

Shareholder Hans Oswald submitted the following nomination for item 6 on the agenda:

Motion D

From: [REDACTED]
Sent: Tuesday, March 26, 2024 11:33 p.m.
To: FMB Gegenanträge Aktionärsservice <gegenantraege@telekom.de>; FMB Hauptversammlung Aktionärsservice <HV-Service@telekom.de>
Cc: [REDACTED]
[REDACTED]

Subject: Telekom letter nominations counter-motions for the shareholder's meeting on April 10, 2023
Oswald soan

Hans Oswald **via fax, email** **Lohr, March 25, 2024**

[REDACTED]
[REDACTED] Lohr, Germany
Tel. [REDACTED]
Email [REDACTED]

Deutsche Telekom AG
Group Headquarters
Investor Relations
Friedrich-Ebert-Allee 140,
53113 Bonn, Germany

Shareholder number [REDACTED]

Please find attached 4 nominations and 3 counter-motions for the shareholder's meeting on April 10 to be uploaded immediately to Telekom's online portal. THANK YOU...!

1. To make your work easier, here is everything required in Word and PDF format.
2. We have also incorporated a number of LINKS and are sending you them in a Word document; if you copy this into your system and generate a PDF document from it, these LINKS should all work perfectly.
3. It is **IMPORTANT** to us, that the original version we have sent is uploaded...!!
4. **It is IMPORTANT to us, that the color is included...!!**
5. As regulated by law, our nominations must be presented just as **WELL** as your own nominations...!!!

6. § 126 (2) of the Stock Corporation Act (Aktiengesetz – AktG) A counter-motion and the reasons for which it is being made need not be made accessible;
 1. inasmuch as the management board would be liable to punishment under law, were it to make such proposal accessible;
 2. if the counter-motion were to result in the general meeting adopting a resolution that is in violation of the law or of the by-laws;
 3. if the reasons make manifestly false or misleading statements regarding key aspects or if they are insulting;If you withhold parts of our ITEMS/TEXTS and want to assess them or justify this action using one of these points as well as parts of the pertinent AktG, we demand a sustainable legal justification..!
7. **We have our nominees' agreement, and the time required is available in order to accept the appointment should they win the election.**
8. We have all of the documents required by AktG available for our nominations.
9. Our nominations are superior to, perform better, etc., than those proposed by management.
10. **The candidates we have nominated have no other mandates, or no other similar mandates, and can carry out the duties of these mandates if they are elected.**
11. We ASK for this to be forwarded to the Compliance CEO Officer, Hot off Compliance, and subjected to a compliance review.
12. We ask and desire a personal written statement from the Compliance CEO Officer Hot off Compliance by March 30, 2024. So we can still take it into account for the Q&A session!

Should any problems arise, I ASK that you call me for clarification, THANK YOU!

We ask that you send us a prompt confirmation of receipt.

Thank you for your cooperation and understanding.
Best regards from Lohr am Main.

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Oswald

Every shareholder has the right to make a nomination for the election of members to the Supervisory Board and/or external auditors.

Will you treat our Supervisory Board candidates in the same manner as your own candidates – as is prescribed by the German Stock Corporation Act?
Or will you give your candidates preferential treatment again?

Reasoning:

The share price and its development since the IPO in 1996 has been embarrassing! From € 105 to € 8, and now € 22
Many shareholders have lost a great deal of money – a great deal.

As far as your model and image-promoting doctorate holders are concerned, I ask what you really need them for. As a showcase model, to maintain your image, or do they really drive your business?

There have been repeated, serious media reports where plagiarism and fake Ph.Ds were discovered among politicians, and now in corporations, and Ph.Ds were invalidated, that not only does enormous harm to the individual, but also and above all to the corporation. Where does your corporation stand in the debate? How do you intend to avoid this damage to your image?

As we have learned through the media and the plagiarism-hunting platform VroniPlag®, a high-ranking VW manager also plagiarized his doctorate, namely,

██████████ – he works at VW to pave the way for the success of Volkswagen electric cars in China – to achieve his breakthrough – as CEO.

Where does your corporation stand in the debate? What preventive measures are you arranging in our corporation...?

Is the remuneration professor ██████████ the pioneer/role model for the upward spiral of horizontal remuneration, having actually managed to increase his remuneration 5 times by 100 percent, so the other corporations can follow suit with increases!

