Corporate Responsibility Report 2022

GRI-Index

Global Compact Communication on Progress

Sustainability Accounting Standards Board (SASB)

T

General Disclosures

Indicator   Reference

GRI 2: General Disclosures

The organization and its reporting practices

2–1 Organizational details

> ❯ Management & facts > Strategy > CR strategy & management > Business activities and organization
> ❯ www.telekom.com/en/company/company-profile
> ❯ www.cr-report.telekom.com/2022/imprint
> ❯ www.telekom.com/en/company/worldwide

2–2 Entities included in the organization's sustainability reporting

> ❯ About this report
> ❯ www.telekom.com/en/company/worldwide

2–3 Reporting period, frequency and contact point

> ❯ About this report

2–4 Restatements of information

> ❯ About this report

Omission/Additional information
There were no changes in reporting in the reporting period.
You will find the links to the report structure and the main topics opposite.

2–5 External assurance

> ❯ Management & facts > Strategy > Sustainability standards > GRI-Index
> ❯ Independent assurance report

Activities and workers

2–6 Activities, value chain and other business relationships

> ❯ Management & facts > Strategy > CR strategy & management > Business activities and organization
> ❯ Annual Report 2022
> ❯ Management & facts > Economy > Suppliers > Supply chain management

2–7 Employees

> ❯ Management & facts > Social > Headcount and part-time work > Number of employees by country
> ❯ Management & facts > Social > Diversity > Percentage of women in total workforce

Indicator   Reference

> ❯ Management & facts > Social > Headcount and part-time work > Part-time employees Deutsche Telekom Group
> ❯ Management & facts > Social > Corporate culture & the workplace > Flexible working models for a wide range of needs at Deutsche Telekom in Germany
> ❯ Management & facts > Social > Staff restructuring > Fluctuation rate
> ❯ HR-Factbook

Omission/Additional information
Information unavailable/incomplete

Total number of temporary and permanent employees

Gender / Type of contract	Temporary	Permanent	Not differentiated by the system	Total
Male	940 858	75 385,8	51,9	**76 378,5**
Female	492 082	32 841,1	26,5	**33 359,7**
Not differentiated by the system		234,4	96 786,4	**97 020,8**
Total	**1 432,9**	**108 461,3**	**96 864,8**	**206 759,1**

Employees with non-guaranteed working hours are not included in our system.

An extensive range of KPIs and information about Deutsche Telekom's workforce is available in the company's HR Factbook.

2–8 Workers who are not employees

Omission/Additional information
Information unavailable/incomplete
Employees who are not employees of Deutsche Telekom (such as temporary workers and leased personnel) are not included in our system.

Governance

2–9 Governance structure and composition

> ❯ Management & facts > Strategy > CR strategy & management > Business activities and organization
> ❯ Management & facts > Strategy > CR strategy & management > Current organizational structure
> ❯ Annual Report 2022
> ❯ Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)

Indicator	Reference	Checked

Omission/Additional information

All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.

2–10 Nomination and selection of the highest governance body

> Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)
> Management & facts > Social > Diversity > Our approach to diversity and equal opportunity

Omission/Additional information

All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.

2–11 Chair of the highest governance body

> Annual Report 2022
> Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)

2–12 Role of the highest governance body in overseeing the management of impacts

> Management & facts > Strategy > CR strategy & management > Current organizational structure
> Management & facts > Strategy > Materiality > Our process for identifying material CR topics

Omission/Additional information

The Supervisory Board of Deutsche Telekom AG supervises the Group's fulfillment of due diligence obligations, and its execution of processes, that serve the purpose of identifying and controlling economic, environmental and social impacts. To that end, the Supervisory Board cooperates with stakeholders and regularly conducts discussions with investors. In addition, the Supervisory Board's ESG commissioner remains available for regular discussions with stakeholders. The Supervisory Board takes findings from these discussions into account in its work.

2–13 Delegation of responsibility for managing impacts

> Management & facts > Strategy > CR strategy & management > Business activities and organization
> Management & facts > Strategy > CR strategy & management > Current organizational structure

2–14 Role of the highest governance body in sustainability reporting

> About this report
> Management & facts > Strategy > Materiality > Our process for identifying material CR topics

2–15 Conflicts of interest

> Management & facts > Strategy > CR strategy & management > Current organizational structure
> Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)
> Annual Report 2022

2–16 Communication of critical concerns

> Management & facts > Strategy > Compliance > Further development of the compliance management system through regular risk assessment
> Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)

2–17 Collective knowledge of the highest governance body

> Management & facts > Strategy > CR strategy & management > CR strategy

2–18 Evaluation of the performance of the highest governance body

> Corporate Governance Statement in accordance with §§ 289f and 315d of the german commercial code (HGB)

Omission/Additional information

The Supervisory Board of Deutsche Telekom AG conforms to Recommendation D.12. of the German Corporate Governance Codex (DCGK). In order to regularly assess the effectiveness of the Supervisory Board's work, the Supervisory Board and the Audit Committee conduct an efficiency audit every two years. The results of such audits provide new impetus for the Supervisory Board's work.

