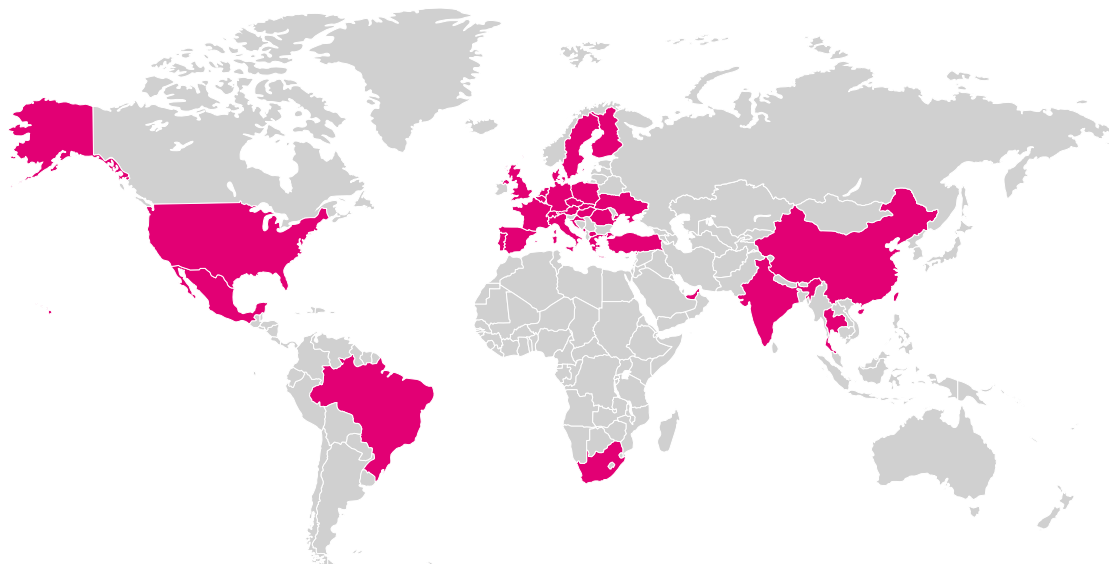


Our employees

Employees by country

Deutsche Telekom – represented across the globe



FTEs

	2024		2024
Germany	74,550	China	260
United States (incl. T-Mobile US)	65,355	Netherlands	260
Hungary	11,114	Great Britain	194
Greece	9,896	Belgium	92
Slovakia	7,292	Singapore	74
India	5,242	Turkey	74
Croatia	5,001	Portugal	61
Spain	3,711	France	57
Poland	3,398	United Arab Emirates	33
Czech Republic	3,247	Denmark	33
Austria	2,760	Thailand	24
Brazil	1,406	Italy	20
Romania	1,216	Sweden	10
Mexico	972	South Africa	4
North Macedonia	938	Finland	1
Switzerland	456	Ukraine	1
Montenegro	442		

