

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]

[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

Motions / counter-motions / approval of the agenda items

ITEM no. 1

Concerning items 1 through 9 on the agenda

Shareholder Oswald

I call on the shareholders to support my motions and counter-motions!

I hereby submit the motion / counter-motion / approval No. 1 see remuneration report

We call on the Supervisory Board, or the Supervisory Board should resolve, with regard to remuneration for the Board of Management members for the coming fiscal year,

to reduce it by half, until further notice, provisionally as a trial and probationary period,

In the era of coronavirus, such remuneration was inappropriate and disrespectful, in particular when one actually **treats oneself to a pay rise** in the midst of the pandemic! **Maximum remuneration of 9.1 million euros** only for the CEO, without benefits or pension commitments.....

That is over **460 times more** than a sales assistant,

That is over **430 times more** than someone working for minimum wage,

That is a daily wage per working day of **over € 43,000**, or **over € 5000** per hour

Again, for comparison, the CEO treats himself to **a remuneration that's up to 32 times** that of our Federal President Frank-Walter Steinmeyer, and **up to 34 times** that of our Federal Chancellor ...Olaf Scholz

Furthermore, it is objectionable and incomprehensible that an entire host of attorneys and the like are in the back office, answering the shareholders' questions for the Board of Management members and the Supervisory Board members and our Board of Management members and Supervisory Board members only read aloud what other attorneys have written. What are the Board of Management members and the Supervisory Board members afraid of...? Or is that incompetence....?

Our Federal Chancellor ...Olaf Scholz needs to **answer questions himself** at his press conferences, **for much, much less money....?**

Are the Deutsche Telekom

Board of Management and Supervisory Board members incapable of answering shareholders' questions themselves.... ?

I hereby submit the motion / counter-motion no. 2 to item 3 of the agenda

stating that the actions of the Board of Management are not to be approved.

I propose a separate vote for all **Board of Management members and Supervisory Board members.**

Many shareholders, including in our environment, are of the opinion that the remuneration report **could also be called a fairy tale report, or story hour? One that the Brothers Grimm** would appreciate? Mr. CEO, can you still calculate your remuneration yourself, or do you need a remuneration advisor? CEOs frequently hire remuneration advisors to justify their excess remuneration, to confirm its appropriateness horizontally and vertically in an **expert opinion! These costs are always borne by shareholders and usually amount to around 100,000 euros!**

I hereby submit the motion / counter-motion no. 3 to the agenda items

The chair of the meeting should read the election results of today's shareholders' meeting slowly, loud, and clear, to ensure that all shareholders **can understand and clearly recognize** the election results.

Repeated election results of 99 percent is that possible at all, or is something completely wrong there...?

All fairy tales begin with once upon a time, and once upon a time the **T-Share reached an all-time high of approx. € 105 (according to Onvista), after which the share price plummeted to an all-time low of approx. € 8.** The share price is now approx. € 22. Many, many shareholders have lost much, much money with the **T-Share.** In recent years, the share price of **T-Shares** has really only risen slowly or stagnated.

The management team is full of people with "Dr. Dr." titles, some of whom have been there for years, but have not managed to do anything serious, decisive to take the price of the **T-Share** a decisive step forward. What we need at **Deutsche Telekom** is doers, not just titleholders making off with utopian levels of remuneration. The **maximum remuneration now amounts to 9.1 million euros (EUR 9,100,000) plus additional** benefits, such as phantom shares, pension commitments, survivors' pensions, pension entitlements, and so on.

The pension agreement also includes arrangements for **surviving dependents in the form of entitlements for widowed spouses and orphans.** The pension for surviving dependents for widowed spouses amounts to 60 percent of the retirement pension which Timotheus Höttges would have been entitled to at that point in time. The **orphan's pension is 12 percent for half-orphans and 20 percent for full orphans, but not more than 60 percent** of the amount in total.....and so on.

At the last shareholders' meeting in 2023, you presented a video, Höttges (€ 9.1 million maximum remuneration) **with a sailing yacht, which was justifiably criticized by the shareholders, who can do that with a normal income of approx. € 50k per year and wage increases of 3 percent.**

Where is the proportionality...?

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?

Time and again we read serious media reports regarding plagiarism in politics, and now in AGs, where plagiarisms – false Dr. titles – are discovered and have to be returned. This is something that not only damages the person themselves; it especially results in

severe damage to the AG. 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,

██████████, who is working on behalf of VW to help Volkswagen EVs in China achieve a breakthrough – as CEO of the joint venture Volkswagen Anhui Automotive Company Ltd. Credit: Porsche Consulting.....?

Where does your corporation stand in the debate? How do you intend to avoid this damage to your image? What preventive measures are you arranging in our corporation...?

Just think of our blue-blooded chancellor candidate of the CDU/CSU, Karl - Theodor Freiherr von und zu Guttenberg, who also plagiarized his thesis and had to go....and so on...?

We respectfully ask that you also answer our motion as a question in the shareholders' meeting and submit a detailed statement in response...?

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

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Oswald