

CR Strategy

4	Foreword
5	About this report
7	CR Strategy
14	GRI Index
21	SASB
23	PAIs
25	GSMA
28	SDGs
34	UN Global Compact
34	Further reports

Foreword

Dear Readers,

2025 was a strong year for Deutsche Telekom. We exceeded our forecasts and set new records. More than 300 million customers worldwide rely on us. This trust does not come from promises. It comes from reliability.

This reliability is becoming increasingly rare. Rules are becoming less stable, competition is getting tougher, the tone is getting rougher. Technologies are shifting markets in ever shorter cycles. In such an environment, it becomes clear what companies stand for.

Of course, success is measured by the results. But not only. It is also crucial how we achieve those results – what priorities we set and what we take responsibility for. For 30 years, Deutsche Telekom has been committed to operating sustainably. For us, sustainability is not a niche topic; it is part of our business model. It is a lever for identifying opportunities and risks at an early stage and leveraging them economically for the benefit of the environment and society.

We are improving our business across all areas through the consistent use of AI. In 2025, we established a new AI factory in Munich within just 6 months, with the aim of strengthening European sovereignty. It is a central component of a European AI infrastructure, featuring sovereign operations, sovereign data and full alignment with European standards. From the outset we have factored in efficiency and energy consumption.

Neither AI nor sustainability are self-running processes. Their value emerges where they are integrated and where they help us make better decisions. One example is the European Union's Copernicus Data Space Ecosystem. It provides free access to Earth observation data that makes environmental and climate changes visible. Together with European partners, we contribute our technological expertise to make this data available – as a basis for decision-making for policymakers, scientists, society, and business.

Because only reliable data makes the protection of our climate manageable. For our own company, we reached an important milestone in 2025: group-wide we became greenhouse gas neutral in our own operations (Scope 1 and 2) – as the first multinational telecommunications group and the first DAX 40 company. Since 2017, we have reduced our emissions by more than 94 percent and neutralized remaining emissions through high-quality projects that capture CO₂e from the atmosphere.

We remain committed to our climate strategy and implement it consistently. And yes, our stock market value has developed positively during this time, as has our brand value. Deutsche Telekom is the strongest corporate brand in Germany and Europe and remains the world's leading telco brand. The belief that climate protection and economic success are mutually exclusive is, in my view, a false debate. Implemented intelligently, they reinforce each other and create trust.

Trust alone is not enough in a world of new technologies, especially at a time when new AI applications are emerging every day. People cannot simply rely on information generated by AI models. They must learn to distinguish facts from fake. Digital inclusion and broad media literacy are therefore crucial to enabling individuals to make informed decisions and societies remain competitive. In 2025 alone, Deutsche Telekom invested around 977 million euros in digital inclusion worldwide, reaching 40 million people.

Reliability is most evident when it really counts. For example, in case of natural disasters, which unfortunately also affected us in 2025, when infrastructure is critical and person-to-person communication matters. For example, we were once again able to help during wildfires and floods in the United States or earthquakes in Greece. This is thanks to the skills and strong commitment of our employees worldwide, who ensure that our networks continue to run, even in exceptional situations.

Also in the future, we will continue to do everything we can to justify the trust placed in Deutsche Telekom. Because progress does not come from waiting. It comes from the courage to make clear decisions – and the reliability to follow through on them.

Yours

Tim Höttges

About this report: why a CR report despite a sustainability statement?

CR reporting has been common practice at Deutsche Telekom for over 25 years. In addition to our CR report, we have been publishing a non-financial statement in our Annual Report annually since the 2017 reporting year, thus meeting the requirements of Sections 289c to 289e of the German Commercial Code (HGB), Sections 315c in conjunction with 289c to 289e of the German Commercial Code (HGB) and the EU Taxonomy Regulation. In the reporting year, we prepared the non-financial statement for the second time in a row as a [Sustainability statement](#) in full application of the European Sustainability Reporting Standards (ESRS).

In 2024, for the first time, we conducted a double materiality analysis in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) to identify impacts on society and the environment as well as risks and opportunities for our business activities in connection with sustainability issues. In the reporting year, we updated this materiality analysis. Further information on the materiality process and its results can be found in our [Sustainability statement](#).

In addition to the material impacts, risks and opportunities addressed in the Sustainability statement, there are other sustainability aspects that concern our stakeholders. The aim of this CR report is to provide them with additional relevant sustainability information from Deutsche Telekom in the areas of environmental, social and governance (ESG). Within the CR report, we link to our other publications ([Sustainability statement](#) in the Annual Report and [HR Factbook](#)) in numerous places. This report is supplemented by further sustainability-related reports from the national companies, as well as up-to-date information in the area of corporate responsibility on our [website](#) and in other publications (see below).

The CR report 2025 is a publication of Deutsche Telekom AG and is also available in English. In case of doubt, the German version is authoritative.

Structure of the online report

- The [homepage](#) provides an overview of the highlights from the reporting period. From there, you can access the four central areas of our CR report: [CR Strategy](#), [Environment](#), [Social](#) and [Governance](#). There we provide information on our sustainability strategy as well as topic-related goals and progress made in the reporting year – from the perspective of our Group and our four operating segments Germany, the USA, Europe and Systems Solutions.
- Our four central areas are supplemented by an interactive [KPI Tool](#). There, users can view the most important sustainability-related key figures individually. The key figures are presented at group, segment and unit level with a four-year trend.
- In addition to the report, there is the [CR Facts](#). There, individual Deutsche Telekom departments provide direct information about their sustainability-related projects and measures. The CR Facts can be opened at any time via the footer of the report and is also updated during the year.
- In the footer of the report, there are also links to the [Download center](#), the [glossary](#) and other relevant websites.
- Some figures in this report were generated with the support of artificial intelligence (AI) and have been labelled accordingly. All models and content used are properly licensed. In line with our digital responsibility, we ensure a respectful and responsible approach when depicting people.

Scope, reporting period and target groups

The CR report 2025 and the interactive KPI tool relate to the Deutsche Telekom Group with its 326 fully consolidated companies and thus to the segments and national companies; deviations are marked accordingly.

Like the Annual Report, this CR report covers the period from January 1 to December 31, 2025. CR reporting is carried out annually. The CR report 2025 thus follows on from the report 2024. The release date is May 19, 2025.

With this CR report, we are specifically addressing the following stakeholders of Deutsche Telekom:

- business partners
- analysts and investors
- CR ranking and rating agencies
- employees
- representatives of the media

Consideration of international reporting standards

The CR report 2025 and the KPI tool were prepared taking into account various international reporting standards and frameworks. Selected content is assigned with reference to the guidelines of the [Global Reporting Initiative \(GRI\)](#) and criteria of the [Sustainability Accounting Standards Board \(SASB\)](#). In addition, we report selected [Principal Adverse Impacts \(PAI\)](#) disclosures in accordance with the Sustainable Finance Disclosure Regulation (SFDR) as well as industry indicators from the [GSM Association \(GSMA\)](#) for the telecommunications industry.

On a separate page of the report, we present how our business activities relate to selected [Sustainable Development Goals \(SDGs\)](#) of the United Nations (UN).

The CR report 2025 also serves as a [Communication on Progress \(CoP\)](#) report for the UN Global Compact.

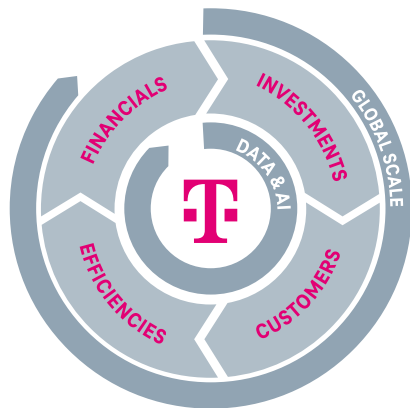
CR Strategy: setting the framework, measuring progress

Sustainability and social responsibility have been part of Deutsche Telekom’s business activities for three decades. We have anchored our self-image as a responsible company in our Group strategy and in our Corporate Responsibility (CR) strategy. In this way, we are committed to acting sustainably along our value chain throughout the Group – and to contributing to solving ecological, economic and social challenges. We record our ambitions and progress in the ESG (Environment, Social, Governance) dimensions in our sustainability reporting. With it, we want to meet the expectations of stakeholders, such as our B2B customers or the capital market, track progress in implementing our ambitions and at the same time meet regulatory requirements. That is why we are publishing this CR report in addition to our sustainability statement in the Annual Report – for a holistic and easier to understand view of our ESG activities. For more information on the background to this CR report, see [About this report](#).