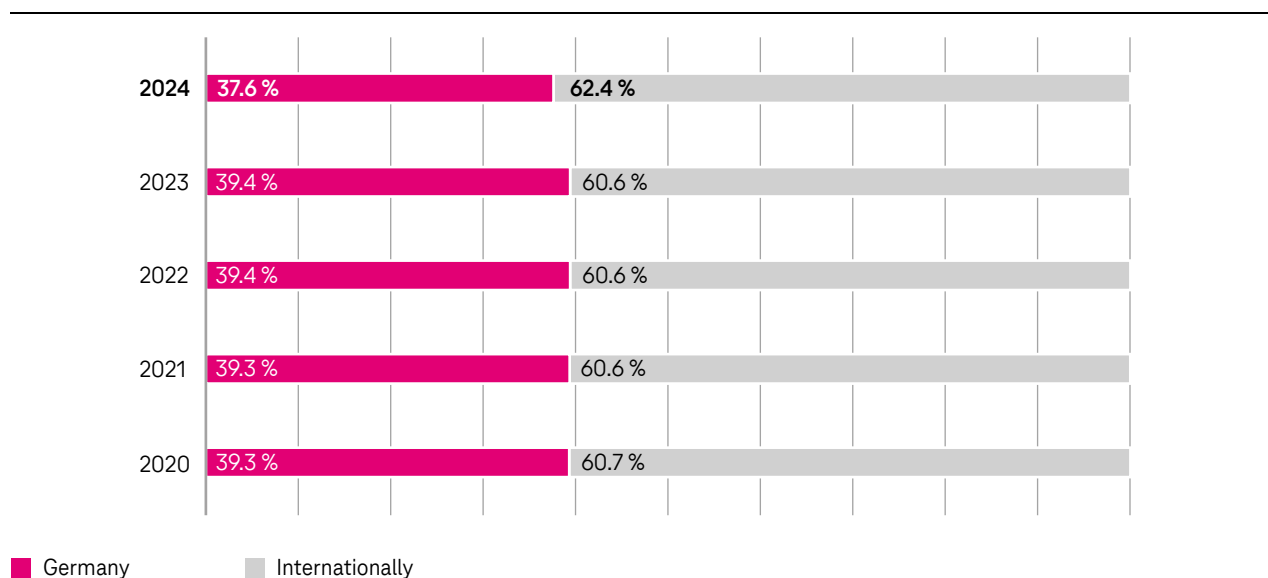
Deutsche Telekom is represented in 33 countries worldwide, with more than 80 percent of our employees working in Germany, the United States, Hungary, and Greece.

Our largest headcount increases were recorded in the United States with 2,453 FTEs (3.9 percent), followed by Croatia with 711 FTEs (16.6 percent), and India with 429 FTEs (8.9 percent).

The primary reasons for the headcount increase in the United States were the larger workforce required in retail to support T-Mobile US' growing customer base and the acquisition of Ka'ena in the second quarter of 2024. The headcount increase in Croatia was due to the insourcing of technical services from Ericsson. In India, headcount increase mainly resulted from higher demand for OneX-product programming for the DT Group and further business demand at TM US.

Employees in Germany and internationally

Slight headcount decrease in Germany



FTEs

	2020	2021	2022	2023	2024
Group	226,291	216,528	206,759	199,652	198,194
Germany	89,032	85,200	81,469	78,600	74,550
Internationally	137,258	131,368	125,290	121,052	123,644

The Group headcount continues to fall. In absolute terms, Germany saw the largest headcount decrease with -4,050 FTEs (5.2 percent), while the United States saw the largest headcount increase with 2,453 FTEs (3.9 percent).

