 2026 subject to the disapplication of subscription rights – must not exceed 10 percent of the total capital stock; the latter is defined as the amount existent available on April 1, 2026, upon entry of the authorization, or upon the issue of the new shares, whichever amount is lowest. If the issue or sale is carried out in analogous or *mutatis mutandis* application of § 186 (3) sentence 4 AktG, this shall also constitute the disapplication of subscription rights. The Board of Management is also authorized, subject to the approval of the Supervisory Board, to determine the rights accruing to the shares in the future and the conditions for issuing shares (2026 Authorized Capital)."

In accordance with §§ 203 (2) sentence 2 and § 186 (4) sentence 2 AktG, the Board of Management has prepared a written report on this agenda item, particularly the exclusion of subscription rights, which can be found on the ► HV website.

9. Resolution on the amendment to § 13 of the Articles of Incorporation and the remuneration of the Supervisory Board members

Supervisory Board remuneration was fundamentally amended most recently in 2022. Additional remuneration for committee activities was adjusted to reflect the new committee structure of the Supervisory Board in 2024. Otherwise, the components, structure, and amount of the Supervisory Board's remuneration remained unchanged.

Following the most recent amendment to the remuneration of the Supervisory Board, the Supervisory Board reviewed the appropriateness and reasonableness of the 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. The attendance fee is to remain unchanged at EUR 2,000.00 per meeting, but shall from now on only be owed insofar as the total of the attendance fees due in a single financial year does not reach 10 percent of the total remuneration of the Supervisory Board member, including any reimbursements received for expenses. 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 remuneration for Supervisory Board members as amended as described, including the amended § 13 of the Articles of Incorporation reproduced therein, and the remuneration system for the Supervisory Board underlying the provisions in the Articles of Incorporation, ► can be found on the HV website.

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

a) § 13 of the Articles of Incorporation shall be amended as follows:

“§ 13

Remuneration

(1) In addition to reimbursement for cash expenses and value-added tax paid on remuneration and expenses, the members of the Supervisory Board shall receive fixed annual remuneration of EUR 115,000.

- (2) The Chair of the Supervisory Board shall receive EUR 115,000 in addition to the remuneration stated in (1) hereof, and the Deputy Chair EUR 55,000.
- (3) The members of the Supervisory Board shall receive additional remuneration for work on Supervisory Board committees as follows:
 - (a) The Chair of the Audit and Finance Committee EUR 145,000.00, all other Audit and Finance Committee members EUR 60,000.00,
 - (b) The Chair of the General Committee receives € 80,000.00, ordinary members of the General Committee € 35,000.00.
 - (c) The Chair of the Nomination Committee receives € 30,000.00, ordinary members of the Nomination Committee € 15,000.00.
 - (d) The Chair of the Strategy, ESG, and Innovation Committee EUR 80,000.00 and every other Member of the Strategy, ESG, and Innovation Committee EUR 35,000.00.
 - (e) The Chair of any other committee receives € 50,000.00, ordinary members of any other committee € 30,000.00. There is no remuneration for chairing or being a member of the Mediation Committee.
- (4) Further, members of the Supervisory Board shall receive an attendance fee amounting to EUR 2,000.00 for each meeting of the Supervisory Board or its committees attended by them, but only one meeting per day shall be taken into account. The attendance fee shall only be owed insofar as the total of the attendance fees due in a single financial year does not reach 10 percent of the total remuneration of the Supervisory Board member, including any reimbursements received for expenses.
- (5) Members of the Supervisory Board who are on the Supervisory Board for only part of the financial year in question shall receive one twelfth of the remuneration for every month of membership or part thereof. The same shall apply to the increase in remuneration for the Supervisory Board Chair and Deputy Chair pursuant to (2) hereof and to the increase in remuneration for chairing or being a member of a Supervisory Board committee pursuant to (3) hereof.
- (6) The remuneration pursuant to (1) hereof and the attendance fee shall fall due at the end of the shareholders' meeting to which the consolidated financial statements for the financial year in question are presented or which decides on its approval."
- b) The remuneration of the Supervisory Board for the full 2026 financial year shall be determined in accordance with the amended § 13 of the Articles of Incorporation as set out above, provided the above amendment to the Articles of Incorporation is entered into the Commercial Register in the current financial year.
- c) The modified remuneration of the Supervisory Board members, which can be found on the ► HV website, shall be approved in accordance with § 113 (3) AktG.

