

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 2018 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 Chairman of the Audit Committee receives EUR 80,000.00, ordinary members of the Audit Committee EUR 40,000.00.
- (b) The Chairman of the General Committee receives EUR 70,000.00, ordinary members of the General Committee EUR 30,000.00.
- (c) The Chairman of the Nomination Committee receives EUR 25,000.00, ordinary members of the Nomination Committee EUR 12,500.00.
- (d) The Chairman of any other committee receives EUR 40,000.00, ordinary members of any other committee EUR 25,000.00.

Chairmanship 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 2018 amounted to EUR 2,888,833.37 (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 2018 is as follows:

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Member of the Supervisory Board	Fixed remuneration	Meeting attendance fee	Total
Baldauf, Sari (until May 17, 2018)	39,583.34	3,000.00	42,583.34
Bednarski, Josef	165,000.00	24,000.00	189,000.00
Dr. Bösinger, Rolf (since June 1, 2018)	88,958.33	12,000.00	100,958.33
Brandl, Monika (from January 1 to June 30, 2018)	60,000.00	5,000.00	65,000.00
Dr. Bräunig, Günther (since March 21, 2018)	100,000.00	10,000.00	110,000.00
Chatzidis, Odysseus D. (since January 3, 2018)	82,500.00	8,000.00	90,500.00
Geismann, Johannes (until May 17, 2018)	73,958.34	11,000.00	84,958.34
Greve, Constantin (since November 20, 2018)	15,833.34	1,000.00	16,833.34
Hanas, Klaus-Dieter (until November 20, 2018)	87,083.34	7,000.00	94,083.34
Hinrichs, Lars	95,000.00	8,000.00	103,000.00
Dr. Jung, Helga	84,583.33	6,000.00	90,583.33
Prof. Dr. Kaschke, Michael	110,000.00	10,000.00	120,000.00
Koch, Nicole ^a	82,500.00	9,000.00	91,500.00
Kollmann, Dagmar P.	187,500.00	18,000.00	205,500.00
Kreusel, Petra Steffi ^b	110,000.00	12,000.00	122,000.00
Krüger, Harald (since May 17, 2018)	46,666.67	4,000.00	50,666.67
Prof. Dr. Lehner, Ulrich (Chairman)	300,000.00	25,000.00	325,000.00
Sauerland, Frank ^c (since November 20, 2018)	15,833.34	2,000.00	17,833.34
Schröder, Lothar ^d (Deputy Chairman)	240,000.00	24,000.00	264,000.00
Dr. Schröder, Ulrich (until February 6, 2018)	22,500.00	0.00	22,500.00
Seelemann-Wandtke, Nicole ^e (since July 5, 2018)	39,166.67	5,000.00	44,166.67
Sommer, Michael (until November 20, 2018)	132,916.67	11,000.00	143,916.67
Spoo, Sibylle	135,000.00	12,000.00	147,000.00
Streibich, Karl-Heinz	132,500.00	12,000.00	144,500.00
Suckale, Margret	109,583.33	10,000.00	119,583.33
Topel, Karin	74,166.67	8,000.00	82,166.67
	2,630,833.37	257,000.00	2,887,833.37

^a 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 2018 financial year (for her mandate as member of the supervisory board of Deutsche Telekom Privatkunden-Vertrieb GmbH).

^b 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 16,000.00 (including meeting attendance fees) in the 2018 financial year (for her mandate as member of the supervisory board of T-Systems International GmbH).

^c 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 25,625.00 (including meeting attendance fees) in the 2018 financial year (for his mandates as member of the supervisory boards of Telekom Deutschland GmbH and Deutsche Telekom Außendienst GmbH (until November 19, 2018)).

^d 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 31,000.00 (including meeting attendance fees) in the 2018 financial year (EUR 19,000.00 for his mandate as member of the supervisory board of Deutsche Telekom Services Europe AG and EUR 12,000.00 as Chairman of the Data Privacy Advisory Council).

^e In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Nicole Seelemann-Wandtke also received other remuneration amounting to EUR 9,833.33 (including meeting attendance fees) in the 2018 financial year (for her mandate as member of the supervisory board of Telekom Deutschland GmbH (until October 17, 2018)).

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 as part of the Share Matching Plan 364,036 shares (2017: 270,755) and sold 0 shares (2017: 9,531) in the course of 2018. 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 percent of the shares issued by the Company.