Many shareholders are disappointed that shareholder champions like SdK and DSW **were not able to enforce hybrid shareholders' meetings** and let themselves be led around by the nose by the corporations The illusory reasons repeated again and again by chairs of the meetings and Board of Management members, stating that hybrid shareholders' meetings are too expensive, are wrong.

We have a very simple, straightforward recommendation for how to finance this kind of meeting. **Reduce the excess remuneration of the Board of Management members and Supervisory Board members by the cost of the hybrid shareholders' meetings.**

Boards of managements always treat themselves to a remuneration that's 20 or even up to 50 times that of Federal Chancellor Olaf Scholz.

This is just excessive, unrealistic, and sheer profiteering!

With your approval rates in the elections, even Erich Honecker would spin in his grave if he could see these bombastic, **rather communist-style approval rates of 98 percent or even 99.xx percent**, such as your AG would receive. Not even East German elections for Chairman of the State Council achieved these figures... how can this be **explained given the current majorities**, how do you manage that, what is the notary public doing.

I ask you to make my timely nominations available to the shareholders in accordance with the German Stock Corporation Act (AktG).

Nominations from shareholders according to § 127 AktG

I call on the shareholders to support my nomination!

I would like to nominate the following person for election to the Supervisory Board.

Ralf Schirmacher - company consultant - internationally active

CV
Ralf Schirmacher
Neu-Isenburg, Germany



Personal information

Date of birth: July 16, 1961
Nationality: German
Marital status: Married

Expertise

Business and management consulting,
Corporate advisory and interim management

Career

01/2015 – to date **ad rem Unternehmensberatung GmbH**
Managing partner

07/2010 – 12/2014 **Focus Asia Consult Pte. Ltd., Singapore**
Managing consultant and partner

07/2008 – 10/2010 **flyport Entwicklungs- u. Betreuungsgesellschaft mbH, Berlin**
Vice President, Business Development International.

01/2008 – 12/2008 **Goldman Sachs Group, Inc., Investment Mgmt. & Securities, USA**
Corporate advisor, asset management, for the APAC-Region

01/2006 – 01/2008 **SIEMENS AG, SIEMENS USA**
Director of Aviation, Competence Center North America

- 02/1996 – 02/2006** **Fraport AG and shareholdings,
formerly FLUGHAFEN FRANKFURT MAIN AG**
- Director of Consulting, AirIT International GmbH (Fraport Group)
 - Head of Consulting, Fraport AG, formerly Flughafen Frankfurt Main AG
 - Vice President, debis-FRA GmbH (*Joint venture of Flughafen Frankfurt Main AG with Daimler-Benz Interservices (debis) AG, now T-Systems*)
 - Head of the project office, Flughafen Frankfurt Main AG
- 04/1994 – 12/1995** **ORACLE (Switzerland) AG**
Principal Consultant, Business Process Reengineering
- 09/1988 – 03/1994** **WEIDMÜLLER Group, Germany**
- Coordinator of management information systems
 - Project management of computer-integrated factory automation
- 12/1987 – 09/1988** **ADV/Orga Tech GmbH, former subsidiary of ADV/Orga AG
now GFT Technologies AG**
Consultant for innovation management and technology transfer

Education

- 1982 – 1987** Studied computer science and business administration at
Technischen Universität Berlin. graduated as Diplom-Informatiker (TU)
- 1981 – 1982** Military radio equipment engineer
Officer's course and lone fighter training
- 1981** General higher education entrance qualification ("Abitur mit allgemeiner Hochschulreife") from
Mariengymnasium Jever

Special expertise

Merger & acquisitions, exit management
Change management, coaching, mediation
Innovation management and IT
Strategic program/portfolio management
Outsourcing/offshoring
Compliance and corporate governance
International contract law
Investment banking and asset management

Specific functions

Internationally recognized air traffic expert

Engagement manager on behalf of consultancy companies, incl. McKinsey, KPMG, BCG

Lecturer on aviation (incl. Airport Academy Frankfurt, TU Darmstadt)

Lecturer on management information systems (University of Münster, ETH Zurich)

Limited partner in various companies

Board of Directors at Schweizer AG

Best regards from Lohr am Main

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Oswald

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.

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.