10. Resolution on the inclusion of a jurisdiction clause in § 21 of the Articles of Incorporation

A new § 21 shall be added to the Articles of Incorporation to designate a single jurisdiction in which the Company's registered office is located, which shall also resolve disputes relating to public capital market information.

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

- a) The Articles of Incorporation shall be amended in Section VIII. (Final provisions) to include § 21 as follows:

“§ 21

Place of jurisdiction

- (1) The sole place of jurisdiction for all disputes arising between shareholders and beneficiaries and/or those obligated as a result of financial instruments relating to Company shares on the one hand, and the Company or its executive bodies on the other, shall be the place of the Company's registered office, if no mandatory legal provisions exist to the contrary. Foreign courts shall not have jurisdiction over such disputes.

- (2) Subsection (1) shall also apply to disputes seeking damages on account of false or misleading public capital market information, or failure to provide such information.”
- b) The current § 21 of the Articles of Incorporation (Authorization to Change the Wording of the Articles of Incorporation) shall become § 22.

11. Resolution on the approval of the remuneration report

The Board of Management and the Supervisory Board have prepared a remuneration report pursuant to § 162 AktG for the 2025 financial year. The remuneration report for the 2025 financial year can be found on the ► HV website.

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

The remuneration report prepared by the Board of Management and the Supervisory Board for the 2025 financial year is to be approved.

B. Further details and information relating to the Shareholders' Meeting

1. Conditions for attendance and exercising voting rights

Pursuant to § 16 (1) of the Articles of Incorporation, shareholders are eligible to attend the Shareholders' Meeting and to exercise their voting rights provided they have been entered in the shareholders' register and have registered for attendance by

12 midnight (CEST) on Sunday, March 29, 2026 at the latest,

with such registration being addressed to the Company at:

**DTAG Hauptversammlung 2026
c/o ADEUS Aktienregister-Service-GmbH
20683 Hamburg, Germany**

or by email to

hv-service@telekom.de

or using the password-protected **Internet Dialog** on the website

► **www.telekom.com/hv-service**

The registration must have been received by the above date in order to be deemed to have met the deadline.

In accordance with § 67 (2) sentence 1 AktG, only persons who have been entered as such in the shareholders' register shall be deemed to be shareholders of the Company with the associated rights and obligations. The registration status on the day of the Shareholders' Meeting is decisive for the right to attend and to vote. For administrative reasons, however, no transfers may be carried out in the shareholders' register in the period from (and including) Monday, March 30, 2026 until (and including) the day of the Shareholders' Meeting. The status of entries in the shareholders' register on the day of the Shareholders' Meeting will therefore be identical to the status of entries following the last transfer on Friday, March 27, 2026 (referred to as the technical record date).

Intermediaries, shareholders' associations, and proxy advisors within the meaning of § 134a (1) no. 3, (2), no. 3 AktG and other persons with the status of intermediaries according to § 135 (8) AktG, may only exercise voting rights pertaining to registered shares which they do not own but in respect of which they are entered in the shareholders' register as the bearer if duly authorized (details governed in § 135 AktG).

2. Using the password-protected Internet Dialog

To use the password-protected Internet Dialog on the website

► **www.telekom.com/hv-service**

shareholders will require their shareholder number and a password. Shareholders who have already registered to receive their invitation to the Shareholders' Meeting electronically shall use the password they selected for this purpose. All other shareholders will receive an online password together with their invitation to the Shareholders' Meeting, provided they were registered as shareholders in the shareholders' register at the start of February 28, 2026 or, after that date, have been entered by the end of March 18, 2026. Shareholders registered after this date will be sent the password upon request.

Use of the password-protected Internet Dialog to register for the Shareholders' Meeting (No. 1) and to exercise voting rights (Nos. 3 to 5) is expected to be possible as of March 2, 2026. When using the password-protected Internet Dialog, the information and conditions of use that can be found on the ►HV website must be observed.

3. Postal/online voting

Provided the requirements stated under No. 1 are met, shareholders can choose to cast their vote without attending the Shareholders' Meeting, by post or using the password-protected Internet Dialog. Postal/online votes can only be cast in respect of resolutions proposed by the Company's administrative bodies and published by the Company, including any proposal by the Board of Management and Supervisory Board on the appropriation of net income that is adjusted in line with the notice, and in respect of resolutions proposed by shareholders and published or made accessible by the Company on the basis of a minority request pursuant to § 122 (2) AktG, as a counter-motion pursuant to § 126 (1) AktG, or as a nomination pursuant to § 127 AktG.