2–19 Renumeration policies

> Remuneration Report
> Sustainability targets in remuneration ✓

2–20 Process to determine remuneration

> Remuneration Report

2–21 Annual total compensation ratio

> Remuneration Report

Omission/Additional information
Not applicable

The Shareholders Rights Directive, which has been transposed into German law by the Act Implementing the Second Shareholders' Rights Directive (ARUG II), has the aims of enhancing the transparency of corporate-remuneration policies and expanding the scope of information concerning the remuneration of the Board of Management that is subject to publication requirements. In Deutsche Telekom's remuneration report, we compare, as required, the percentage change in the remuneration of average employees with the change in the remuneration of members of the Board of Management. In so doing, we fulfill our disclosure obligations, and thereby enable shareholders, and other shareholders, to assess our remuneration policy and to determine

Indicator   Reference

whether it accords with the interests of our shareholders and employees. The EU does not require any additional publication of multiples.

Strategy, policies and practices

2–22 Statement on sustainable development strategy

> Management & facts > Strategy > Foreword > Foreword

2–23 Policy commitments

> Management & facts > Strategy > Compliance > Compliance management system aligned with the company's risk situation
> Management & facts > Social > Human rights > Code of Human Rights & Social Principles
> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Strategy > Risks & Opportunities > Risk and opportunity management
> Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance Indicators

2–24 Embedding policy commitments

> Management & facts > Social > Human rights > Code of Human Rights & Social Principles

2–25 Processes to remediate negative impacts

> Management & facts > Strategy > Compliance > Compliance management system aligned with the company's risk situation
> Management & facts > Strategy > Compliance > Further development of the compliance management system through regular risk assessment
> Management & facts > Strategy > Compliance > Systematic handling of infractions
> Management & facts > Strategy > Compliance > "TellMe" whistleblower portal

2–26 Mechanisms for seeking advice and raising concerns

> Management & facts > Strategy > Compliance > Compliance management system aligned with the company's risk situation
> Management & facts > Strategy > Compliance > Raising awareness of compliance risks among staff
> Management & facts > Strategy > Compliance > Systematic handling of infractions

2–27 Compliance with laws and regulations

> Telekom Website
> Management & facts > Strategy > Compliance > Systematic handling of infractions
> Annual Report 2022

Omission/Additional information
For information on relevant legal proceedings and outcomes, please refer to the section "Risk and opportunity management" in the combined management report.

Indicator   Reference

2–28 Membership associations

> Management & facts > Strategy > Stakeholder management > Overview of memberships and collaborations
> Management & facts > Strategy > Political advocacy > Political advocacy
> Management & facts > Strategy > Compliance > A clear reference framework: Deutsche Telekom's compliance policies
> Code of Conduct

Omission/Additional information
The provisions of our Code of Conduct apply to political advocacy and to collaboration in committees and associations.

Stakeholder Engagement

2–29 Approach to stakeholder engagement

> Management & facts > Strategy > Stakeholder management > Our stakeholders
> Management & facts > Strategy > Stakeholder management > Formats of stakeholder engagement
> Management & facts > Strategy > Stakeholder management > Overview of memberships and collaborations

2–30 Collective bargaining agreements

> Annual Report 2022

Omission/Additional information
As of December 31, 2022, 73 % of employees in Germany were covered by collective agreements. We record the Group-wide coverage rate every two years. As of December 31, 2020, it stood at just under 45%.

The collective agreements concluded with the unions do not apply to our employees not covered by collective agreements. The work and employment terms for our employees not covered by collective agreements are set forth in the Group Works Agreement on Conditions of Employment for Employees not Covered by Collective Agreements (GWA AT). In addition, collective agreements of other industries apply to a small number of our employees.

GRI 3: Material Topics

Material topics

3–1 Process to determine material topics

> Management & facts > Strategy > Materiality > Our process for identifying material CR topics
> Management & facts > Strategy > Materiality > Results of the materiality analysis

3–2 List of material topics

> Management & facts > Strategy > Materiality > Results of the materiality analysis

Economy standards

Indicator   Reference

Topic standards: Economy

GRI 205: Anti-corruption

> 3–3 Management of material topics

› Management & facts > Strategy > Compliance > Holistic compliance management system
› Management & facts > Economy > Suppliers > Our approach to sustainable procurement

> 205–1 Operations assessed for risks related to corruption

› Management & facts > Strategy > Compliance > Further development of the compliance management system through regular risk assessment

Omission/Additional information
Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. The 2022 CRA covered 69 units (61 companies, and 8 units of Group Headquarters, excluding T-Mobile US) and thereby achieved a coverage rate of 93.6 percent (in terms of full-time equivalents (FTE); as of 31 Dec. 2022).

