

	Peter Löscher	María García- Legaz Ponce	Ernesto Gardelliano	Michael Hoffmann	Julio Linares Lopez	Stefanie Oeschger	Jaime Smith Basterra	Ángel Vilá Boix
Member since	1 April 2020	7 June 2018	5 October 2020	5 October 2012	16 October 2017	3 October 2020	4 January 2022	26. March 2025
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	
Year of birth	1957	1970	1962	1961	1945	1969	1965	1964
Gender	male	female	male	male	male	female	male	male
Birthplace	Austria	Spain	Argentina	Germany	Spain	Germany	Spain	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	x
M&A / Strategy	x	x	x	x	x	x	x	x
Marketing & Sales	x			x	x	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	x		x		x
Digital Transformation / Cyber Security / Innovation	x				x	x	x	x

	Yasmin Fahimi	Albert Graf	Cansever Heil	Christoph Heil	Oliver Ibsen	Thomas Pfeil	Joachim Rieger	Dr. Jan-Erik Walter
Member since	17 May 2023	1 November 2025	3 April 2019	3 June 2013 to 17 May 2018; 3 April 2019	1 January 2026	3 June 2013	31 October 2014	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			x	x		
Year of birth	1967	1968	1968	1965	1970	1966	1967	1961
Gender	female	male	female	male	male	male	male	male
Birthplace	Germany	Germany	Turkey	Germany	Germany	Germany	Germany	Germany
Internationality								
Leadership	x	x	x					
Familiarity Telecommunications Sector		x	x	x	x	x	x	x
Finance		x			x	x		x
M&A / Strategy								
Marketing & Sales			x				x	
Legal / Regulatory				x				
HR*	x	x	x	x	x	x	x	x
Network / Technology				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