Any submission, change, or revocation of postal/online votes which were cast using channels other than the password-protected Internet Dialog must be received by the Company in text form (§ 126b of the **German Civil Code** (Bürgerliches Gesetzbuch – BGB)) by no later than midnight (CEST) on Monday, March 30, 2026, at one of the addresses specified in No. 1.

If the password-protected Internet Dialog was used, online votes can be changed or revoked even on the day of the Shareholders' Meeting right up until the start of voting.

Should a separate vote be held for an item on the agenda instead of a collective vote, the postal/online votes that were submitted for this item on the agenda will apply accordingly for each point to be voted on separately. Votes submitted via postal/online voting concerning item 2 on the agenda will remain valid, including in the event of an amendment of the proposal for appropriation of net income as a result of a change to the number of shares carrying dividend rights.

4. Voting by proxy

Provided the requirements stated under No. 1 are met, shareholders have the possibility to vote by proxy, for example through an intermediary, a shareholders' association, or a proxy advisor within the meaning of § 134a (1), no. 3, (2) no. 3 AktG, or through the Company-appointed proxies.

Subject to the following special cases, the granting of the proxy, its revocation and evidence of authorization must be supplied to the Company in text form pursuant to § 134 (3) sentence 3 AktG (§ 126b BGB). In particular, proxies may be granted and revoked using the password-protected Internet Dialog.

If the proxy appointed is an intermediary, shareholders' association, proxy advisor within the meaning of § 134a (1) no. 3, (2) no. 3 AktG, or other person with the status of an intermediary as defined in § 135 (8) AktG, or the appointment of the proxy otherwise falls within the scope of application of § 135 AktG, text form is not required pursuant to § 134 (3) sentence 3 AktG, nor do the Articles of Incorporation contain special provisions governing such cases; however, they may provide forms with which they can be appointed proxy and such forms need only comply with the statutory provisions that apply to the granting of such authorization, in particular those contained in § 135 AktG. Reference is hereby made to the special procedure pursuant to § 135 (1) sentence 5 AktG.

If the intermediaries, shareholders' associations, and proxy advisors participate in this service, shareholders may grant them proxy authorizations and, if desired, issue instructions to them, and change and/or revoke such authorizations and instructions via the password-protected Internet Dialog.

Evidence of proxy authorization can be sent to the Company by email to hv-service@telekom.de.

Use of a form is only necessary when using the password-protected Internet Dialog, which contains a predefined dialog sequence with online forms.

5. Special aspects of granting proxy authorization to Company-appointed proxies

If authorization is granted to the **proxies** appointed by the Company, these proxies exercise voting rights only to the extent they have received explicit voting instructions. Only instructions in respect of resolutions proposed by the Company's administrative bodies which have been published by the Company are taken into account, including any proposal by the Board of Management and Supervisory Board on the appropriation of net income that is adjusted in line with the notice, and in respect of resolutions proposed by shareholders that have been published or made available by the Company on the basis

of a minority request pursuant to § 122 (2) AktG or as a counter-motion pursuant to § 126 (1) AktG or a nomination pursuant to § 127 AktG. In particular, the proxies are not there to ask questions or submit motions during the Shareholders' Meeting. For administrative reasons, the forms provided for granting authorizations and issuing instructions to proxies (including online forms, see No. 4) or the password-protected Internet Dialog should be used for this purpose.

Proxy authorizations and voting instructions given to proxies using the reply form outside of the password-protected Internet Dialog, as well as changes or revocations thereto, must be received by the Company in text form (§ 126b BGB) by no later than 12 midnight (CEST) on Monday, March 30, 2026, at one of the addresses given under No. 1.

Proxy authorizations and voting instructions can be changed or revoked even on the day of the Shareholders' Meeting right up until the start of voting by using the password-protected Internet Dialog.

Should a separate vote be held for an item on the agenda instead of a collective vote, the instructions issued concerning this item on the agenda will apply accordingly for each point to be voted on separately. Instructions concerning item 2 on the agenda will remain valid, including in the event of an amendment of the proposal for appropriation of net income as a result of a change to the number of shares carrying dividend rights.