The following risks of corruption were identified as the most likely within the scope of our risk analysis:

1. A benefit is granted to a business partner's employee or representative in connection with a specific forthcoming business decision, in order to gain an unfair competitive advantage (e.g., a decision-maker on the customer side is invited to a prestigious sports event, in order to sway them into renewing an existing framework agreement that is coming up for renewal).

2. A benefit is granted to a member of the public sector in connection with an official action (e.g., giving high-end devices to a public official who is responsible for the tendering process).

3. Following a merger/acquisition of a company, cases of corruption (e.g., in connection with consultants) from before the acquisition come to light and are attributed to Deutsche Telekom.

4. A sales agent/consultant uses a part of their fee as a bribe in order to win a contract.

Indicator   Reference

5. A German head of department travels to an international location of his/her employer, and there hands over money to an employee of the local building authority, in order to convince that employee to issue a construction permit without taking account of obstacles to such a permit.

6. An employee formulates selection criteria in favor of one supplier or one consultant. Procurement has no choice other than to include this supplier/consultant in its selection. Alternatively, an employee influences an auction/tender in favor of one bidder. In return, the employee receives a benefit from the relevant supplier or consultant.

7. An employee makes an agreement with a supplier to add an extra amount – such as 10 percent – to a bill. The supplier then pays half of the extra amount charged into a private bank account of the employee.

8. An employee posts lucrative orders to retailer IDs and accepts money in return.

9. An employee accepts a benefit in connection with a specific business decision (e.g., a supplier invites an employee to a prestigious sports event, and there is a close material and temporal correlation between the event and the upcoming renewal of an existing agreement).

10. An employee approves loan agreements with terms that are not normal for the relevant market (e.g., with excessively high interest). The employee receives a benefit from the lender in return.

11. In invoices, bribe payments are disguised as payments for partial services that were actually not provided.

Indicator   Reference

205–2 Communication and training about anti-corruption policies and procedures

❯ Management & facts > Strategy > Compliance > Raising awareness of compliance risks among staff
❯ Telekom Website

Omission/Additional information
Communication and training on anti-corruption policies and procedures

We use regular training measures to inform and raise awareness among our employees about compliance. In addition to classroom courses, we also use various interactive e-learning formats. In addition, customized classroom courses on compliance and anti-corruption are given to members of the management boards and executives. Managers are addressed about their extraordinary responsibility and informed about trends and changes in the law. Participation by members of the Board of Management is not thoroughly documented. Details on the compliance training we provide for our employees, and on the ways in which we foster employee awareness in this area, are provided on the Deutsche Telekom website.

E-learning training Group-wide
In 2022, more than 18 000 employees in high-risk positions (sales, procurement) completed the anti-corruption e-learning course, around 140 000 employees received a certificate for completing a compliance e-learning course; at T-Mobile US, more than 97% of employees took part in a company-specific integrity e-learning in the reporting year.

Implementation of Group Policy throughout the Group
Deutsche Telekom has introduced the Group Policy on Avoiding Corruption and Other Conflicts of Interest, which sets out the relevant responsibilities and duties and includes a list of possible conflicts of interest. We also introduced our Group Policy on Accepting and Granting of Benefits, which clearly specifies which benefits may be granted to and accepted from business partners. Both policies have been rolled out and communicated throughout the Group and approved by the managing boards at the various companies.

Providing information and training to business partners
Our business partners are required to accept the Deutsche Telekom General Terms and Conditions for Purchasing before entering into a business relationship with us. These include a Supplier Code of Conduct incorporating our principles for avoiding corruption. In addition, we ask our business partners questions regarding their compliance management systems as part of the supplier self-assessment process. Deutsche Telekom has been offering online compliance training to external business partners and suppliers since September 2014. The training particularly focuses on small and medium-sized German business partners and suppliers. This encourages our partners even more to conduct their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-relevant topics such as corruption prevention, anti-trust law, and sustainability and introduces Deutsche Telekom's compliance management system. The participation of our business partners in these trainings is not consistently documented.

Indicator   Reference

205–3 Confirmed incidents of corruption and actions taken

❯ Telekom Website
❯ Annual Report 2022

Omission/Additional information
Deutsche Telekom engages in extensive compliance management activities to prevent and fight corruption. Any violations we uncover during our investigations are punished appropriately. In some cases, employment relationships have even been terminated for good cause. You can find more information on the Deutsche Telekom website.