Our Group and CR strategy

Our Group strategy is based on continuous improvement and value creation, as shown in the flywheel model shown (see graphic). The model starts with investments in infrastructure and technology to best meet the needs of our customers. Efficiency improvements reduce our costs and increase the quality of our services. This leads to a solid financial basis that enables renewed investment and growth. Data and artificial intelligence (AI) act as drivers of innovation and efficiency. Through our global growth, we are exploiting synergies and strengthening our competitiveness on an international level. At the heart of the model, symbolized by our brand, is what sets us apart: a unique portfolio, the best team, strong values and leading ESG ambitions.

Our strategy: momentum for the future



We are **different** – superior brand, unique portfolio, best team, strong values, and leading ESG ambitions

Further information on our Group strategy can be found in our audited [Annual Report 2025](#).

Sustainability is an integral part of our Group strategy: Our CR strategy is derived from our business model and at the same time shapes our strategic goals and decisions. It is based on the three pillars of environment, social and governance (ESG) and bundles the key topics in which we want to provide significant impetus.

CR Strategy



In the environmental and social pillars, we focus on the following topics:

Climate

- We are pursuing ambitious, science-based **climate targets**: We want to be pioneers on the way to a climate-neutral future and make measurable progress. By 2040, we aim to achieve net zero emissions along the entire value chain – across all three scopes. To achieve this, it is necessary to reduce emissions by at least 90 % compared to 2020. Only up to 10 % may be neutralized via high-quality projects that bind CO₂e from the atmosphere.

Circular Economy

- Our commitment to **recyclability**: We have set ourselves the goal of being almost completely recyclable in technology and devices by 2030 (excluding T-Mobile US). In this context, we aim to be able to return almost all the products we put into circulation by 2030. This includes the entire network technology as well as a large part of our own-brand devices and the mobile devices we sell.

Best Team

- Our promotion of **corporate culture and inclusion**, as well as our investments in the **training** of our employees: We want to ensure a safe and supportive environment in which we promote equal opportunities for people – in every dimension of diversity.

Digital Society

- Our commitment to **help shape a digital society** that promotes better interaction and in which all people can participate safely, competently and confidently: We want to contribute to making the digital world a more tolerant and secure space for everyone and to enable society to overcome the digital divide.

Detailed information on these priorities, our climate and circular economy goals, and our actions and progress can be found in our audited [Sustainability statement 2025](#).

To implement our sustainability goals, we manage key governance issues and processes as part of effective corporate governance:

- Data protection, cybersecurity and information security
- Corporate compliance management system as well as risk and opportunity management system
- Implementing the basic principles of digital responsibility
- Respect for human rights and consideration of social and environmental aspects in the supply chain
- Investments based on environmental and social criteria as well as transparent and consistent communication about our activities in the field of environmental and social sustainability
- Effective management of topics of sustainable business in the Group

We are constantly driving these topics forward and want to secure Deutsche Telekom's long-term value creation and competitiveness. Our ambition is: We want to be a world-leading sustainable telecommunications company. We assess our progress in this project on the basis of external benchmarks and ratings, such as the Carbon Disclosure Project's (CDP) Climate A list. Deutsche Telekom also focuses on transparency and further development along the supply chain in its supplier engagement and is listed by CDP as a Supplier Engagement Leader (Rating A).

Measuring and managing sustainability: our CR controlling

We measure and manage our performance in the areas of our CR strategy using non-financial performance indicators. These KPIs (Key Performance Indicators) reflect our performance and progress in the areas of environmental, social and governance (ESG). The designation has been standardized compared to previous reports and the preceding "ESG" has been deleted for easier comprehensibility. The KPIs remain the same.

The basis for calculating our KPIs is provided by ESG data and key figures, which are collected and reported transparently and in a timely manner throughout the Group. Important non-financial performance indicators such as "Energy consumption" and "CO₂ emissions" (Scope 1 and 2) are included in the calculation of the variable Executive Board compensation and are also relevant for our international managers (outside T-Mobile US) as well as all non-tariff employees of the Group in Germany. The KPIs "Energy Intensity", "Scope 3 Emissions" and the Telco Circularity Score (TCS) are part of the Group-wide controlling process. In addition to these KPIs, we report other metrics and data to meet internal and external transparency requirements.

In 2021, we integrated our data process into the Internal Control System (ICS) to ensure high data quality, adherence to deadlines and transparency. As part of the ICS, the process must meet specific principles. In addition, we subject the ESG data process to particularly demanding controls (“transaction level controls”) for the KPIs that are most important from a management perspective. The effectiveness of the transaction level controls is checked internally and in some cases externally. You can find more information about our ICS in our [Sustainability statement](#).

We are continuously developing our metric system to review progress and better manage and communicate our ESG performance. The KPIs are broken down in the [KPI Tool](#) according to the segments “Germany”, “USA”, “Europe”, “Systems Solutions”, “Group Headquarters & Group Services”, “Group Development” and “Technology and Innovation”.

How we determine our KPIs

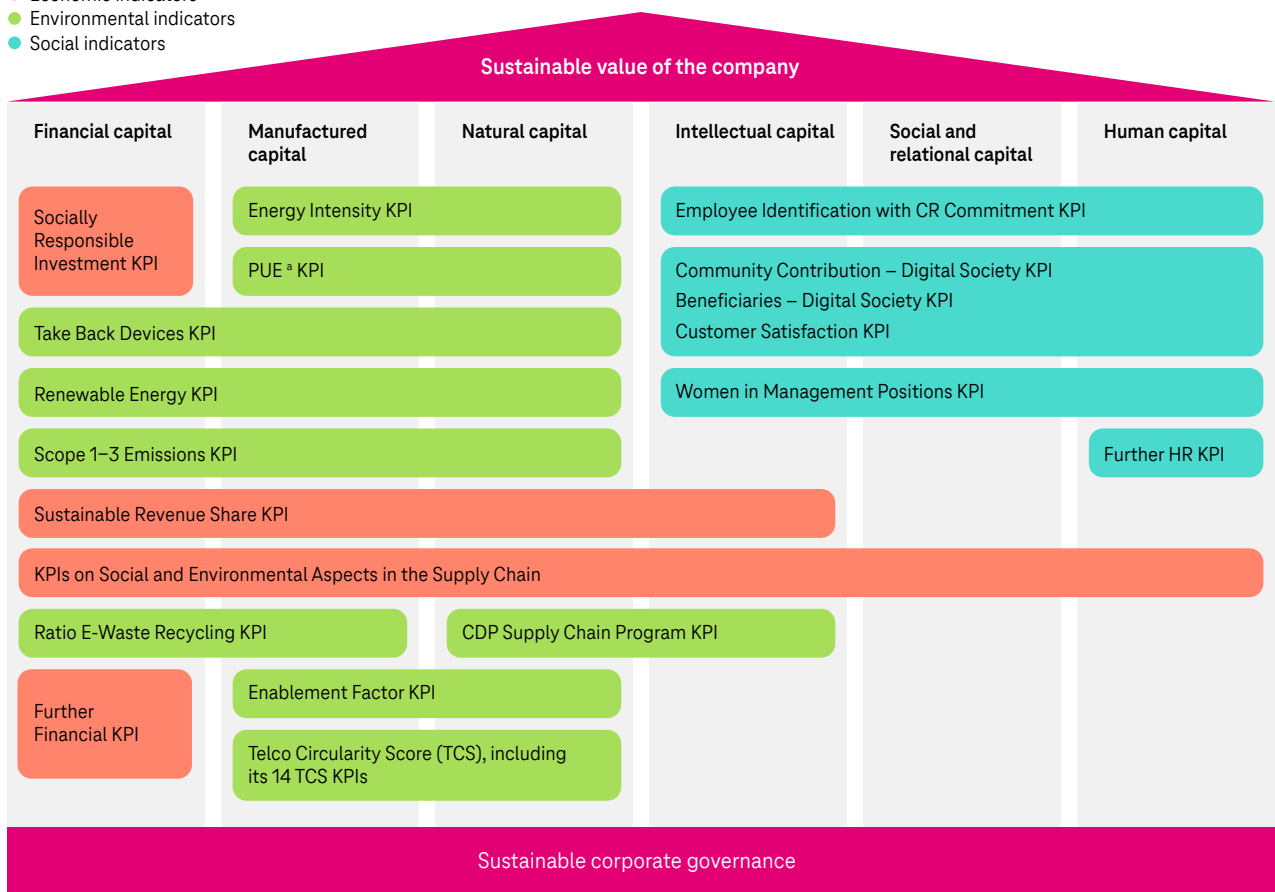
KPIs are highly relevant for us to measure and manage our progress in the area of ESG and for transparent reporting on them. Depending on the materiality of the topic, we publish them in the Sustainability statement of our Annual Report or here in the CR report.

