

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.