

	Peter Löscher	Pablo de Carvajal González	María García-Legaz Ponce	Ernesto Gardelliano	Michael Hoffmann	Julio Linares Lopez	Stefanie Oeschger	Jaime Smith Basterra
Member since	1 April 2020	25 July 2018	7 June 2018	5 October 2020	5 October 2012	16 October 2017	3 October 2020	4 January 2022
Elected until	AGM 2027	AGM 2027	AGM 2027	AGM 2027	AGM 2027	AGM 2027	AGM 2027	AGM 2027
Employee representative								
Shareholder representative	x	x	x	x	x	x	x	x
Independence	x				x		x	x
Overboarding	no	no	no	no	no	no	no	no
Financial Expert				x	x		x	x
Year of birth	1957	1963	1970	1962	1961	1945	1969	1965
Gender	male	male	female	male	male	male	female	male
Birthplace	Austria	Spain	Spain	Argentina	Germany	Spain	Germany	Spain
Internationality	x	x	x	x	x	x	x	x
Leadership	x	x	x	x	x	x	x	x
Familiarity Telecommunications Sector	x	x	x	x	x	x	x	x
Finance	x		x	x	x		x	x
M&A / Strategy	x	x	x	x	x	x	x	x
Marketing & Sales	x				x	x	x	x
Legal / Regulatory		x				x		
HR*	x	x	x	x	x	x	x	x
Network / Technology	x					x		x
Sustainability / ESG	x	x	x	x	x		x	
Digital Transformation / Cyber Security / Innovation	x					x	x	x

	Martin Butz	Yasmin Fahimi	Cansever Heil	Christoph Heil	Thomas Pfeil	Joachim Rieger	Barbara Rothfuß	Dr. Jan-Erik Walter
Member since	17 May 2018	17 May 2023	3 April 2019	3 June 2013 to 17 May 2018; 3 April 2019	3 June 2013	31 October 2014	17 May 2023	3 June 2013
Elected until	AGM 2028	AGM 2028	AGM 2028	AGM 2028	AGM 2028	AGM 2028	AGM 2028	AGM 2028
Employee representative	x	x	x	x	x	x	x	x
Shareholder representative								
Independence								
Overboarding	no	no	no	no	no	no	no	no
Financial Expert					x			
Year of birth	1970	1967	1968	1965	1966	1967	1962	1961
Gender	male	female	female	male	male	male	female	male
Birthplace	Germany	Germany	Turkey	Germany	Germany	Germany	Germany	Germany
Internationality	x							
Leadership	x	x	x					
Familiarity Telecommunications Sector	x		x	x	x	x	x	x
Finance	x				x			x
M&A / Strategy								
Marketing & Sales	x		x			x		
Legal / Regulatory				x				
HR*	x	x	x	x	x	x	x	x
Network / Technology	x			x	x		x	
Sustainability / ESG		x			x			x
Digital Transformation / Cyber Security / Innovation		x		x				

\* Employee representatives have HR experience as member of works council or trade union