No incidents are known to have occurred in 2022 in which agreements with business partners were terminated, or were not renewed, as a result of violations in connection with corruption.

For information on relevant legal proceedings and outcomes, please refer to the section "Risk and opportunity management" in the combined management report.

Environment standards

Indicator   Reference

Topic standards: Environment

GRI 301: Materials

3–3 Management of material topics

❯ Management & facts > Environment > Circular economy & resource conservation > Our efforts to bring about a circular economy

❯ Management & facts > Economy > Sustainable and innovative products > Our approach to sustainable products and services

301–1 Materials used by weight or volume

❯ Management & facts > Environment > Environmentally friendly products & services > Ecologically sustainable products

❯ Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging

Omission/Additional information
Information unavailable/incomplete

To date, the total weight and volume of the materials used to manufacture and package our most important products have not been recorded in a consolidated format. For this reason, it is not possible to break down those materials by non-renewable materials and renewable materials.

301–2 Recycled input materials used

❯ Management & facts > Environment > Environmentally friendly products & services > Ecologically sustainable products

❯ Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging

Omission/Additional information
Information unavailable/incomplete

To date, the fraction of recycled raw materials in the materials used to manufacture our most important products has not been recorded in a consolidated format.

We are constantly improving our range of sustainable products. And we work constantly to increase the fractions of recycled plastics that enter into our products. Some of the devices we sell already contain large fractions of recycled plastic. Also, the packaging for our products is already completely plastic-free.

In addition, we strongly encourage our suppliers to use resources responsibly and to reuse materials wherever possible. This

Indicator   Reference

includes urging our suppliers to use sustainable packaging, with reduced fractions of plastic, and to use recycled materials.

301–3 Reclaimed products and their packaging materials

❯ Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging

❯ Management & facts > Environment > Waste prevention & recycling > Used mobile device collection

❯ Management & facts > Environment > Waste prevention & recycling > ESG KPI Take Back Mobile Devices (including mobile phones)

❯ Management & facts > Environment > Waste prevention & recycling > ESG KPI Take Back CPEs (including fixed-line)

GRI 302: Energy

3–3 Management of material topics

❯ Management & facts > Environment > Climate protection & risks > Our approach to measuring our climate-protection progress

❯ Management & facts > Environment > Energy consumption & efficiency > Our approach to energy-efficient networks

❯ Management & facts > Environment > Circular economy & resource conservation > More-sustainable Deutsche Telekom buildings

❯ Management & facts > Environment > Mobility > Our strategy for climate-friendly mobility in Germany

302–1 Energy consumption within the organization

❯ Management & facts > Environment > Energy consumption & efficiency > Total energy consumption ✔

❯ Management & facts > Environment > Renewable energy > ESG KPI "Renewable Energy" ✔

❯ Management & facts > Environment > Renewable energy > Renewable energy in the Group

Omission/Additional information
Not applicable

Energy consumption at Deutsche Telekom primarily pertains to the consumption of electricity, district heating, fossil fuels, and fuel for our vehicle fleet. The amount of energy sold by Deutsche Telekom is not significant and generally not included in our energy and fuel consumption values.

Indicator   Reference

302–2 Energy consumption outside of the organization

- ❯ Management & facts > Environment > Energy consumption & efficiency > Total energy consumption ✅
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) DT Group ✅
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scope 3) DT Group

302–3 Energy intensity

- ❯ Management & facts > Environment > Energy consumption & efficiency > ESG KPI "Energy Intensity" DT Group ✅
- ❯ Management & facts > Environment > Energy consumption & efficiency > ESG KPI "Energy Intensity" DT Group in Germany ✅

302–4 Reduction of energy consumption

Omission/Additional information
Information unavailable/incomplete

We do not provide the specific breakdown of the data as the effort required to collect the KPI is not in proportion to the additional benefit gained from it.

302–5 Reductions in energy requirements of products and servicesand servics

Omission/Additional information
Information unavailable/incomplete

We do not provide the specific breakdown of the data as the effort required to collect the KPI is not in proportion to the additional benefit gained from it.

