

10 Resolution on the compensation of Supervisory Board members

Pursuant to § 113 (3) 3 AktG, the shareholders' meeting of a company listed on the stock exchange must resolve on the compensation of Supervisory Board members at least every four years. The first resolution must take place by the end of the first shareholders' meeting following December 31, 2020. A resolution that confirms the compensation is permitted.

The compensation of the Supervisory Board is regulated by § 13 of the Articles of Incorporation and was most recently amended by the shareholders' meeting on May 25, 2016. § 13 of the Articles of Incorporation, along with the compensation system which regulates compensation for the Supervisory Board described there, is appended to the agenda under "Compensation of Supervisory Board members (item 10 of the agenda)". They are also available under the following website upon convocation of the shareholders' meeting, as well as over the full duration of the shareholders' meeting:

www.telekom.com/hv

The Board of Management and the Supervisory Board propose the adoption of the following resolution:

The compensation of Supervisory Board members in accordance with § 13 of the agenda, including the underlying compensation system, which is contained in the invitation to the shareholders' meeting, appended to the agenda under "Compensation of Supervisory Board members (item 10 of the agenda)," is confirmed.