Our segments represent 99 % of Group sales. Accordingly, they play an important role in collecting group-wide KPIs by collecting ESG data themselves.

In the sense of integrated financial and sustainability reporting, the KPIs represent all six types of capital:

Types of capital

- Economic indicators
- Environmental indicators
- Social indicators

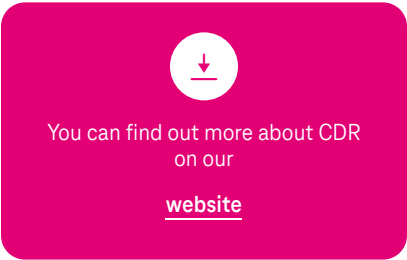


^a (PUE) Power Usage Effectiveness.

In addition to our KPI system, we have developed an [impact measurement](#) methodology to evaluate the environmental and social aspects of our products and measures along the value chain. This methodology helps us to manage our sustainability activities and communicate them transparently.













Corporate Digital Responsibility as a business principle




Current challenges such as climate change, social inequality and rapid technological progress drive our actions and commitments. The rapid spread of digital solutions such as AI is a development that we cannot stop – and do not want to. Nevertheless, we should set a clear direction and binding framework conditions. We are committed to dealing responsibly with the opportunities and risks of digital transformation (Corporate Digital Responsibility – CDR), for example through our AI guidelines, clear responsibilities, internal qualification offers and a reflective application of new technologies. In this way, we want to counter possible negative effects at an early stage and focus on people in the design and use of technology. We are convinced that with this basic attitude, we are fulfilling an important prerequisite for our future business success. Our framework “Corporate Digital Responsibility@Deutsche Telekom” specifies this claim. The core is the “[House of Digital Responsibility](#)”, which describes our systematic approach to the responsible use of digital technologies.





ESG milestones of the last decades

Where we come from





- 1995  Deutsche Telekom AG was founded.
- 1996  Deutsche Telekom reported on its sustainability activities for the first time.
- 2000  We joined the [United Nations](#) (UN) Global Compact as founding members.
- 2008  We published a [CR report](#) for the first time and adopted a CR strategy and a CR program for the first time.
- 2008  Deutsche Telekom was included in the Dow Jones Sustainability Index World for the first time.
- 2011  Full implementation of the first CR governance structure.
- 2012  For the first time, all national companies were obliged to collect KPIs on performance and progress in the areas of Environmental, Social and Governance (ESG).
- 2014  We adopted our first Group-wide CR (Group Policy Corporate Responsibility) policy.
- 2017  We supported the UN Sustainable Development Goals for the first time.
- 2018  First publication of the non-financial statement in accordance with the CSR Directive Implementation Act for the 2017 financial year.
- 2019  Anchoring “living responsibly” in our corporate strategy.
- 2021  For the first time, we integrated climate targets into the compensation of the Board of Management and sourced 100 % of our electricity from renewable energies. Further information can be found under [Climate protection](#) here in the CR report.

- 2021  For the first time, we were the top-ranked European ICT company in the S&P Global Corporate Sustainability Assessment.
- 2022  Deutsche Telekom held its sustainability day “We Walk the Talk” with the entire Board of Management.
- 2024  For the first time, we prepared a sustainability statement in full application of the European Sustainability Reporting Standards (ESRS) for the 2024 financial year.







Where we stand in the reporting year

- 2025  We achieve net zero emissions in our own business operations (Scope 1 and 2). To this end, we have reduced emissions from our own operations worldwide by more than 94 % compared to 2017. We offset remaining emissions from our CO₂e footprint through high-quality neutralization measures to sequester CO₂e from the atmosphere, e.g., through reforestation.
- 2025  In 2025, we reach around 40 million people (2024: 34 million) with our measures to promote the digital society. With a total of 77 million people reached, we have almost achieved our goal of reaching a cumulative 80 million people between 2024 and 2027 after just two years.

Where we want to go

- 2027  More than 80 million people are expected to benefit cumulatively from our commitment to promoting the digital society across the Group in the period from 2024 to 2027.
- 2030  By the end of the decade, we aim to reduce CO₂ equivalent (CO₂e) emissions across Scopes 1–3 by 55 % compared to 2020. For more information on this goal and our climate transition plan, please visit [Climate protection](#) here in the CR report and in our audited [Sustainability statement](#).
- 2030  Almost all products put into circulation by Deutsche Telekom should be able to be returned to the cycle. This also applies to the network technology we use. For more information, see [Circular economy](#) here in the CR report, and our audited [Sustainability statement](#).
- 2040  In 15 years, we aim to achieve net-zero emissions along the entire value chain – across all three scopes. To this end, we want to save at least 90 % of emissions; only up to 10 % may be neutralized with high-integrity CO₂e removal projects. For more information about our path to net zero, please visit [Climate protection](#) here in the CR report, and our audited [Sustainability statement](#).

Indexes

-  GRI Index
-  Sustainability Accounting Standards Board (SASB)
-  Principal Adverse Impacts (PAIs)
-  GSM Association (GSMA) indicators
-  Sustainable Development Goals (SDGs)
-  UN Global Compact Progress Report

Further reports and publications

-  [HR Factbook](#)
-  [Remuneration Report and Systems](#)
-  [Transparency Report](#)
-  [Sustainability statement Deutsche Telekom](#)
-  [Sustainability statement Hrvatski Telekom](#)
-  [Sustainability statement OTE Group](#)
-  [Sustainability statement Magyar Telekom](#)
-  [Corporate Responsibility Reporting Hub from T-Mobile US](#)

Deep Dive for Experts

Management & Frameworks

Responsibility for CR lies with the entire Executive Board. The Group Corporate Responsibility (GCR) division develops Group-wide guidelines and guidelines with the aim of continuously developing the corporate culture with regard to sustainable innovation, ecological management and social responsibility. Since 2022, responsibility for GCR has been in the area of the CEO. GCR provides the Supervisory Board with regular information on the sustainability strategy and the progress of its implementation. The Group's business units and segments are responsible for implementing the CR strategy. They design the key levers and measures in accordance with segment-specific requirements, products and services.

Relevant Standards

Global Reporting Initiative (GRI)

- GRI 2–17 (Governance)
- GRI 2–22 (Strategy, policies and practices)

Awards

Awards for our sustainability management and reporting

- **NetFed CR Benchmark:** In the CR ranking of digital sustainability communication of German corporations published by the NetFed agency, Deutsche Telekom was ranked number 1 in the year under review with its focus on transparency, interaction and user-friendliness.
- **DSW Award for Good Corporate Governance:** The German Association for the Protection of Securities Ownership (DSW) honors Deutsche Telekom for outstanding achievements in terms of innovation as well as value preservation and creation and the appreciation of private property. At the same time, it acknowledges the long-term orientation of the company's management.
- **Global Transition Award:** Handelsblatt honored Deutsche Telekom with the "Global Transition Award" at the beginning of 2025. The prize is awarded to companies that contribute to limiting global warming to 1.5 °C and thus set a good example in the German economy.
- **John J. McCloy Award:** The American Council on Germany has honored Tim Höttges for Deutsche Telekom's contribution to digital inclusion in Europe and the United States and to strengthening the transatlantic partnership. This was in recognition of the fact that the group led by Höttges invests tens of billions of euros annually in fiber optics, 5G and modern network infrastructures in both regions – in order to better connect people, schools and companies.