Employees by operating segment

Group headcount decreases slightly

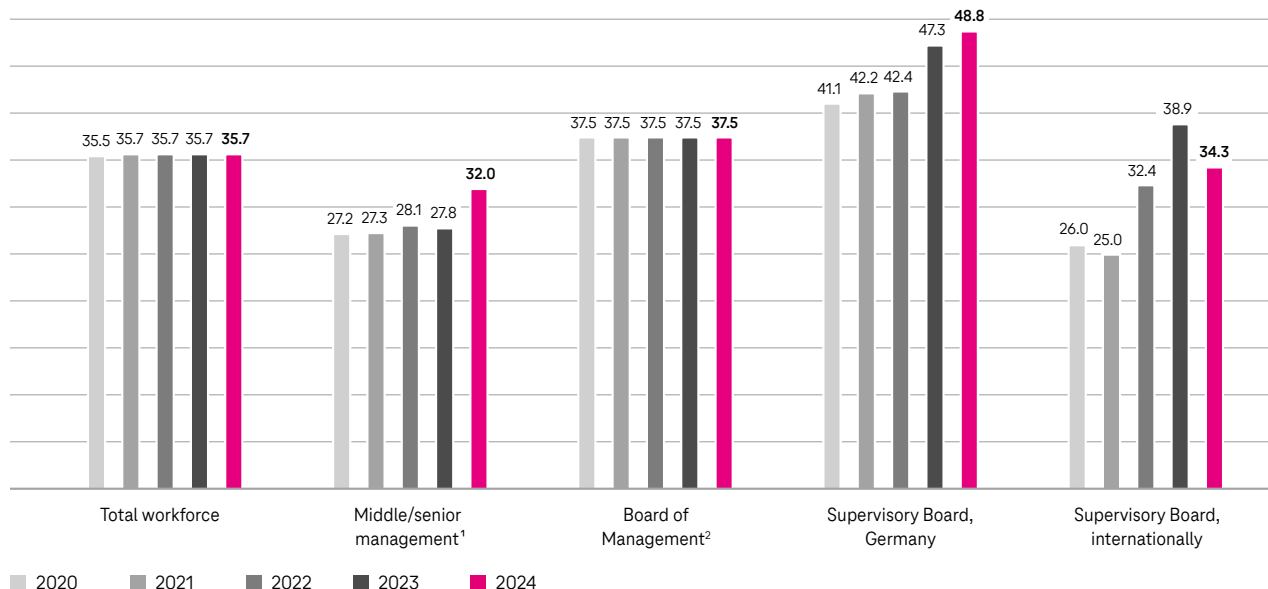
FTEs	2020	2021	2022	2023	2024
Germany	67,956	61,768	59,014	59,709	57,303
United States	71,304	71,094	67,088	62,677	65,154
Europe	41,272	35,319	34,083	32,932	32,761
Systems Solutions	26,490	26,175	27,392	26,036	25,691
Group Headquarters & Group Services	16,585	19,498	18,353	18,190	17,184
Group Development	2,684	2,674	828	108	100
Group	226,291	216,528	206,759	199,652	198,194

The Group headcount fell slightly by 0.7 percent compared with the end of the previous year. In our Germany operating segment, the number of employees declined by 4.0 percent compared with the end of the previous year. Employees continued to take up socially-sensitive offerings to ease the Group's staff restructuring activities, such as early retirement and partial retirement. The total number of full-time equivalent employees in the United States operating segment increased by 4.0 percent compared to December 31, 2023, primarily due to an increase in retail employees to support the growing customer base of T-Mobile US and the acquisition of Ka'ena in the second quarter of 2024. In our Europe operating segment, the headcount was down slightly by 0.5 percent compared with the end of 2023, in particular in Greece. The headcount in our Systems Solutions operating segment was down 1.3 percent against year-end 2023, mainly due to a workforce reduction in traditional infrastructure business. The headcount in the Group Headquarters & Group Services segment was down 5.5 percent compared with the end of the previous year, mainly due to the continued staff restructuring measures, in particular within the Technology and Innovation Board of Management department and at Vivento.

Proportion of women in the Group

Proportion of women stable

in %

¹ 2020–2023 MG1–4; 2024 MG1–5.² Group Board of Management.

Deutsche Telekom is committed to an inclusive working environment with fair opportunities for all, with the aim of creating a magenta world where everyone belongs.

The company considers the diversity of backgrounds, experiences, perspectives and skills to be pivotal to its success.

Deutsche Telekom ensures a safe and open working environment for everybody, with a special focus on equal opportunities and no discrimination.

