

Statement

Regarding the agenda items

Hans Oswald, stockholder

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Future annual stockholders' meetings must be held in hybrid form.

Reasons:

I propose the motion that future annual stockholders' meetings be obligatorily held in hybrid form.

I propose that the agenda items be legally modified and amended such that future annual stockholders' meetings must be held in hybrid form. This would give every stockholder the opportunity to attend the Annual Stockholders' Meeting, either virtually or in person.

Additional reasons:

- 1. A good example from the practical participation in annual stockholders' meetings: I, Hans Oswald, registered for the Annual Shareholder Meeting of Deutsche Telekom in Bonn on April 9, 2025 and had also submitted two countermotions and three election proposals.**

I then became ill and was unable to travel the four hours in each direction.

CEO Tim Höttges was very sad because he and the other members of the Board of Management as well as the members of the Supervisory Board had expected to see me like every year.

My two countermotions and three election proposals lapsed because I had to be present at the ASM to present them.

Had the ASM been held as a hybrid event, I could have participated in virtual format from my home computer, and my two countermotions and three election proposals would have been valid.

2. Even during the COVID pandemic, when the virtual annual stockholders' meetings were introduced, **meeting chairs and members of the board of management repeatedly** pledged and communicated to the stockholders **at the annual stockholders' meetings** that they were looking forward to holding in-person annual stockholders' meetings again following the pandemic.
3. **Stockholders are being excluded from the annual stockholders' meetings if they are not able or willing to use the internet for various reasons, or are not mobile, etc. And this is obviously intentional.**
4. The illusory reasons repeated again and again by chairs of the meetings and board of management members, stating that hybrid stockholders' meetings are too expensive, are wrong.
We have a very simple, straightforward recommendation for how to finance this kind of meeting:
reduce the excess compensation of the board of management members and supervisory board members by the cost of the hybrid stockholders' meetings.
5. **By way of comparison once again, the Chairman of the Board of Management** treats himself to maximum compensation that is **many times greater than that** of the German president as well as that of the German chancellor.
And "many times" usually means 20 to 60 times more (I always calculate this at the time of the ASM).

This is just excessive, unrealistic, and sheer profiteering.
Couldn't profiteering be considered a criminal offense?

In that regard this would not be especially painful for the members of the board of management and the supervisory board.

6. Hybrid annual stockholders' meetings would be too complicated from a legal standpoint? **This shouldn't be a problem** considering all the attorneys you employ. **It would be a show of incompetence to the detriment of the stockholders** if your resourceful attorneys didn't find a way to make this work. After all, your lawyers demonstrate true resourcefulness when it comes to justifying the excessive compensation figures, **constantly presenting servile, fairytale-esque experts who actually succeed in making the horizontal and vertical compensation comparisons look positive. As always, it is the stockholders who have to pay the price.**
7. As we have repeatedly established that more than 90% of stockholders and stockholder representatives want to see hybrid and/or in-person annual stockholders' meetings, I call

on all like-minded stockholders and stockholder representatives to continually propose similar motions until the executives listen to the stockholders. It is unacceptable that **employees – and I'm referring here to members of the boards of management and supervisory boards – refuse to do their job** and the companies' bosses are preventing the stockholders from exercising their rights. Members of the boards of management and supervisory boards want to reduce the actual bosses, the companies' owners, to beggars.

8. **Hybrid stockholders' meetings are feasible, as demonstrated by ING in the Netherlands, which has held them in the past.**
9. **At numerous annual stockholders' meetings held in virtual form over the past few years, certain unacceptable behaviors by board of management and supervisory board members have crept into the proceedings to the detriment of the stockholders so as to circumvent the actual bosses: the stockholders.**
10. **Many stockholders are disappointed that stockholder champions like SdK and DSW were not able to enforce hybrid stockholders' meetings and let themselves be led around by the nose by the companies.**
11. **We cordially ask that you respond to this statement / motion, also in the form of a question at the Annual Stockholders' Meeting, and issue a comprehensive statement here.**

Best regards from the "Snow White town" of Lohr am Main

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Hans Oswald