Awards from 2025 for products and services

- **Recognition by analysts:** Deutsche Telekom and T-Systems have been ranked as “Leaders” by the Information Services Group (ISG) in several ISG Provider Lens® studies. In particular, achievements in the areas of digital sustainability and cybersecurity services were recognized. The classification confirms the strategic importance of these topics for the Group.

2025 Sustainable Finance Awards

- **CDP award:** The non-governmental organization CDP regularly evaluates the climate protection activities of listed companies worldwide on behalf of investors and lists the leading companies in an index, the Climate A list. Deutsche Telekom was included in this index for the ninth time in a row in 2025. In addition, we are listed by CDP as a Supplier Engagement Leader.

Awards from 2025 for our commitment to digital inclusion and digital values

- **Effie Evergreen Award:** Since 2020, we have been committed to respectful coexistence in the digital space with the initiative “Against hate on the net”. Even after five years, this commitment continues to be recognized: in 2025, the initiative received the Effie Award in Gold in the “Evergreen” category. The Effie Award honors campaigns that have an impact and have demonstrably achieved measurable success.
- **German Award for Corporate Commitment:** The nationwide award recognizes companies that tackle social challenges together with civil society or government partners. For our commitment against hate on the Internet, we received this award in the category “Together for Democracy and Human Rights”. The prize is awarded by UPJ, a non-profit organization for responsible corporate governance and social commitment.
- **Comenius EduMedia Award:** In 2025, “The Sustainability Detectives Investigate” – an educational offer of our media literacy initiative “Teachtoday” – received the Comenius GreenUp seal. The seal identifies digital educational media with a focus on sustainability and is awarded as part of the Comenius EduMedia Award offered by the Society for Education, Information and Media.

Awards from 2025 for our networks

- **“connect” fixed-line test:** For the fifth time in a row, we won first place in the fixed-network test of the trade magazine “connect”. We achieved 946 out of a possible 1,000 points, which is significantly better than in the previous year.
- **“connect” mobile network test:** Deutsche Telekom emerged as the overall winner from the “Mobile Network Test 2025” of the magazine “connect” with a rating of “outstanding”. This is the 15th time in a row that we have been the “connect” test winner.
- **“CHIP” mobile network test:** For the 16th time in a row, we won the “Mobile Network Test” of the trade magazine “CHIP” and were awarded a grade of 1.2 (“excellent”). Our 5G network received the top score of 1.1.

Awards from 2025 for our brand

- **Brand Finance Europe 500:** The study confirms Deutsche Telekom as the most valuable brand in Europe for the 3rd time in a row, with a brand value of EUR 76.5 billion.
- **Brand Finance Global 500:** Deutsche Telekom remains the most valuable corporate brand in Europe and the telco brand in the world. Our brand value was USD 85.3 billion in 2025.
- **Most Valuable Global Brands:** In the Kantar BrandZ Ranking 2025, Deutsche Telekom is once again the most valuable telecommunications brand and the most valuable German brand with a brand value of USD 105.7 billion.

You can find more awards in our [Annual Report](#).

GRI Index

Deutsche Telekom’s 2025 CR report is aligned with the guidelines of the Global Reporting Initiative (GRI) and was prepared in accordance with the “with reference” option of the GRI Standards. In doing so, we consistently continue our commitment to transparency and traceability. The information reported covers the period from January 1 to December 31, 2025.

In the GRI content index, we refer to disclosures relating to general and topic-specific standard disclosures within this CR report as well as to other relevant publications of Deutsche Telekom. Where necessary, we provide additional explanations of these disclosures directly in the index.

General Disclosures

GRI 2: General Disclosures

The organization and its reporting practices

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-1	Organization profile	ESRS 2 SBM-1 – Strategy, business model, and value chain Group profile Imprint Worldwide	
2-2	Entities considered in the organization's sustainability reporting	About this report Worldwide	
2-3	Reporting period, reporting frequency and contact point	About this report	
2-4	Correction or restatement of information	About this report	In the reporting year, there was no reason to present new information from previous reporting periods.

Activities and workers

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-6	Activities, value chain and other business relationships	ESRS 2 SBM-1 – Strategy, business model, and value chain	
2-7	Employees	ESRS S1-6 – Characteristics of the undertaking's employees Corporate culture and inclusion: Valuing diversity and respecting needs	

Governance

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-9	Governance structure and composition	ESRS 2 SBM-1 – Strategy, business model, and value chain ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB)	
2-10	Nomination and selection of the highest governance body	Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB) ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies	
2-11	Chair of the highest supervisory body	Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB)	
2-12	Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities	
2-13	Delegation of responsibility for managing impacts	ESRS 2 SBM-1 – Strategy, business model, and value chain ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies	
2-14	Role of the highest governance body in sustainability reporting	ESRS 2 GOV-5 – Risk management and internal controls over sustainability reporting ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities	
2-15	Conflicts of interest	ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB)	
2-16	Communication of critical concerns	ESRS G1-3 – Prevention and detection of corruption and bribery Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB)	

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-17	Accumulated knowledge of the highest control body	CR Strategy: setting the framework, measuring progress ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies	
2-18	Evaluation of the performance of the highest governance body	ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies Corporate Governance Declaration pursuant to Sections 289f, 315d of the German Commercial Code (HGB)	
2-19	Remuneration policies	Remuneration Report and Systems 2025 ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes	
2-20	Process to determine remuneration	Remuneration Report and Systems 2025	
2-21	Annual total compensation ratio	ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)	

Strategy, policies and practices

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-22	Statement on sustainable development strategy	ESRS 2 SBM-1 - Strategy, business model, and value chain Foreword CR Strategy: setting the framework, measuring progress	
2-23	Policy commitments	ESRS G1-1 – Business conduct policies and corporate culture ESRS 2 GOV-5 – Risk management and internal controls over sustainability reporting ESRS S1-1 – Policies related to own workforce Deutsche Telekom Code of Human Rights	
2-24	Embedding policy commitments	Deutsche Telekom Code of Human Rights	
2-25	Processes to remediate negative impacts	ESRS G1-3 – Prevention and detection of corruption and bribery ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns ESRS S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	
2-26	Mechanisms for seeking advice and raising concerns	ESRS G1-3 – Prevention and detection of corruption and bribery	
2-27	Compliance with laws and regulations	Compliance facts and figures ESRS G1-3 – Prevention and detection of corruption and bribery Litigation and anti-trust proceedings	Information on relevant legal proceedings and outcomes can be found in the “Risk and opportunity management” chapter in the combined management report.
2-28	Membership associations	Political advocacy ESRS G1-1 – Business conduct policies and corporate culture Code of Conduct	

Stakeholder engagement

GRI Standard	Disclosure	Reference	Omission/Additional Information
2-29	Approach to stakeholder engagement	ESRS 2 SBM-2 – Interests and views of stakeholders Overview memberships and cooperations	
2-30	Collective bargaining agreements	ESRS S1-8 – Collective bargaining coverage and social dialogue	As of 31 December 2025, 41.2 % of our employees were covered by collective bargaining agreements. In Germany, the coverage rate amounted to 75.4 %. The collective agreements concluded with trade unions do not apply to our employees outside the scope of collective bargaining agreements. The terms and conditions of employment for these non-collectively bargained employees are set out in the Group Works Agreement for non-collectively bargained employees (KBV AT). In addition, the collective agreements do not apply to a small number of employees for whom collective bargaining agreements from other sectors apply.