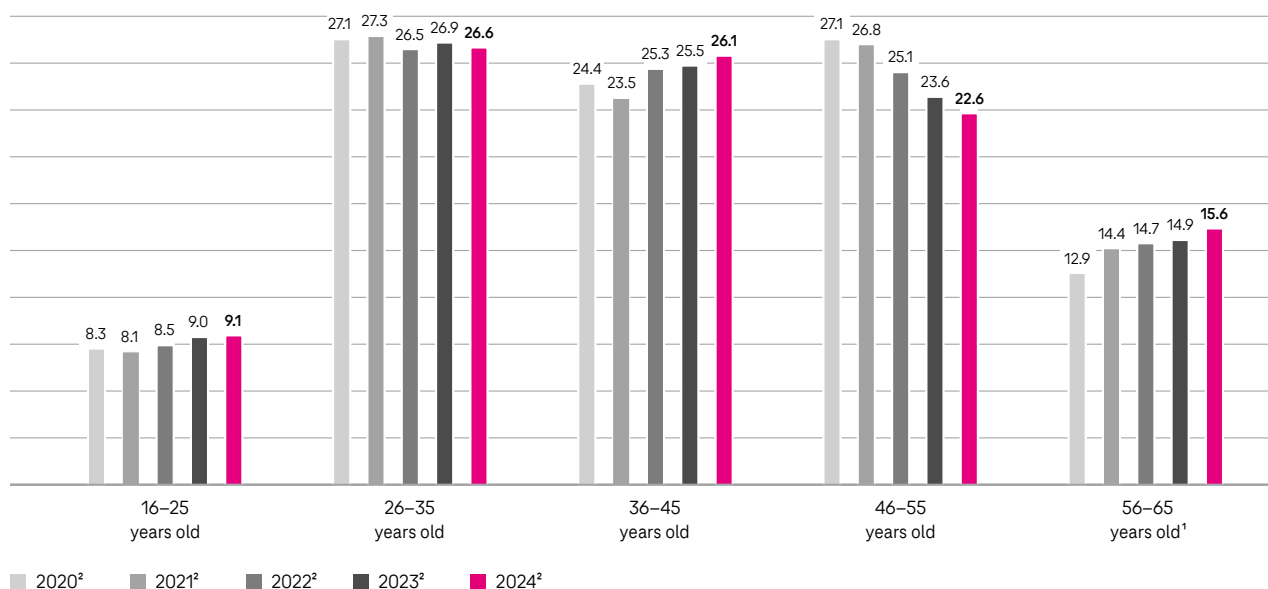
This is underlined by strategic management, regular reports, internal and external partnerships, as well as global and local initiatives. Examples of this include learning offers as well as the work with and by our employee networks.

Deutsche Telekom is committed to promoting fair opportunities. The company has set itself the ambition of achieving a 30 percent share of women at senior and middle management levels in all company segments by the end of 2025. This, for example, takes into account among other things the requirements of the law for the equal participation of women and men in leadership positions (FüPoG). The principle of best selection is prioritized.

Age structure in the Group

Average age within the Group remains constant

in %



	2020 ²	2021 ²	2022 ²	2023 ²	2024 ²
Ø Age (in years)	41.5	41.8	41.7	41.4	41.4

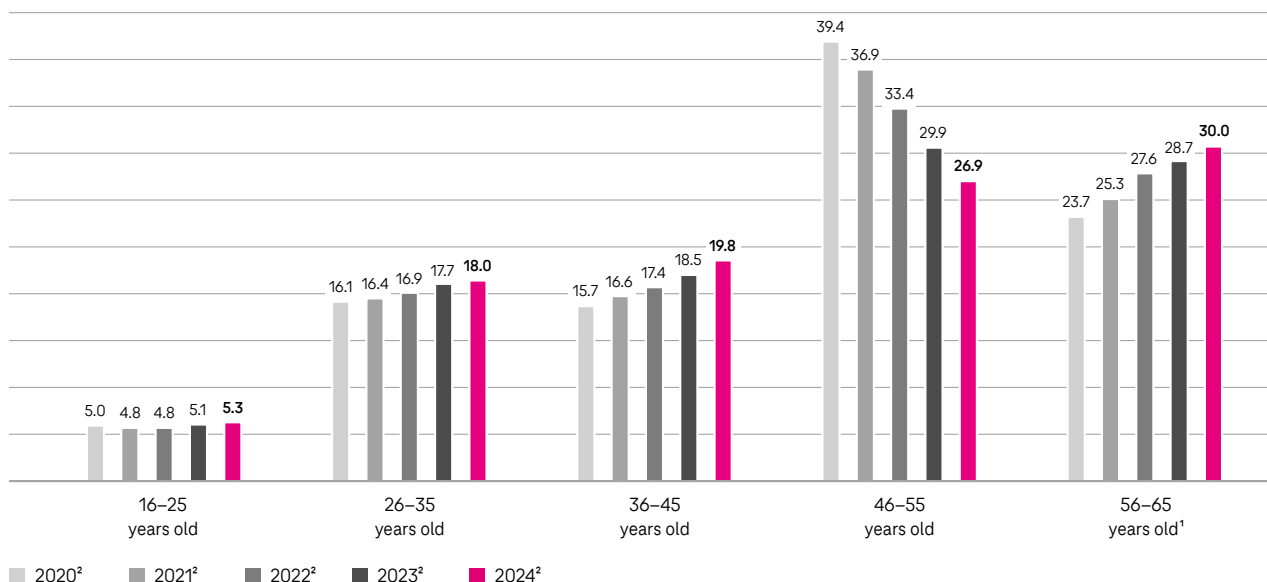
¹ Incl. > 65 years.² Excluding Deutsche Telekom Capital Partners Management GmbH, Deutsche Telekom Clinical Solutions GmbH, operational services GmbH & Co. KG, Toll4Europe, goingsoft Deutschland GmbH, Geomobile GmbH, DT International Finance B.V., GTS Ukraine.