GRI 305: Emissions

3–3 Management of material topics

- ❯ Management & facts > Environment > Climate protection & risks > Climate strategy
- ❯ Management & facts > Environment > Climate protection & risks > Our approach to measuring our climate-protection progress
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) DT Group ✅
- ❯ Management & facts > Environment > Energy consumption & efficiency > Our approach to energy-efficient networks

305–1 Direct (Scope 1) GHG emissions

- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e-Emissions (Scope 1 & 2 Emissions) ✅
- ❯ Management & facts > Environment > Climate protection & risks > Our approach to measuring our climate-protection progress
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) DT Group
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) T-Systems International

Indicator   Reference

305–2 Energy indirect (Scope 2) GHG emissions

- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e-Emissions (Scope 1 & 2 Emissions)
- ❯ Management & facts > Environment > Climate protection & risks > Our approach to measuring our climate-protection progress
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) DT Group
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) T-Systems International

305–3 Other indirect (Scope 3) GHG emissions

- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) DT Group ✅
- ❯ Management & facts > Environment > CO_2e emissions > CO_2e-Emissionen Gesamt (Scope 3) DT Konzern
- ❯ Management & facts > Environment > Climate protection & risks > Our approach to measuring our climate-protection progress
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scopes 1 to 3) T-Systems International
- ❯ Management & facts > Environment > CO_2e emissions > Total CO_2e emissions (Scope 3) Deutsche Telekom EU*

305–4 GHG emissions intensity

- ❯ Management & facts > Environment > CO_2e emissions > ESG KPI "Carbon Intensity" DT Group
- ❯ Management & facts > Environment > CO_2e emissions > ESG KPI "Carbon Intensity" DT Group in Germany

305–5 Reduction of GHG emissions

- ❯ Management & facts > Environment > Climate protection & risks > Climate strategy
- ❯ Management & facts > Environment > Climate protection & risks > Climate target achievement ✅
- ❯ Management & facts > Environment > Enablement factor > Enablement factor: Customers saving on CO_2 emissions
- ❯ Management & facts > Environment > Enablement factor > ESG KPI "Enablement Factor" DT Group in Germany ✅
- ❯ Management & facts > Environment > Enablement factor > ESG KPI "Enablement Factor" DT Group Europe

Omission/Additional information
The climate targets were developed based on the methodology of the "Science Based Targets Initiative" (SBTi).

GRI 306: Waste

3–3 Management of material topics

- ❯ Management & facts > Environment > Waste prevention & recycling > Wastemanagement and recycling
- ❯ Management & facts > Environment > Waste prevention & recycling > Waste production (including e-waste) ✅
- ❯ Management & facts > Environment > Circular economy & resource conservation > Our efforts to bring about a circular economy
- ❯ Management & facts > Environment > Waste prevention & recycling > Used mobile device collection

Indicator   Reference

306–1 Waste generation and significant waste-related impacts

> Management & facts > Environment > Waste prevention & recycling > Wastemanagement and recycling
> Management & facts > Environment > Waste prevention & recycling > Waste production (including e-waste) ✓
> Management & facts > Environment > Waste prevention & recycling > Used mobile device collection
> Management & facts > Environment > Waste prevention & recycling > ESG KPI Take Back Mobile Devices (including mobile phones)
> Management & facts > Environment > Waste prevention & recycling > ESG KPI Take Back CPEs (including fixed-line)

Omission/Additional information
Not applicable

Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. As part of our waste management program, we transparently map the waste we generate. In addition to waste generation, we also record facts and figures relating to the utilization of technical and hazardous waste. Further-reaching data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring. We comply with all legal requirements in all countries when disposing of hazardous waste.

306–2 Management of significant waste-related impacts

> Management & facts > Environment > Circular economy & resource conservation > Our efforts to bring about a circular economy
> Management & facts > Environment > Waste prevention & recycling > Used mobile device collection
> Management & facts > Environment > Waste prevention & recycling > Wastemanagement and recycling
> Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging
> Management & facts > Environment > Waste prevention & recycling > Paper-free and low-paper work

Omission/Additional information
Not applicable

Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. Further-reaching data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring. We comply with all legal requirements in all countries when disposing of hazardous waste.

306–3 Waste generated

> Management & facts > Environment > Waste prevention & recycling > Waste production (including e-waste) ✓

306–4 Waste diverted from disposal

> Management & facts > Environment > Waste prevention & recycling > Wastemanagement and recycling

306–5 Waste directed to disposal

> Management & facts > Environment > Waste prevention & recycling > Wastemanagement and recycling

Social standards

Indicator   Reference

Topic standards: Social

GRI 403: Occupational Health and Safety

3–3 Management of material topics

› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–1 Occupational health and safety management system

› Management & facts > Strategy > CR strategy & management > Certified health, safety and environmental management: almost all workstations covered
› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–2 Hazard identification, risk assessment, and incident investigation

› Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures

403–3 Occupational health services

› Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures
› Management & facts > Social > Occupational health and safety > Psychosocial counseling as part of change management

403–4 Worker participation, consultation, and communication on occupational health and safety

› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–5 Worker training on occupational health and safety

› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–6 Promotion of worker health

› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety
› Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures

Indicator   Reference

› Management & facts > Social > Occupational health and safety > Digitalization and health
› Management & facts > Social > Occupational health and safety > Psychosocial counseling as part of change management

403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–8 Workers covered by an occupational health and safety management system

› Management & facts > Strategy > CR strategy & management > Certified health, safety and environmental management: almost all workstations covered
› Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403–9 Work-related injuries

› Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures
› Management & facts > Social > Occupational health and safety > Health rate ✓
› Management & facts > Social > Occupational health and safety > Work-related accidents in Germany ✓

Omission/Additional information
Information unavailable/incomplete

The number and type of work-related injuries, the number of fatalities, and the number of hours worked are currently not recorded uniformly and fully at Group level for either our employees or our non-permanent employees.