GRI 3: Material topics

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-1	Process to determine material topics	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities	
3-2	List of material topics	ESRS 2 IRO-2 – Disclosure requirements in ESRs covered by the undertaking’s sustainability statement	

Economic standards

GRI 205: Anti-corruption

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS G1 – Business conduct	
205-1	Operations assessed for risks related to corruption	Compliance facts and figures	<p>One of the foundations of Deutsche Telekom's compliance management system is a Compliance Risk Assessment (CRA), which is used to identify and assess compliance risks and to initiate appropriate preventive measures. In 2025, the CRA was conducted in 51 Telekom subsidiaries in Germany and abroad with a specific focus on the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG). The regular, broader standard CRA was last carried out in 2024 for Deutsche Telekom AG and a further 101 subsidiaries in Germany and abroad. The next regular risk assessment is scheduled for 2026.</p> <p>As a US-listed company, T-Mobile US conducts a risk assessment based on its own methodology and reports on this regularly to the relevant governing bodies, on which Deutsche Telekom AG is also represented.</p>
205-2	Communication and training about anti-corruption policies and procedures	ESRS G1-3 – Prevention and detection of corruption and bribery Compliance facts and figures	
205-3	Confirmed incidents of corruption and actions taken	Compliance facts and figures ESRS G1-4 – Incidents of corruption and bribery	

Environmental standards

GRI 301: Materials

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	Circular economy: a systematic approach along the value chain ESRS E5-1 – Policies related to resource use and circular economy	
301-1	Materials used by weight or volume	ESRS E5-4 Resource inflows	
301-2	Recycled input materials used	ESRS E5-4 Resource inflows	
301-3	Reclaimed products and their packaging materials	Circular economy: a systematic approach along the value chain ESRS E5-4 Resource inflows	

GRI 302: Energy

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS E1-3 – Actions and resources in relation to climate change policies ESRS E1-4 – Targets related to climate change mitigation and adaptation Energy: optimizing consumption and increasing efficiency	
302-1	Energy consumption within the organization	ESRS E1-5 – Energy consumption and mix Energy: optimizing consumption and increasing efficiency	
302-2	Energy consumption outside the organization	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
302-3	Energy Intensity	ESRS E1-5 – Energy consumption and mix KPI “Renewable Energies” Energy: optimizing consumption and increasing efficiency	
302-4	Reduction of energy consumption	KPI “Renewable Energies” ESRS E1-5 – Energy consumption and mix	Information not available/incomplete In our CR report, we provide information on measures to improve energy efficiency as well as on the development of key energy indicators, in particular energy intensity. A separate quantitative breakdown of the reduction in energy consumption attributable to individual measures is currently not reported, as the corresponding savings are not captured in an isolated and methodologically unambiguous manner. Information on changes in energy consumption compared to the previous year can be found in our sustainability statement.
302-5	Reduction of energy requirements for products and services	Energy: optimizing consumption and increasing efficiency Products and services: an overview of the entire life cycle	Information not available/incomplete We report on measures and technological developments that contribute to improving the energy efficiency of our products and services. A quantitative breakdown of the reduction in energy demand on the customer side is currently not provided, as actual energy consumption depends to a large extent on individual usage behavior and cannot be quantified in a robust and consistent methodological manner. For this reason, no further differentiation is currently made.

GRI 305: Emissions

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS E1-1 – Transition plan for climate change mitigation ESRS E1-3 – Actions and resources in relation to climate change policies ESRS E1-4 – Targets related to climate change mitigation and adaptation Climate protection: our path to achieving net-zero by 2040	
305-1	Direct (Scope 1) GHG emissions	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions Climate protection: our path to achieving net-zero by 2040	
305-2	Energy indirect (Scope 2) GHG emissions	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions Climate protection: our path to achieving net-zero by 2040	
305-3	Other indirect (Scope 3) GHG emissions	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
305-4	GHG emissions intensity	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
305-5	Reduction of GHG emissions	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions Climate protection: our path to achieving net-zero by 2040	

GRI 306: Waste

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS E5-2 – Actions and resources in relation to resource use and circular economy ESRS E5-3 – Targets related to resource use and circular economy Circular economy: a systematic approach along the value chain	
306-1	Waste generated and significant waste-related impacts	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain	
306-2	Management of significant waste-related impacts	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain	
306-3	Waste generated	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain	
306-4	Waste diverted from disposal	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain	
306-5	Waste directed to disposal	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain	

Social standards

GRI 403: Occupational health and safety

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS S1-1 – Policies related to own workforce	
403-1	Occupational health and safety management system	ESRS S1-1 – Policies related to own workforce ESRS S1-14 – Health and safety metrics	
403-2	Hazard identification, risk assessment, and incident investigation	ESRS S1-4 – Actions related to own workforce	
403-3	Occupational health services	ESRS S1-4 – Actions related to own workforce	
403-4	Worker participation, consultation, and communication on occupational health and safety	ESRS S1-1 – Policies related to own workforce ESRS S1-2 – Processes for engaging with own workforce and workers' representatives about impacts	
403-5	Worker training on occupational health and safety	ESRS S1-4 – Actions related to own workforce	
403-6	Promotion of worker health	ESRS S1-4 – Actions related to own workforce Employees: promoting co-determination and strengthening employer attractiveness	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	ESRS S2-1 – Policies related to value chain workers ESRS S2-4 – Actions related to value chain workers	
403-8	Workers covered by an occupational health and safety management system	ESRS S1-14 – Health and safety metrics	
403-9	Work-related injuries	ESRS S1-14 – Health and safety metrics	
403-10	Work-related ill health	ESRS S1-14 – Health and safety metrics	

GRI 405: Diversity and equal opportunity

GRI Standard	Disclosure	Reference	Omission/Additional Information																														
3-3	Management of material topics	ESRS S1-1 – Policies related to own workforce																															
405-1	Diversity of governance bodies and employees	ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies ESRS S1-6 – Characteristics of the undertaking's employees ESRS S1-9 – Diversity metrics	<p>Age distribution in the Supervisory Board of Deutsche Telekom AG</p> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>in %</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>0</td> <td>0</td> </tr> <tr> <td>30 to 50</td> <td>2</td> <td>10</td> </tr> <tr> <td>Over 50</td> <td>18</td> <td>90</td> </tr> <tr> <td>Total</td> <td>20</td> <td>100</td> </tr> </tbody> </table> <p>Age distribution in the Board of Management of Deutsche Telekom AG</p> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>in %</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>0</td> <td>0</td> </tr> <tr> <td>30 to 50</td> <td>1</td> <td>12.5</td> </tr> <tr> <td>Over 50</td> <td>7</td> <td>87.5</td> </tr> <tr> <td>Total</td> <td>8</td> <td>100</td> </tr> </tbody> </table>		Number	in %	Under 30	0	0	30 to 50	2	10	Over 50	18	90	Total	20	100		Number	in %	Under 30	0	0	30 to 50	1	12.5	Over 50	7	87.5	Total	8	100
	Number	in %																															
Under 30	0	0																															
30 to 50	2	10																															
Over 50	18	90																															
Total	20	100																															
	Number	in %																															
Under 30	0	0																															
30 to 50	1	12.5																															
Over 50	7	87.5																															
Total	8	100																															
405-2	Ratio of basic salary and remuneration of women to men	ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)																															

GRI 406: Non-discrimination

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS S1-1 – Policies related to own workforce	
406-1	Incidents of discrimination and corrective actions taken	ESRS S1-17 – Incidents, complaints, and severe human rights impacts	

GRI 407: Freedom of association and collective bargaining

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	ESRS S1-1 – Policies related to own workforce ESRS S2-1 – Policies related to value chain workers	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report LkSG for the 2025 fiscal year Human rights and supply chain: taking responsibility	

GRI 415: Political influence

GRI Standard	Disclosure	Reference	Omission/Additional Information
3-3	Management of material topics	Political advocacy	
415-1	Political contributions	Political advocacy	

SASB

To meet the growing interest of our stakeholders in comparable sustainability information, we have been publishing a [Sustainability Accounting Standards Board \(SASB\)](#) Index in our CR report since 2021. In this context, we apply the SASB standard for the Telecommunication Services industry.

In the SASB Index, we explain how we address the sector-specific SASB criteria and refer to relevant content in our sustainability communications. In addition, we reference the relevant SASB criteria at the appropriate points in the Deep Dive sections of this report.

Environmental footprint of the operations

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewables	ESRS E1-5 – Energy consumption and mix PUE metric

Data privacy

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-220a.1	Describe policies and practices for behavioral advertising and customer privacy.	ESRS S4-1 – Policies related to consumers and end-users Data transparency(only available in German)
TC-TL-220a.2	Number of customers whose information is used for ancillary purposes	ESRS S4-1 – Policies related to consumers and end-users Transparency Report Data privacy(only available in German)
TC-TL-220a.3	The total amount of financial losses resulting from legal proceedings related to the protection of customer data	All relevant legal proceedings and outcomes are reported in the Annual Report. Litigation and anti-trust proceedings
TC-TL-220a.4	(1) Number of requests for customer data by law enforcement, (2) Number of customers whose data was requested, (3) Percentage of cases that resulted in disclosure	Transparency Report, from where individual countries can also be accessed.