Compared to the previous year, the average age within the Group remains constant at 41.4 years. The 16–25 age group increased very slightly to 9.1 percent and the 26–35 age group decreased by 0.3 percentage points. The 36–45 age group increased significantly by 0.6 percentage points to 26.1 percent. The 46–55 age group decreased by 1.0 percentage points, whereas the 56–65 age group increased by 0.7 percentage points.

Age structure in Germany

Lower average age of the German workforce continues

in %



	2020 ²	2021 ²	2022 ²	2023 ²	2024 ²
Ø Age (in years)	46.6	46.8	46.8	46.5	46.3

¹ Incl. > 65 years.² Excluding Detecon International GmbH, ORBIT Gesellschaft für Applikations- und Infosysteme mbH, GeoMobile GmbH, Deutsche Telekom Clinical Solutions GmbH, Comfortcharge GmbH, Deutsche Telekom Capital Partners Management GmbH, Toll4Europe GmbH, operational services GmbH & Co. KG, goingsoft Deutschland GmbH.

The average age of the workforce in Germany fell for the second year in succession. For the first time since 2018, the average age in Germany was 46.3.

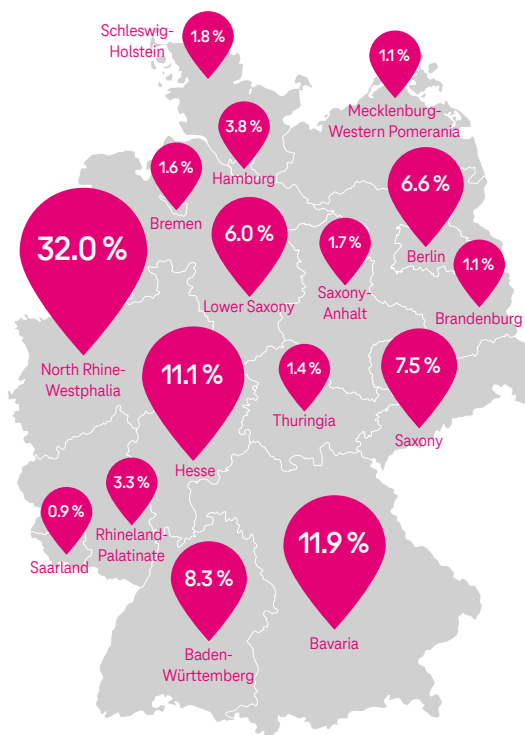
Once again, the biggest decrease of 3.0 percentage points was recorded in the 46–55 age group, while the proportion of employees aged 56+ was up 1.3 percentage points to 30.0 percent. The proportion of those aged 45+ declined from 58.6 percent to 56.9 percent.