It is currently being examined whether the data can be recorded in the future.

For Germany, we record commuting and occupational accidents. Due to German legal requirements, accidents are counted from the 4th day of absence and calculated in relation to 1 000 FTE. This unit is used as it is a relevant assessment parameter for internal and external comparisons within the Group.

Indicator	Reference	Checked

403–10 Work-related ill health

❯ Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures

❯ Management & facts > Social > Occupational health and safety > Health rate ✓

❯ Management & facts > Social > Occupational health and safety > Work-related accidents in Germany ✓

❯ Management & facts > Social > Occupational health and safety > Psychosocial counseling as part of change management

Omission/Additional information
Information unavailable/incomplete

The number and type of work-related illnesses and work-related fatalities are not recorded uniformly and fully at Group level for either our employees or our non-permanent employees. It is currently being examined whether the data can be recorded in the future.

GRI 405: Diversity and Equal Opportunity

3–3 Management of material topics

❯ Management & facts > Social > Diversity > Our approach to diversity and equal opportunity

405–1 Diversity of governance bodies and employees

❯ Management & facts > Social > Diversity > Commitment to a larger share of women

❯ Management & facts > Social > Diversity > Employees with disabilities

❯ Management & facts > Social > Demography and company pension scheme > Age structure at the Deutsche Telekom Group

❯ Management & facts > Social > Demography and company pension scheme > Age structure in the Deutsche Telekom Group in Germany

❯ Management & facts > Social > Diversity > Percentage of women on the Supervisory Boards ✓

❯ Management & facts > Social > Diversity > Percentage of women on the management board

❯ Management & facts > Social > Diversity > Percentage of women in middle and upper management ✓

Omission/Additional information
Not applicable

Deutsche Telekom is an international corporation that is only represented by a majority interest in some of its national companies. For that reason it is not possible to break down these values based on employee category.

405–2 Ratio of basic salary and remuneration of women to men

❯ Management & facts > Social > Employee relations > Fair pay and benefits

Indicator	Reference	Checked

Omission/Additional information
Not applicable

We have been comparing the pay of male and female employees for several years now. We were unable to identify any significant gender-based differences in pay for our employees in Germany.

In the past, studies (e.g., Logib-D, "eg-check") confirmed that employees receive the same pay for the same job regardless of their gender.

In March 2021, we once again received the "eg-check" certificate from the German Federal Anti-Discrimination Agency. As part of the "eg-check", important requirements such as knowledge, skills, communication, cooperation, and responsibility are all taken into account – criteria which are also applied to Deutsche Telekom's grading process. The methods used for the review were based on statistics, pairwise comparisons, and an extensive check of regulations.

It was not possible to record the pay of our employees at all of our international locations due to data unavailability, relevance to competition, and the time and effort involved.

GRI 406: Non-discrimination

3–3 Management of material topics

❯ Management & facts > Social > Human rights > Our approach to protecting human rights

❯ Experiencing sustainability > New way of working > Human rights > Human rights page

406–1 Incidents of discrimination and corrective actions taken

❯ Management & facts > Social > Human rights > Reports and inquiries regarding human rights

❯ Management & facts > Social > Human rights > Human rights and risk assessment

GRI 407: Freedom of Association and Collective Bargaining

3–3 Management of material topics

❯ Management & facts > Social > Employee relations > Our approach to shaping employee relations

❯ Management & facts > Social > Human rights > Our approach to protecting human rights

❯ Experiencing sustainability > New way of working > Human rights > Human rights page

407–1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

❯ Management & facts > Economy > Suppliers > 2022 audit results

Indicator   Reference

Omission/Additional information

Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Code of Human Rights & Social Principles, are binding for the entire Group, and must be confirmed in writing annually by the Group companies.

We likewise expect our business partners and suppliers to comply with these principles as long as they do not contradict national legislation.

Only in Asia – and especially in China – do we see restrictions on the right to freedom of association. Via our audit activities, we are able to uncover any violations at the operating sites of our suppliers in this region / this country and take appropriate corrective measures.