Data security

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-230a.1	(1) Number of data breaches, (2) Percentage of cases involving personal data, (3) Number of customers affected	Protection of personal data
TC-TL-230a.2	Describe the approach to detecting and remediating data security risks, including the use of third-party cybersecurity standards	G-Company-specific – Policies related to cybersecurity G-Company-specific – Actions and resources in relation to cybersecurity ESRS S4-1 – Policies related to consumers and end-users Cybersecurity and data protection: secure systems, protected privacy Risks and opportunities from data protection and data security Security speedo

Product end-of-life management

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-440a.1	(1) Materials recovered through take-back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	ESRS E5-5 – Resource outflows Circular economy: a systematic approach along the value chain

Competitive behavior & open internet

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-520a.1	Total amount of financial loss as a result of legal proceedings relating to competition law rules	All relevant legal proceedings and outcomes are reported in the Annual Report. Litigation and anti-trust proceedings
TC-TL-520a.2	Average actual, sustained download speed of (1) owned and commercially affiliated content, and (2) unaffiliated content	In the service descriptions of the products, the minimum, normal and maximum download speed are specified. Example MagentaZuhause (only available in German)
TC-TL-520a.3	Description of the risks and opportunities associated with net neutrality, paid peering, zero-rating and similar practices	Strategic risks and opportunities Regulatory risks and opportunities

Managing systematic risks from technology disruptions

SASB Code	Accounting Metric	Reference and Additional Information
TC-TL-550a.1	(1) Average frequency of system outages, and (2) average duration of outages per customer	Network Reliability
TC-TL-550a.2	Discussion of systems for providing unhindered service in the event of service interruptions	Renewal and stabilization of the network architecture Operational risks and opportunities

PAIs

The Sustainable Finance Disclosure Regulation (SFDR) aims to increase transparency regarding the extent to which financial products have material adverse impacts on sustainability factors. Against this background, we present the key indicators under the SFDR—the so called Principal Adverse Impacts (PAIs) – in tabular form for investors and financial market participants.

The PAIs comprise indicators relating to environmental, social and employee matters, respect for human rights, as well as the fight against corruption and bribery. For the 2025 reporting year, our disclosures focus on the PAI indicators that are mandatory for financial market participants under the SFDR.

In each case, the English name of the indicator is authoritative. As no official German translation has been published, our German translation is provided solely for ease of understanding.

Climate and other mandatory environmental indicators

Indicator	Measurement variable	Reference	Omission/Additional information
Greenhouse gas emissions	GHG emissions Scope 1	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
	GHG emissions Scope 2 (market-based)	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
	GHG emissions Scope 3	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
	Total GHG emissions	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
	Carbon footprint	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
	GHG emission intensity (Scope 1 + 2 + 3) (by revenue)	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions ESRS E1-5 – Energy consumption and mix	
	Exposure to fossil fuel companies		We are not in the fossil fuel industry.
	Share of the consumption and production of non-renewable energy by investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources		Share of non-renewable energies in total consumption: 6.8 % Non renewable energy comprises various fossil energy sources as well as energy used for heating and cooling. The reported share refers to the total energy consumption of Deutsche Telekom. Electricity is not included, as it is sourced entirely from renewable energy. Share of renewable energies in total consumption: 93.2 % Renewable energy includes electricity from renewable sources, biogas, as well as energy used for heating and cooling, including district heating and district cooling. Share of renewable electricity: 100 % Deutsche Telekom sources its electricity entirely from renewable energy. This includes direct procurement and self generation of electricity, as well as Power Purchase Agreements (PPAs), Renewable Energy Certificates (RECs), and Guarantees of Origin (GOOs).
	Energy consumption in MWh per million EUR turnover	ESRS E1-5 – Energy consumption and mix	
Biodiversity	Share of investments in investee companies with locations/operations in or near biodiversity-sensitive areas when the activities of these investee companies have a negative impact on these areas		Due to limited data availability, we are currently unable to publish detailed information about headquarters or operating locations in the vicinity of such spaces. However, biodiversity considerations are always taken into account when investigating new sites.
Water	Tons of emissions caused in water		To our knowledge, our operations do not cause any emissions to water.
Waste	Tons of hazardous and radioactive waste generated	ESRS E5-5 – Resource outflows	

Mandatory indicators in the fields of social affairs and employment and respect for human rights

Indicator	Measurement variable	Reference	Omission/Additional information
Social and employee matters	Violations of the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises	Global Compact Progress Report	We are not aware of any violations of the principles of the UN Global Compact in our activities.
	Companies with the UNGC Principles or the OECD Guidelines for Multinational Enterprises or complaint handling mechanisms to remedy breaches of the UNGC Principles or the OECD Guidelines for Multinational Enterprises	Global Compact Progress Report ESRS G1 – Business conduct	
	Average unadjusted gender pay gap	ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)	
	Ratio of women to men on management and control bodies, expressed as a percentage	ESRS S1-9 – Diversity metrics HR Factbook 2025	
	Share of investments in companies involved in the production or sale of controversial weapons		We do not invest in companies that are involved in the production or sale of prohibited weapons.

GSMA

The GSM Association (GSMA) is the global industry association representing telecommunications operators worldwide. Through its indicators, the GSMA aims to establish a uniform sustainability standard for the telecommunications sector and to enhance comparability between companies.

To this end, the GSMA has defined ten core industry KPIs, which are assigned to the four categories Environment, Digital inclusion, Digital integrity and Supply chain. The KPIs are based on established standards such as [GRI](#) and [SASB](#), which have long been applied by Deutsche Telekom.

We welcome the GSMA's approach of building on these sector-specific and well-established standards. In the table below, we disclose the extent to which we already meet the individual GSMA indicators. In each case, the English name of the indicator is authoritative. The German translation is provided solely for ease of understanding, as no official German translation has been published.

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information
Operational footprint		–	Total number of connections	298 million
		–	Total network data traffic (petabytes)	245,000

Environment

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information	
Emissions	Science Based Target	GSMA-ENV-01	Indicate whether the company has set or is committed to short-term, science-based goals.	ESRS E1-4 – Targets related to climate change mitigation and adaptation	
			Disclose whether the company has set a corporate net zero target (covering Scopes 1, 2 and 3)		
	Scope 1, Scope 2 and Scope 3 emissions	GSMA-ENV-02	Scope 1 emissions (tons of CO ₂ e)	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	
			Scope 2 emissions, location-based (tons of CO ₂ e)		
			Scope 2 emissions, market-based (tons of CO ₂ e)		
			Percentage change in combined Scope 1 and Scope 2 emissions since the last reporting period		Scope 1 + 2 CO ₂ e emissions (market-based): -4.9 % compared to 2024 Scope 1 + 2 CO ₂ e emissions (location-based): -6.6 % compared to 2024
			Combined Scope 1 + 2 emissions per unit of total revenue (tons of CO ₂ e per currency)		Combined Scope 1 + 2 emissions (market-based) per unit total revenues: 2.0 (t CO ₂ e/million €) Combined Scope 1 + 2 emissions (location-based) per unit total revenues: 33.3 (t CO ₂ e/million €)
			Total Scope 3 emissions (tons of CO ₂ e)		ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions
Scope 3 emissions by category (tons of CO ₂ e)	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions				
Energy	Energy consumption	GSMA-ENV-03	Total energy consumption (MWh)	ESRS E1-5 – Energy consumption and mix	
			Total electricity purchased (MWh)		Energy: Optimising consumption and increasing efficiency 11,098,699 MWh
			Purchased electricity from renewable energies (MWh)		Energy: Optimising consumption and increasing efficiency 11,098,699 MWh Renewable energy includes electricity from renewable sources, biogas, as well as energy used for heating and cooling, including district heating and district cooling.
			Electricity generation from renewable sources (MWh) consumed by the company		ESRS E1-5 – Energy consumption and mix
			Total consumption of diesel in generators (liters)		We do not currently report this KPI.
			Total energy consumption of the grid, including core, fixed and mobile networks (MWh)		We do not currently report this KPI.
			Energy consumption of mobile networks (MWh)		We do not currently report this KPI.
			Total grid energy consumed per data unit (MWh/PB) or connection (kWh per connection)		Energy: optimizing consumption and increasing efficiency
			Percentage change in the energy intensity of the network (MWh/PB or kWh per connection) since the last reporting period		ESRS E1-5 – Energy consumption and mix Reduction in energy intensity by 16 % or 9 kWh/terabyte compared to 2024. Energy intensity is calculated annually as the ratio of energy consumption (million kWh) to IP data volume (million terabytes).