Deutsche Telekom in Germany is therefore moving ever closer to a balanced age structure that will allow the Group to combine a variety of skills and perspectives. This improves innovativeness, performance and resilience, and also helps strike a good balance between continuity and renewal.

At the same time, Deutsche Telekom will face a major challenge as the baby boomer generation enters retirement. In this context, the transfer of knowledge to the younger generation is a key factor in terms of successfully structuring the transition and safeguarding the continuity of our business activities.

Employees in Germany by federal state

Present in all federal states



FTEs

	2024 ¹
North Rhine-Westphalia	23,469
Bavaria	8,689
Hesse	8,154
Baden-Württemberg	6,045
Saxony	5,504
Berlin	4,822
Lower Saxony	4,400
Hamburg	2,782
Rhineland Palatinate	2,389
Schleswig-Holstein	1,311
Saxony-Anhalt	1,277
Bremen	1,174
Thuringia	994
Brandenburg	825
Mecklenburg-Western Pomerania	775
Saarland	655

¹ Excluding Deutsche Telekom Capital Partners Management GmbH, Deutsche Telekom Clinical Solutions GmbH, operational services GmbH & Co. KG, goingsoft Deutschland GmbH, Detecon International GmbH, ORBIT Gesellschaft für Applikations- und Infosysteme mbH, GeoMobile GmbH, Comfortcharge GmbH.

Deutsche Telekom is represented throughout Germany with its excellent networks, products and services. Employees in every single federal state ensure that the company meets its customer promise and creates proximity where there is distance.

With more than 23,000 FTEs, North Rhine-Westphalia remains the federal state with the most employees. The federal states with the second and third-most employees are Bavaria and Hesse, each with more than 8,000 employees.

Employees by status group in Germany

Proportion of civil servants continues to fall

FTEs					
	2020	2021	2022	2023	2024
Active civil servants	10,583	9,653	8,381	6,891	5,801
Civil servants on temporary leave from civil servant status ¹	405	311	256	212	152
Civil servants at affiliated companies ¹	7,423	6,773	5,836	4,942	3,728
Total civil servants	18,412	16,736	14,474	12,045	9,681
Non-civil servants in Germany	70,620	68,424	66,995	66,555	64,869
Total employees in Germany	89,032	85,160	81,469	78,600	74,550
Proportion of non-civil servants in Germany	79.3 %	80.3 %	82.2 %	84.7 %	87.0 %
Proportion of civil servants in Germany	20.7 %	19.7 %	17.8 %	15.3 %	13.0 %