GRI 415: Public Policy

3–3 Management of material topics

> Management & facts > Strategy > Political advocacy > Political advocacy

415–1 Political contributions

> Management & facts > Strategy > Political advocacy > Association fees – the main political advocacy outlay

Global Compact Communication on Progress

Principle 1: Support and respect for internationally proclaimed human rights

> Management & facts > Social > Human rights
> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Strategy > Compliance
> Management & facts > Economy > Data protection and data security
> Management & facts > Strategy > Political advocacy
> Management & facts > Social > Human rights > Code of Human Rights & Social Principles
> Management & facts > Social > Employee relationships > Fair pay and benefits
> Management & facts > Economy > Suppliers > Our approach for sustainable procurement
> Management & facts > Economy > Suppliers > Supply chain management
> Management & facts > Economy > Suppliers > Auditing procedures
> Management & facts > Economy > Consumer protection
> Management & facts > Social > Occupational health and safety
> Management & facts > Social > Diversity

↗ Annual Report 2022 > Management report > Employees
↗ Annual Report 2022 > Management report > Group strategy
↗ Annual Report 2022 > Management report > Management of the Group

Principle 2: No complicity in human rights abuses

> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Strategy > Compliance
> Management & facts > Strategy > Political advocacy
> Management & facts > Economy > Consumer protection
> Management & facts > Economy > Suppliers > Our approach for sustainable procurement
> Management & facts > Economy > Suppliers > Supply chain management
> Management & facts > Economy > Suppliers > Auditing procedures
> Management & facts > Social > Human rights > Human Rights and Social Performance Report

Principle 3: Uphold freedom of association and the right to collective bargaining

> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Social > Employee relationships > Dialog and cooperation with employee representatives
> Management & facts > Strategy > Compliance
> Management & facts > Economy > Suppliers > Our approach for sustainable procurement
> Management & facts > Economy > Suppliers > Supply chain management
> Management & facts > Economy > Suppliers > Auditing procedures

Principle 4: Elimination of all forms of forced and compulsory labor

> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Strategy > Compliance
> Management & facts > Strategy > Political advocacy
> Management & facts > Economy > Suppliers > Our approach for sustainable procurement
> Management & facts > Economy > Suppliers > Supply chain management
> Management & facts > Economy > Suppliers > Auditing procedures

Principle 5: Abolition of child labor

> Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
> Management & facts > Strategy > Compliance
> Management & facts > Strategy > Political advocacy
> Management & facts > Economy > Suppliers > Our approach for sustainable procurement
> Management & facts > Economy > Suppliers > Supply chain management
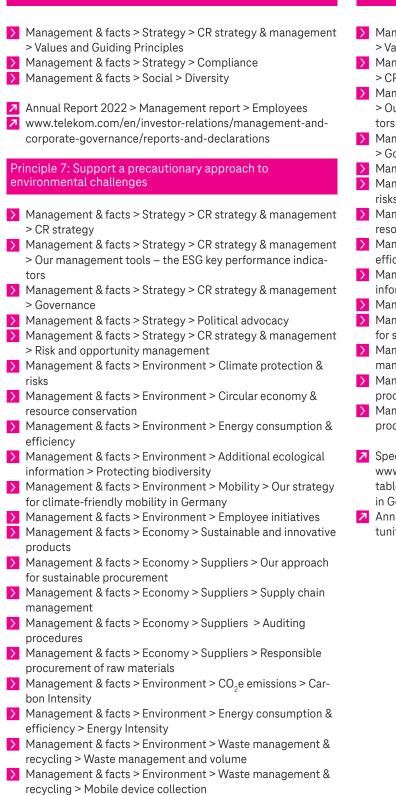> Management & facts > Economy > Suppliers > Auditing procedures

Principle 6: Elimination of discrimination in respect of employment and occupation

- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Social > Diversity

- Annual Report 2022 > Management report > Employees
- www.telekom.com/en/investor-relations/management-and-corporate-governance/reports-and-declarations

Principle 7: Support a precautionary approach to environmental challenges

- Management & facts > Strategy > CR strategy & management > CR strategy
- Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators
- Management & facts > Strategy > CR strategy & management > Governance
- Management & facts > Strategy > Political advocacy
- Management & facts > Strategy > CR strategy & management > Risk and opportunity management
- Management & facts > Environment > Climate protection & risks
- Management & facts > Environment > Circular economy & resource conservation
- Management & facts > Environment > Energy consumption & efficiency
- Management & facts > Environment > Additional ecological information > Protecting biodiversity
- Management & facts > Environment > Mobility > Our strategy for climate-friendly mobility in Germany
- Management & facts > Environment > Employee initiatives
- Management & facts > Economy > Sustainable and innovative products
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
- Management & facts > Economy > Suppliers > Responsible procurement of raw materials
- Management & facts > Environment > CO_2e emissions > Carbon Intensity
- Management & facts > Environment > Energy consumption & efficiency > Energy Intensity
- Management & facts > Environment > Waste management & recycling > Waste management and volume
- Management & facts > Environment > Waste management & recycling > Mobile device collection