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information
Circular economy	Circularity	GSMA-ENV-04	Percentage of network technology taken out of service during the reporting period that was repaired, reused or sold to another company (%).	We do not currently report this KPI. Since 2025, we have been using the internal marketplace Telekom Equipment Exchange (TEE) to make used network equipment available within the Group (excluding T-Mobile US). Circular economy: a systematic approach along the value chain
			Percentage of network technology installed in the reporting period that was reused or renewed in the total network technology installed in the reporting period (%)	We do not currently report this KPI. Instead, we make visible the extent to which refurbished network equipment and materials with recycled content are taken into account in new procurements, measured by weight. Circular economy: a systematic approach along the value chain
			Share of used CPE collected by operators' take-back systems in the reporting period as a percentage of the CPE distributed to customers in the reporting period (%).	Circular economy: a systematic approach along the value chain
			Percentage of used electrical and electronic equipment collected in the reporting period under operators' take-back schemes that were repaired, reused or recycled, i.e. withdrawn from landfill or incineration (%).	Circular economy: a systematic approach along the value chain
			Share of refurbished, repaired or used CPEs sold to customers in the reporting period out of all CPEs sold to customers in the reporting period (%).	Circular economy: a systematic approach along the value chain
Waste	GSMA-ENV-05	Total electronic waste generated (tonnes)	Circular economy: a systematic approach along the value chain	
		Percentage of reused or recycled electronic waste, by weight (%)	Circular economy: a systematic approach along the value chain	

Digital inclusion

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information
Network coverage	Population covered by mobile network	GSMA-INC-01	Percentage of the population covered by the operator's mobile network. Breakdown by: 3G, 4G, 5G	Network build-out
Affordability	Affordability of devices and tariffs	GSMA-INC-02	Cost of the cheapest phone with data capabilities as a percentage of monthly GDP per capita	Due to our exposure to a variety of markets, we do not report this KPI. The focus of our activities to promote digital participation is to enable affordability where it is most urgently needed. However, with our 5G smartphones T Phone 3 and T Phone 3 Pro – or in the United States, the similar products from the REVVL series – we generally enable consumers access to the latest technologies at an attractive price.
			Cost of 1 GB of data, as a percentage of monthly GDP per capita	Due to a regulated market that is affected by fluctuations, we do not report this KPI.
Digital skills	Digital skills training programs	GSMA-INC-03	Number of people (excluding employees) who have completed a training program for basic, intermediate or advanced digital skills, divided by total number of customers	Our KPI "Beneficiaries – Digital Society" provides information on the number of trained people: ESRS S4-4 – Actions related to consumers and end-users ESRS S4-5 – Targets related to consumers and end-users Digital inclusion: overcoming the divide However, in the methodology presented here, we cannot show the KPI.

Digital integrity

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information
Privacy	Customer data incidents	GSMA-INT-01	Number of data breaches, per million customers	On our website , we provide information about data protection-related processes and the measures we have taken to counter them.
			Percentage of data breaches involving personally identifiable information (PII)	On our website , we provide information about data protection-related processes and the measures we have taken to counter them.
			Number of customers affected, per million customers	On our website , we provide information about data protection-related processes and the measures we have taken to counter them.
			Number of regulatory actions taken as a result of data breaches (e.g., marketing-related complaints, data breaches, etc.), per million customers	We do not currently report this KPI.
Digital rights	Digital rights policy	GSMA-INT-02	Is there a specific policy for security and transparency in the area of digital rights, data protection, freedom of expression, government-mandated access blocking or restriction and/or government requests for data?	Yes: Code of Human Rights Code of Conduct AI Guidelines on Digital Ethics Code of Ethics EU AI Act
Online security	Online safety measures	GSMA-INT-03	Are there established controls or programs in place to improve the online safety of children and other vulnerable groups?	With our measures to promote media literacy, we primarily enable children and young people, parents, and senior citizens to use digital media in a safe and competent way. This involves not only imparting basic skills for the responsible use of digital media, but also strengthening the ability to protect one's own privacy and to deal appropriately with hate speech and disinformation. ESRS S4-4 – Actions related to consumers and end-users Digital inclusion: overcoming the divide Digital values: for better interaction on the Internet

Supply chain

Topic	KPI designation	GSMA code	Description GSMA code	Reference and additional information
Sustainable supply chain	Sustainable procurement policy	GSMA-SUP-01	Is there an established policy for sustainable procurement?	Environmental and social aspects are integral components of our purchasing policy and are incorporated into our supplier contracts through our Supplier Code of Conduct as well as set out in our General Terms and Conditions for Purchasing . In tendering processes, we take into account, where possible and alongside quality and cost criteria, aspects such as CO ₂ emissions and respect for human rights.
			If so, how many of the following elements does it cover?	The Supplier Code of Conduct covers these elements.
			Corporate management: decision-making processes and structures	Yes
			Human rights	Yes
			Labour practices	Yes
			Environment	Yes
			Fair Operating Practices	Yes
			Consumer concerns	No
Commitment and development promotion for the community	No			
Supplier assessment	GSMA-SUP-02	Percentage of suppliers audited in the past two years as part of an assessment process defined and documented by the company in accordance with the Sustainable Procurement Policy	We do not report on the percentage of suppliers audited, but on the percentage of the audited procurement volume. This approach provides a more accurate representation of the relevant parts of our supply chain. Human rights and supply chain: taking responsibility	
		Percentage of suppliers assessed in accordance with the Policy during site inspections in the last two years	We do not report on the percentage of our suppliers, but on the percentage of our order volume, as this better reflects the relevant parts of our supply chain. Human rights and supply chain: taking responsibility	

SDGs

Our contribution to the Sustainable Development Goals

Deutsche Telekom contributes to 15 of the 17 Sustainable Development Goals (SDGs) of the United Nations (UN). The use of information and communication technology (ICT) is considered a key lever for supporting the SDGs. Recent studies show that digital technologies can contribute to the achievement of numerous SDG goals if they are used in a targeted manner – for example, through improved resource efficiency, access to information and education, and the promotion of social inclusion.



Our network infrastructure forms the technological foundation of our global business activities: it creates connections and enables solutions to social and environmental challenges. On this basis, our activities can be assigned to a large number of the SDGs.

The following overview shows our contribution to the SDGs and refers to selected examples in this CR report and beyond.



SDG 1: No poverty

End poverty in all its forms everywhere

Our contribution

By expanding our networks, we create the conditions for economic and social participation and thus, for example, facilitate access to education – an important basis for combating poverty. We expect our suppliers to pay minimum wages in accordance with ILO conventions; this requirement is enshrined in the Supplier Code of Conduct. In addition, we offer various products and special tariffs throughout the Group to enable affordability where it is most urgently needed.

Further information

- [ESRS S4-1 – Policies related to consumers and end-users](#)
- [ESRS S2-1 – Policies related to value chain workers](#)
- [Digital inclusion: overcoming the divide](#)
- [Human rights and supply chain: taking responsibility](#)



SDG 3: Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

Our contribution

We support people's health both internally and externally through measures for our employees. With our e-health solutions, we contribute to the digital support of medical care services.

Further information

- [ESRS S1-4 – Actions related to own workforce](#)
- [Employees: promoting co-determination and strengthening employer attractiveness](#)
- [Corporate culture and inclusion: valuing diversity and respecting needs](#)
- [HR Factbook 2025](#)
- [Digital inclusion: overcoming the divide](#)



SDG 4: Quality education

Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all

Our contribution

We strengthen the qualification and further development of our employees through individual training and further training opportunities. We also promote the development of media literacy in society. The Deutsche Telekom foundation supports numerous projects in the STEM field.