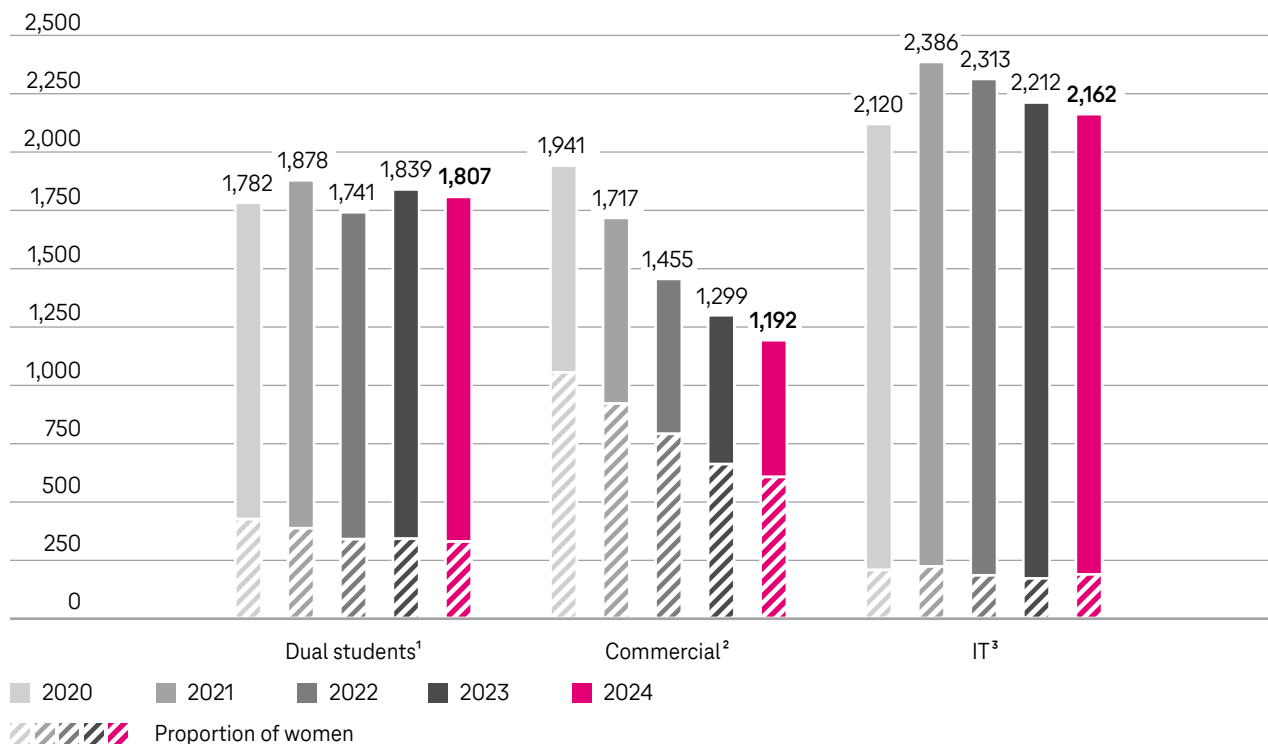
¹ Civil servants whose civil servant status is dormant. They have temporarily changed to a non-civil servant employment relationship.

In the 2024 financial year, the proportion of employees with civil servant status declined to 13.0 percent, while the proportion of non-civil servants rose by 2.3 percentage points to 87.0 percent. This development was anticipated as Deutsche Telekom stopped recruiting new employees with civil servant status following its privatization in 1995. The number of remaining civil servants continues to fall through natural attrition due to retirement, transfers to government authorities and the dedicated retirement scheme or the passive phase of partial retirement.

Apprentices and students in Germany

Promote, network, grow: Deutsche Telekom and its apprentices

headcount



headcount

		2020	2021	2022	2023	2024
Dual students ¹	total	1,782	1,878	1,741	1,839	1,807
	women	424	385	338	340	328
Commercial ²	total	1,941	1,717	1,455	1,299	1,192
	women	1,054	920	790	660	605
IT ³	total	2,120	2,386	2,313	2,212	2,162
	women	206	221	183	170	187
Total	total	5,843	5,981	5,509	5,350	5,161
	women	1,684	1,526	1,311	1,170	1,120

¹ Examples of dual study programs: computer science, business information systems, IT security.

² Examples of commercial apprenticeships: office management administrator, dialog marketing administrator, retail sales assistant.

³ Examples of IT apprenticeships: IT systems electronics technician, IT systems business administrator, IT technician specializing in application development/systems integration.

Last year, Deutsche Telekom's promotion of young talents blazed an impressive trail and noticeably focused on vocational training schemes. We offered over 1,800 places on dual apprenticeship and study programs to help young people get a foot on the employment ladder.

By specifically analyzing and promoting the diverse potential of young people, we created an inclusive and supporting working environment. Apprentices and dual students who met certain requirements – single parents for example – were given the option to train or study part-time.

