

Compensation of the Supervisory Board

The compensation received by the members of the Supervisory Board is specified under § 13 of the Articles of Incorporation of Deutsche Telekom AG. Under the compensation system applicable for the 2020 financial year, members of the Supervisory Board receive fixed annual compensation of EUR 70,000.00.

The Chairman of the Supervisory Board receives a further EUR 70,000.00 and the Deputy Chairman EUR 35,000.00. Members of the Supervisory Board also receive compensation as follows for activities on Supervisory Board committees:

- a. The Chairperson of the Audit Committee receives EUR 80,000.00, ordinary members of the Audit Committee EUR 40,000.00.
- b. The Chairperson of the General Committee receives EUR 70,000.00, ordinary members of the General Committee EUR 30,000.00.
- c. The Chairperson of the Nomination Committee receives EUR 25,000.00, ordinary members of the Nomination Committee EUR 12,500.00.
- d. The Chairperson of any other committee receives EUR 40,000.00, ordinary members of any other committee EUR 25,000.00.

Chairpersonship and membership of the Mediation Committee are not remunerated.

Members of the Supervisory Board receive an attendance fee amounting to EUR 1,000.00 for each meeting of the Supervisory Board or its committees that they have attended. The Company reimburses value-added tax payable on remuneration and expenses.

The total compensation of the members of the Supervisory Board in 2020 amounted to EUR 3,043,250.00 (plus VAT).

The Company has not granted any advances or loans to current or former Supervisory Board members, nor were any other financial obligations to the benefit of this group of people entered into.

The compensation of the individual members of the Supervisory Board for 2020 is as follows:

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Member of the Supervisory Board	Fixed remuneration	Meeting attendance fee	Total
Bednarski, Josef ^a (until April 30, 2020)	55,000.00	5,000.00	60,000.00
Dr. Bössinger, Rolf	152,500.00	35,000.00	187,500.00
Dr. Bräunig, Günther	120,000.00	17,000.00	137,000.00
Chatzidis, Odysseus D.	99,166.67	17,000.00	116,166.67
Greve, Constantin	115,833.33	17,000.00	132,833.33
Hinrichs, Lars	95,000.00	16,000.00	111,000.00
Dr. Jung, Helga	95,000.00	14,000.00	109,000.00
Prof. Dr. Kaschke, Michael	110,000.00	17,000.00	127,000.00
Koch, Nicole ^b	95,000.00	16,000.00	111,000.00
Kollmann, Dagmar P.	187,500.00	25,000.00	212,500.00
Kreusel, Petra Steffi ^c	110,000.00	18,000.00	128,000.00
Krüger, Harald	74,166.67	14,000.00	88,166.67
Prof. Dr. Lehner, Ulrich ^d (Chairman)	300,000.00	36,000.00	336,000.00
Kerstin Marx ^e (since May 1, 2020)	110,000.00	31,000.00	141,000.00
Sauerland, Frank ^f (Deputy Chairman since March 27, 2020)	163,750.00	28,000.00	191,750.00
Schröder, Lothar ^g (Deputy Chairman until March 26, 2020)	142,500.00	19,000.00	161,500.00
Seelemann-Wandtke, Nicole	115,833.33	19,000.00	134,833.33
Spoo, Sibylle	135,000.00	17,000.00	152,000.00
Streibich, Karl-Heinz	135,000.00	19,000.00	154,000.00
Suckale, Margret	120,000.00	21,000.00	141,000.00
Topel, Karin	95,000.00	16,000.00	111,000.00
	2,626,250.00	417,000.00	3,043,250.00

^a In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Josef Bednarski also received other remuneration amounting to EUR 3,000.00 in the 2020 financial year (member of the Data Privacy Advisory Board).

^b In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Nicole Koch also received other remuneration amounting to EUR 4,500.00 (including meeting attendance fees) in the 2020 financial year (for her mandate as member of the supervisory board of Deutsche Telekom Privatkunden-Vertrieb GmbH).

^c In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Petra Steffi Kreusel also received other remuneration amounting to EUR 8,833.33 (including meeting attendance fees) in the 2020 financial year (EUR 7,500.00 for her mandate as member of the supervisory board of T-Systems International GmbH until June 30, 2020 and EUR 1,333.33 for her mandate as member of the supervisory board of Deutsche Telekom Business Solutions GmbH since July 1, 2020).

^d In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Prof. Ulrich Lehner also received other remuneration amounting to EUR 9,000.00 in the 2020 financial year (member of the Data Privacy Advisory Board).

^e In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Kerstin Marx also received other remuneration amounting to EUR 7,083.33 (including meeting attendance fees) in the 2020 financial year (EUR 6,000.00 for her mandate as member of the supervisory board of T-Systems International GmbH until June 30, 2020 and EUR 1,083.33 for her mandate as member of the supervisory board of Deutsche Telekom Business Solutions GmbH since July 1, 2020).

^f In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Frank Sauerland also received other remuneration amounting to EUR 19,000.00 (including meeting attendance fees) in the 2020 financial year (for his mandate as member of the supervisory board of Telekom Deutschland GmbH).

^g In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Lothar Schröder also received other remuneration amounting to EUR 32,230.00 (including meeting attendance fees) in the 2020 financial year (EUR 20,230.00 for his mandate as member of the supervisory board of Deutsche Telekom Services Europe SE and EUR 12,000.00 as Chairman of the Data Privacy Advisory Board).

Share ownership by members of the Board of Management and the Supervisory Board

Members of the Board of Management and Supervisory Board of Deutsche Telekom AG were reported to have purchased and transferred 353,569 shares (2019: 278,574) and sold 90,215 shares (2019: 68,930) under the Share Matching Plan in the course of 2020. Total direct or indirect holdings in the Company or associated financial instruments by members of the Board of Management and the Supervisory Board do not exceed 1 % of the shares issued by the Company.