6. Information on shareholders' rights

Requests for additional agenda items within the meaning of § 122 (2) AktG shall be submitted to the Company's Board of Management in written form (pursuant to § 122 (2) in conjunction with (1) sentence 1 AktG) to arrive by 12 midnight (Central European Time – CET) on Sunday, March 1, 2026 at the latest. They can be addressed to Deutsche Telekom AG, Vorstand, Postfach 19 29, 53009 Bonn, Germany, and should additionally be sent ahead by email to hv-service@telekom.de in order to avoid delays due to postal transit times.

Counter-motions within the meaning of § 126 AktG and nominations within the meaning of § 127 AktG will be published on the ► HV website, together with the related details, provided the Company receives them no later than 12 midnight (CET) on Tuesday, March 17, 2026 at the following address:

Gegenanträge zur Hauptversammlung DTAG

Postfach 19 29

53009 Bonn, Germany

or by email at gegenantraege@telekom.de

and providing all other conditions triggering the Company's obligation to publish such information under § 126 and/or § 127 AktG have been met.

Participation in the Shareholders' Meeting is a prerequisite for the exercising of the statutory right to information within the meaning of § 131 (1) AktG. As such, the requirements for participation in the Shareholders' Meeting as set out under No. 1, in particular the deadline for registration (12 midnight (CEST) on Sunday, March 29, 2026), must be observed.

More detailed explanations on shareholders' rights pursuant to § 122 (2), § 126 (1), § 127 and § 131 (1) AktG can be found on the ► HV website.

7. Information for bearers of ADRs

Bearers of American Depositary Receipts (ADRs) can request additional information from Deutsche Bank Trust Company Americas, c/o Equiniti Trust Company, LLC, Peck Slip Station, PO Box 2050, New York, NY 10272-2050, USA, email: adr@equiniti.com, phone +1 866 249-2593.

8. Public broadcast of the Shareholders' Meeting

Based on a corresponding resolution by the Board of Management, an audio/video transmission of the Shareholders' Meeting will be available online for all shareholders and the interested public. After the Shareholders' Meeting, comments by the Board of Management and Supervisory Board will be available. Selected comments will also be published on other media (such as Facebook and YouTube).

9. Total number of shares and voting rights

The total number of shares issued, each of which carries one voting right, existing at the time of the notice of convocation of the Shareholders' Meeting is 4,905,190,213 (calculated in accordance with § 49 (1) sentence 1, no. 1, 2nd alternative of the German Securities Trading Act).

10. Notes on data privacy for shareholders and their representatives

As controller within the meaning of Article 4 (7) of the General Data Protection Regulation, Deutsche Telekom AG (Friedrich-Ebert-Allee 140, 53113 Bonn, Germany, hv-service@telekom.de) processes the personal data of its shareholders and, where applicable, its shareholders' statutory or legal representatives in connection with the Shareholders' Meeting. In addition, we also process this personal data to fulfill our other obligations under stock corporation law. To execute the Shareholders' Meeting, we commission external service providers – who are obligated to maintain confidentiality – to process the personal data on our behalf solely according to our instructions.

Provided the legal prerequisites are met, shareholders and their proxies (if any) have certain rights with regard to the processing of their personal data. Our data privacy information includes summarized information on the processing of the personal data of our shareholders and their representatives. Data privacy information can be found on the ► HV website. The data privacy information can also be requested directly from the controller, using the contact details provided above.

C. Appendix

Information on the Supervisory Board candidates

Dr. Frank Appel

Former Chair of the Board of Management of Deutsche Post AG, Bonn, residing in Königswinter

Personal details:

Year of birth: 1961
Place of birth: Hamburg
Nationality: German

Career history:

2008 – 2023 Chair of the Board of Management of Deutsche Post AG, Bonn
2002 – 2023 Member of the Board of Management of Deutsche Post AG, Bonn
2000 – 2002 Head of Group Development at Deutsche Post AG, Bonn
1999 – 2000 Partner at McKinsey & Company, Düsseldorf
1993 – 1999 Consultant and project manager at McKinsey & Company, Düsseldorf

Education and training:

1993 Doctorate from ETH Zurich, CHE
1989 Degree in Chemistry (Diplom-Chemiker), Universität München

Memberships of supervisory boards of business enterprises in Germany whose formation is a legal requirement:

- Deutsche Telekom AG, Bonn (listed on the stock exchange), Chair of the Supervisory Board
- Fresenius Management SE, Bad Homburg vor der Höhe
- RWE AG, Essen (listed on the stock exchange), Chair of the Supervisory Board

Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

– None –

Mr. Stefan B. Wintels

CEO of KfW, Frankfurt/Main, residing in Frankfurt/Main

Personal details:

Year of birth: 1966
Place of birth: Nordhorn
Nationality: German

Career history:

Since 2021 CEO of KfW, Frankfurt/Main
2001 – 2021 Various roles at Citigroup, Frankfurt/Main, most recently

2020 – 2021	Global (Co-)Head Financial Institutions Group (Banking, Capital Markets & Advisory) and Member of the Global Executive Committee in that division
2010 – 2020	Member of the Management Board at Citigroup Global Markets Deutschland AG (from 2018 “Citigroup Global Markets Europe AG”), in particular 2014 – 2020 as CEO and Germany boss
1994 – 2001	Deutsche Bank AG, Frankfurt/Main and London, GBR (Corporate Development and Group Investments, from 1999 Managing Director)

Education and training:

1994 Degree in Business Administration (Diplom-Kaufmann), Technische Universität Berlin

Memberships of supervisory boards of business enterprises in Germany whose formation is a legal requirement:

- Deutsche Post AG, Bonn (listed on the stock exchange)
- Deutsche Telekom AG, Bonn (listed on the stock exchange)

Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- KfW Capital GmbH & Co. KG, Frankfurt/Main, Chair of the Supervisory Board (supervisory board seat in a company that is part of the same group)

Dr. Thomas Dohmke

Co-Founder and CEO of Entire Inc., Bellevue, Washington, USA, residing in Bellevue, Washington, USA, and in Reutlingen.

Personal details:

Year of birth: 1978

Place of birth: Berlin, Germany

Nationality: German and U.S. American

Career history:

2025 – Present	Co-Founder and CEO, Entire Inc., Bellevue, Washington, USA
2018 – 2025	GitHub Inc, San Francisco, California, USA (subsidiary of Microsoft)
2021 – 2025	CEO
2021 – 2021	CPO
2018 – 2021	Vice President of Strategic Programs
2015 – 2018	Microsoft Corporation, Redmond, Washington, USA
2018 – 2018	Principal Director of Program Management
2017 – 2018	Group Manager of Program Management
2015 – 2017	Team Manager of Program Management
2011 – 2015	Co-Founder and CEO for Germany, Bit Stadium GmbH, Stuttgart
2010 – 2015	Co-Founder and CEO for Germany, Codenauts GmbH, Stuttgart
2009 – 2010	Freelance Software Developer, MTV Networks Germany GmbH, Berlin
2007 – 2008	Project Manager, Robert Bosch GmbH, Stuttgart
2002 – 2006	Systems Engineer, DaimlerChrysler AG (now Mercedes Benz Group AG), Stuttgart
1998 – 2002	Freelance Software Developer, under the name ToDoSoft

Education and training:

- 2008 PhD, Mechanical Engineering, University of Glasgow, GBR
- 2003 Degree in Computer Engineering (Diplom-Ingenieur), Technische Universität Berlin

Memberships of supervisory boards of business enterprises in Germany whose formation is a legal requirement:

– None –

Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Spice AI Inc., Seattle, Washington, USA, Member of the Board of Directors

Dr. Philipp Herzig

Chief Technology Officer and Member of the Extended Board of Management of SAP SE, Walldorf, residing in Berlin.

Personal details:

Year of birth: 1987
Place of birth: Zittau
Nationality: German

Career history:

- Since 2025 Chief Technology Officer (CTO) and Member of the Extended Board of Management, SAP SE, Potsdam/Walldorf
- 2024 – 2025 Chief AI Officer, SAP SE, Potsdam
- 2020 – 2024 Senior Vice President, Cross-Product Integration, Architecture and Design, SAP SE, Potsdam
- 2019 – 2020 Head of Department, SAP S/4HANA Engineering for Cloud-Applications, SAP SE, Potsdam
- 2016 – 2019 Team Leader, Software Development, SAP SE, Potsdam
- 2014 – 2016 Product Owner and Software Architect, SAP SE, Potsdam
- 2011 – 2014 Software Developer and PhD student/candidate, SAP AG, Dresden

Education and training:

- 2014 Awarded a PhD in Computer Science (Dr.-Ing.), Technische Universität Dresden
- 2011 Master of Science, Business Information Systems, Technische Universität Dresden
- 2009 Bachelor of Science, Computer Science, Hochschule Zittau/Görlitz

Memberships of supervisory boards of business enterprises in Germany whose formation is a legal requirement:

– None –

Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

– None –

Bonn, February 2026

Deutsche Telekom AG
The Board of Management