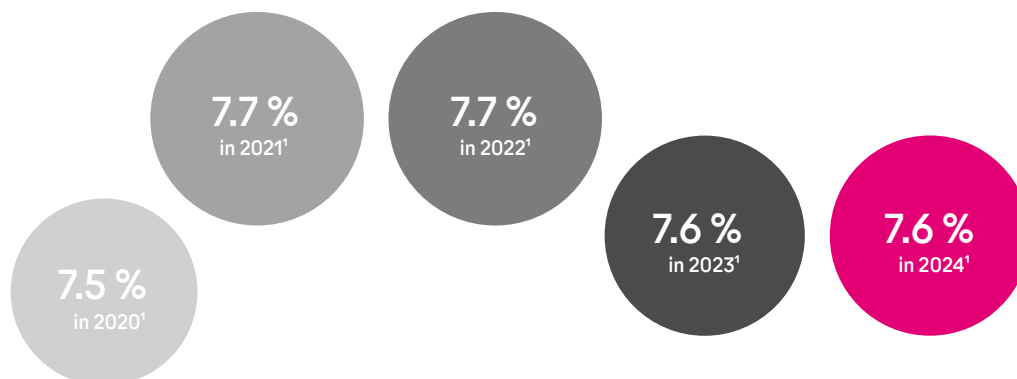
In 2024, Deutsche Telekom initiated an agreement which allows apprentices to complete their vocational training remotely. This offer promotes self-reliance and independence among the apprentices and also enables a better work-life balance. As a result, vocational training at our company is significantly more attractive. Specific requirements, including approval by the learning coaches and business experts, must be met in order to be eligible for remote vocational training. Most of the apprentices' practical training takes place on site. An eligibility-based option for remote working has been in place for dual students since 2021.

Digitalization is becoming a key aspect of the vocational training at Deutsche Telekom. Digital and innovative media is consistently used – from the recruitment through to the Group onboarding. The company's educational approach includes making the use of digital technology a key element of the daily vocational training and study program routine. These media are integral to our vocational training process, particularly when it comes to planning, documenting and reflecting on the personal learning journey.

Transferring knowledge and sharing know-how via digital platforms are a priority in our corporate culture. Tools that are used throughout the Group actively promote collaboration and support the personal development of the apprentices and students. They use dedicated platforms to document their progress, to communicate with their learning and study coaches, and to independently determine their next learning steps. This approach strengthens the apprentices' and students sense of personal responsibility and offers them space for their personal development and advancement.

Employees with severe disabilities in Germany

Telekom promotes persons with disabilities



¹ Excluding Deutsche Telekom Capital Partners Management GmbH, Detecon International GmbH, Deutsche Telekom Clinical Solutions GmbH, Orbit GmbH, operational services GmbH & Co. KG, goingsoft Deutschland, Toll4Europe GmbH, GeoMobile GmbH, Comfortcharge GmbH.

In 2024, employees with disabilities accounted for 7.6 percent of the Deutsche Telekom workforce, once again significantly above the prescribed minimum of 5 percent.

Deutsche Telekom is actively committed to including persons with disabilities in its workforce with a comprehensive range of measures and activities. The aim is not just to provide them with a secure livelihood but also to promote their career advancement over the long term.

To achieve this, the company has various initiatives in place to ensure an inclusive working environment, ranging from measures to ensure disability-friendly workplaces and adapted workstations, to the provision of technical aids. Another noteworthy initiative is our HR hotline for deaf and hearing-impaired employees, underscoring Deutsche Telekom's unwavering commitment to equity and accessibility. The hotline gives all employees, regardless of hearing ability, equal access to support services.

Deutsche Telekom considers persons with disabilities to be equal employees and an important element of corporate diversity. In our view, diversity not only enriches our company, it is also a source of shared learning and long-term success.

The Group Inclusion Agreement and the related Action Plan 2.0 are expressions of Deutsche Telekom's commitment to upholding the UN Convention on the Rights of Persons with Disabilities. The Convention's values are already permanently anchored in our corporate culture and provide the basis from which we promote accessibility, equity, and the inclusion of those with severe disabilities. For us, this is more than just an obligation; it is also an important aspect in creating a diverse and powerful working world.