

## Supplementary Agreement Sales Agents and Lobbyists

### Supplementary Agreement for Contractors

that, directly or indirectly, support the companies of the Deutsche Telekom Group

- in the sale of products and services or
- in dealings with governments, authorities, or other public sector bodies

(sales agents and lobbyists).

In addition to the Terms and Conditions of the Deutsche Telekom Group for Purchasing Consulting Services (EB Consulting), the following special rules apply to the aforementioned Contractors:

1. The Contractor is aware that corruption is punished by criminal law. The Contractor assures that all prohibitions of corruption applicable to the Contractor and the order are adhered to.
2. The Contractor particularly assures that it will not misuse the remuneration, either in whole or in part, to unfairly influence public sector bodies and/or employees or agents of business partner companies and that the remuneration will not be otherwise used for any illegal purpose.
3. The Contractor also assures that all natural persons it involves in the order are obligated to adhere to the prohibitions of corruption as per Items 1 and 2 of this Supplementary Agreement.
4. The Contractor assures that it has disclosed to the Customer all conflicts of interest relating to the fulfillment of the Order or will disclose all such conflicts to the Customer without undue delay and that it has no personal or business connections with public officials or public sector bodies who can make or arrange decisions regarding the fulfillment of the Order that have effects on the Deutsche Telekom Group.
5. Beyond the general obligations to provide proof as per the EB Consulting (particularly Item 5 (3)), the Contractor is obligated to provide regular written information about its activities and work results.



6. The Contractor may only bear travel costs and other expenses of public officials and public sector bodies relating to the fulfillment of the Order after obtaining the Customer's prior written consent. The same applies to hospitality invitations that go beyond what is considered socially appropriate and to gifts of more than negligible value to public officials and public sector bodies.
7. If the Contractor represents the Customer's interests vis-à-vis representatives from the political sphere, governments, the respective ministries, or committees, it undertakes to adhere to the statutory provisions as amended regarding the transparency of political lobbying. This also includes the relevant codes of conduct.
8. If there are justified grounds to suspect corruption, the Contractor must grant the Customer or an external auditor appointed by the Customer access to all information relating to the suspicion of corruption and the fulfillment of the Order. The Contractor shall ensure that this right of the Customer can also be asserted vis-à-vis all subcontractors appointed by the Contractor.
9. If there are justified grounds to suspect corruption or if statutory provisions for representing interests with integrity are violated, the Customer has the right to extraordinary termination.
10. If suspicions of corruption relating to the fulfillment of the Order are confirmed, the Contractor is obligated to pay back the remuneration in full.