- Annual Report 2022 > Management report > Risk and opportunity management

Principle 8: Undertake initiatives to promote greater environmental responsibility

- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > CR strategy & management > CR strategy
- Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators
- Management & facts > Strategy > CR strategy & management > Governance
- Management & facts > Strategy > Political advocacy
- Management & facts > Environment > Climate protection & risks
- Management & facts > Environment > Circular economy & resource conservation
- Management & facts > Environment > Energy consumption & efficiency
- Management & facts > Environment > Additional ecological information > Protecting biodiversity
- Management & facts > Environment > Employee initiatives
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
- Management & facts > Economy > Suppliers > Responsible procurement of raw materials

- Specific absorption rate www.telekom.de/hilfe/geraete-zubehoer/handy-smartphone-tablet/allgemein/sar-werte?samChecked=true (only available in Gerrman)
- Annual Report 2022 > Management report > Risk and opportunity management

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

> Management & facts > Strategy > CR strategy & management > CR strategy

> Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators

> Management & facts > Strategy > CR strategy & management > Governance

> Management & facts > Environment > Environmentally friendly products & services

> Management & facts > Environment > Circular economy & climate strategy

> Management & facts > Environment > Resource efficiency in operations

> Management & facts > Environment > Energy consumption & efficiency

> Management & facts > Economy > Suppliers > Our approach for sustainable procurement

> Management & facts > Economy > Suppliers > Supply chain management

> Management & facts > Economy > Suppliers > Auditing procedures

> Management & facts > Economy > Suppliers > Responsible procurement of raw materials

↗ Annual Report 2022 > Management report > Technology and innovation

Principle 10: Work against corruption in all its forms of, including extortion and bribery

> Management & facts > Strategy > CR strategy & management > CR strategy

> Management & facts > Strategy > Compliance

> Management & facts > Strategy > CR strategy & management > Risk and opportunity management

> Management & facts > Economy > Data protection and data security

> Management & facts > Strategy > Political advocacy

> Management & facts > Economy > Suppliers > Our approach for sustainable procurement

> Management & facts > Economy > Suppliers > Supplier compliance

> Management & facts > Economy > Suppliers > Auditing procedures

↗ www.telekom.com/en/investor-relations/management-and-corporate-governance/reports-and-declarations

↗ Annual Report 2022 > Management Report > Risk and opportunity management

Sustainability Accounting Standards Board (SASB)

SASB-Code	Requirement	Reference
Environmental Footprint of Operations		
TC-TL-130a.1	(1) Total energy consumed, (2) percentage gridelectricity, (3) percentage renewable	▪ Total energy consumption ▪ Renewable energy ▪ ESG KPI "PUE" – lower CO_2 consumption in data centers
Data Privacy		
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	▪ Our approach to data protection ▪ Protection of personal data ▪ Our approach to protection of minors in the media ▪ Data transparency Telekom
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	▪ Our approach to data protection ▪ Transparency report ▪ Data privacy Telekom (only available in German)
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	All relevant legal procedures and outputs are disclosed in the annual report. ▪ Annual report 2022
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	Transparency report, from where individual countries can also be accessed
Data Security		
TC-TL-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	▪ Protection of personal data
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	▪ Our approach to data protection ▪ Cybersecurity ▪ Risks and opportunities arising from data privacy and data security ▪ Security dashboard
End-of-Life Management of Products		
TC-TL-440a.1	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	▪ Used mobile device collection ▪ Waste management & recycling ▪ Waste volume (including E-Waste) ▪ ESG KPI "Take Back Mobile Devices" ▪ ESG KPI "Take Back CPEs"
Competitive Behaviour & Open Internet		
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	All relevant legal procedures and outputs are disclosed in the annual report. ▪ Annual report 2022
TC-TL-520a.2	Average actual sustained download speed of (1) owned and commercially-associated content and (2) non-associated content	The minimum, normal and maximum download speeds are stated in the product specifications. ▪ Example MagentaZuhause (only available in German)
TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practice	▪ Strategic risks and opportunities ▪ Risks and opportunities relating to regulation
Managing Systemic Risks from Technology Disruptions		
TC-TL-550a.1	(1) System average interruption frequency and (2) customer average interruption duration	Network Reliability
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions	▪ Updating and stabilizing the network architecture ▪ Operational risks and opportunities