Further information

- [Employee development: promoting digital skills and showing future prospects](#)
- [Digital inclusion: overcoming the divide](#)
- [Activities to promote the digital society](#)
- [Digital values: for better interaction on the Internet](#)
- [Voluntary and financial commitment: engagement for the common good](#)
- [HR Factbook 2025](#)
- [Deutsche Telekom Stiftung \(Deutsche Telekom foundation\)](#) (only available in German)



SDG 5: Gender equality

Achieve gender equality and empower all women and girls

Our contribution

We are specifically committed to the promotion of women in management positions. We support our employees with a wide range of offers, e.g., to help them achieve a better work-life balance. We are also committed to promoting women in STEM professions. We expect our suppliers to prohibit any kind of discrimination, including on the basis of gender.

Further information

- [ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies](#)
- [ESRS S1-4 – Actions related to own workforce](#)
- [Corporate culture and inclusion: valuing diversity and respecting needs](#)
- [Human rights and supply chain: taking responsibility](#)
- [HR Factbook 2025](#)
- [ESRS S2-1 – Policies related to value chain workers](#)
- [Activities to promote the digital society](#)



SDG 6: Clean water and sanitation

Ensure access to water and sanitation for all

Our contribution

In our own operations, we focus on the efficient use of resources and also take into account water consumption, which is low overall in our company. We expect our suppliers to ensure adequate sanitation and hygiene standards for their employees. This requirement is enshrined in the Supplier Code of Conduct.

Further information

- [Operational resource protection: environmentally conscious in everyday work](#)
- [ESRS S2-1 – Policies related to value chain workers](#)



SDG 7: Affordable and clean energy

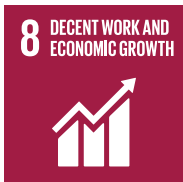
Ensure access to affordable, reliable, sustainable and modern energy

Our contribution

Throughout the Group, we obtain 100 % of our electricity requirements from renewable energies. To this end, we are increasingly concluding long-term purchase agreements to support the expansion of renewable energies. In this way, we contribute to a more sustainable energy industry. In order to optimize our consumption, we are also focusing on modernizing our network infrastructure and operating our networks and data centers as efficiently as possible.

Further information

- [ESRS E1-1 – Transition plan for climate change mitigation](#)
- [ESRS E1-3 – Actions and resources in relation to climate change policies](#)
- [ESRS E1-5 – Energy consumption and mix](#)
- [Climate protection: our path to achieving net zero by 2040](#)
- [Energy: optimizing consumption and increasing efficiency](#)



SDG 8: Decent work and economic growth

Promote inclusive and sustainable economic growth, employment and decent work for all

Our contribution

Our network and products create the technological basis for innovative solutions and digital business models and can thus support sustainable growth in line with the SDGs. We focus on fair working conditions for our employees and take social and environmental aspects into account along our supply chain.

Further information

- [ESRS S1-1 – Policies related to own workforce](#)
- [ESRS S2-1 – Policies related to value chain workers](#)
- [Employees: promoting co-determination and strengthening employer attractiveness](#)
- [Human rights and supply chain: taking responsibility](#)



SDG 9: Industries, innovation and infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation

Our contribution

Our aim is to give as many people as possible access to the digital world. To this end, we are investing billions in a stable and secure network infrastructure and developing our portfolio in a targeted manner. In this way, we create an important basis for economic performance and social participation.

Further information

- [ESRS S4-1 – Policies related to consumers and end-users](#)
- [Digital inclusion: overcoming the divide](#)
- [Sustainable finance: decisions for the future](#)
- [Products and services: an overview of the entire life cycle](#)
- [Investments](#)



SDG 10: Reduced inequalities

Reduce inequality within and among countries

Our contribution

We are committed to enabling fair opportunities and are committed to inclusion. We expect our suppliers to pay minimum wages in accordance with ILO conventions. This requirement is enshrined in the Supplier Code of Conduct.

Further information

- [ESRS S1-1 – Policies related to own workforce](#)
- [ESRS S2-1 – Policies related to value chain workers](#)
- [Corporate culture and inclusion: valuing diversity and respecting needs](#)
- [Human rights and supply chain: taking responsibility](#)



SDG 11: Sustainable cities and communities

Make cities inclusive, safe, resilient and sustainable

Our contribution

With the expansion and operation of mobile, fiber-optic and IoT networks as well as the consistent use of artificial intelligence, we provide the technological basis for digital applications in the municipal environment and can thus support the further development of urban infrastructures.

Further information

- [Copernicus Data Space Ecosystem](#)
- [Digital water management](#)
- [Special Smart City | Deutsche Telekom](#)



SDG 12: Responsible consumption and production

Ensure sustainable consumption and production patterns

Our contribution

We are continuously working to increase the recyclability of our products. In this way, we are helping to use resources more efficiently and keep valuable raw materials in use for longer – both in our own business and in the use of our products.

Further information

- [ESRS E5-1 – Policies related to resource use and circular economy](#)
- [Circular economy: a systematic approach along the value chain](#)
- [Products and services: an overview of the entire life cycle](#)
- [Human rights and supply chain: taking responsibility](#)



SDG 13: Climate action

Take urgent action to combat climate change and its impacts

Our contribution

With our Climate Transition Plan, we are pursuing the systematic reduction of greenhouse gas emissions along the entire value chain. The key levers are increasing energy efficiency, purchasing electricity from renewable energies throughout the Group and continuously reducing emissions in its own business operations. In addition, our products and digital solutions help to enable emission reductions in the use phase and support climate protection potential for customers.

Further information

- [ESRS E1-1 – Transition plan for climate change mitigation](#)
- [ESRS E1-3 – Actions and resources in relation to climate change policies](#)
- [ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions](#)
- [Climate protection: our path to achieving net zero by 2040](#)
- [Energy: optimizing consumption and increasing efficiency](#)
- [Products and services: an overview of the entire life cycle](#)
- [Operational resource protection: environmentally conscious in everyday work](#)
- [Mobility: expansion of the electric fleet and charging infrastructure](#)
- [Alignment with TCFD recommendations](#)
- [Deutsche Telekom achieves Group-wide net zero emissions in its own operations \(Scope 1 and 2\) | Deutsche Telekom](#)



SDG 15: Life on land

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

Our contribution

With selected projects and collaborations, we address aspects of environmental protection and implement selective measures to promote biodiversity in our own business operations; at the same time, we expect our suppliers to share Deutsche Telekom's commitment to dealing with the challenges of climate change and to strive to contribute to environmental and nature conservation.

Further information

- [Operational resource protection: environmentally conscious in everyday work](#)
- [Employee initiatives: working for a more sustainable future](#)
- [Digital water management in agriculture, Diepholz district \(T-Systems\)](#)
- [Biodiversity and afforestation](#)
- [ESRS S2-1 – Policies related to value chain workers](#)



SDG 16: Peace, justice and strong institutions

Promote just, peaceful and inclusive societies

Our contribution

Through clear ethical principles, a Group-wide compliance management system, support for the principles of the UN Global Compact and high data protection standards, we contribute to legally compliant structures in our own business operations.

Further information

- [ESRS G1-1 – Business conduct policies and corporate culture](#)
- [ESRS S4-1 – Policies related to consumers and end-users](#)
- [Cybersecurity and data protection: secure systems, protected privacy](#)
- [Compliance: acting lawfully and fairly](#)
- [TellMe whistleblower portal](#)
- [Transparency Report](#)



SDG 17: Partnerships to achieve the goals

Revitalize the global partnership for sustainable development

Our contribution

To achieve the SDGs, we cooperate with associations, institutions and companies at national and international level and promote global cooperation within the Group in various committees.

Further information

- [ESRS 2 SBM-2 – Interests and views of stakeholders](#)
- [Sustainable finance: decisions for the future](#)
- [Political advocacy](#)
- [Memberships and cooperations](#)

UN Global Compact

Global Compact Progress Report

Deutsche Telekom was a founding member of the UN Global Compact more than 20 years ago. Since then, we have communicated our efforts to implement its ten principles in the annual Communication on Progress (CoP) report. Our current progress report as well as the reports of the past years are available [here](#).

Further reports

Deutsche Telekom Annual Report 2025 ↓	Hrvatski Telekom Annual Report 2025 ↓	Magyar Telekom Annual Report 2025 ↓
OTE Group Annual Report 2025 ↓	T-Mobile US CR Reporting Hub ↓	OTE Group SSI 2025 ↓
T Mobile Polska Sustainability Report 2025 ↓	Makedonski Telekom Sustainability Report 2025 ↓	Deutsche Telekom HR Factbook 2025 ↓