

At a glance

About the HR Factbook 2025



Dear readers,

For over three decades, we at Deutsche Telekom have proven that we are able to master transformation. We are constantly adapting to market conditions and new technologies. This approach has made us successful. But this is not simply a matter of course. This is the result of our courage to change, our innovative strength, and – above all – the engagement of our employees.

In 2025 – the period reviewed in this HR Factbook – artificial intelligence has continued to make inroads into our daily working lives. Over three-quarters of our employees state that they frequently use AI. We also make specific use of AI in our HR tasks to be able to offer suitable advanced training sessions, for example. However, it is difficult to predict the further development and the impacts of AI with respect to the labor market.

At the same time, the productivity of personnel in Germany is facing growing pressure – a challenge that we at Deutsche Telekom also need to overcome. Revenue needs to be generated to pay good salaries. We maintain a commitment to socially responsible staff restructuring and to ensure our employees are constantly offered advanced training in order to equip them with the necessary skills for the future, as our employees are always the focus of our HR work. Their passion to perform, their attitude, and their methods in approaching their tasks are the foundation of our success. Our corporate culture with our purpose “We won’t stop until everyone is connected” as well as our six Guiding Principles are our compass here. And our colleagues bring them to life every single day.

We aspire to continuously further develop this corporate culture. If we set the right priorities, if we demand and recognize performance, if we cut red tape in our processes, and if we strengthen our inter-team and transnational cooperation, I look toward the future with optimism. And then we will successfully shape the changes that await us – carried by the people who have been shaping Deutsche Telekom for the past 30 years.

Our HR Factbook 2025 will showcase the developments and challenges that are shaping our transformation. I hope you find it enjoyable reading.

Birgit Bohle

Board of Management member for Human Resources and Legal Affairs, Labor Director

Scope

The figures in the report generally refer to the calendar year 2025 with a reporting date of December 31, 2025. Exceptions are highlighted accordingly. All figures are based on more detailed data. As some values are rounded, totals may differ slightly. Annual averages are used to form some ratios. The figures are often divided into the categories “Germany”, “Internationally” and “Group”. “Germany” refers to the location of employees in Germany (irrespective of the segment). “Internationally” refers to all employees at locations outside Germany, and “Group” refers to all employees. Some data is broken down according to our operating segments - i.e., Germany, USA, Europe, Group Development and the Systems Business. Group Headquarters & Group Services (GHS) includes all Group units that are not directly allocated to one of the operating segments.

The key performance indicators presented in the HR Factbook are based on the consolidated data of Deutsche Telekom AG and correspond to those of the Group Annual Report. Individual indicators are only collected for parts of the Group; for example, the data from T-Mobile US is not consistently included. Relevant limitations are indicated in the report.

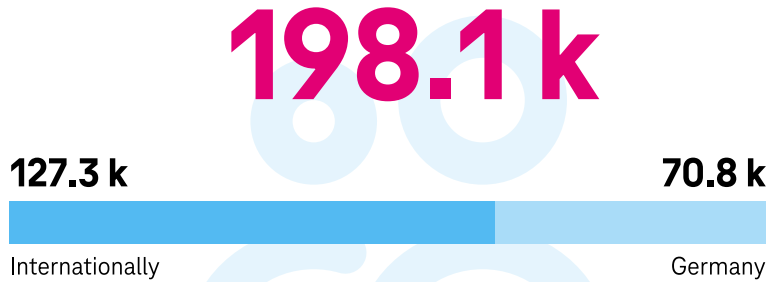
Deutsche Telekom is represented in 34 countries worldwide. Each country sets a different legal framework that we consider to be mandatory and comply with.

We point out that T-Mobile US, Inc., Hellenic Telecommunications Organization S.A. (OTE), Magyar Telekom Telecommunications Public Limited Company, and Hrvatski Telekom d.d. are independent publicly traded companies with their own legal personality and autonomous human resources policy.

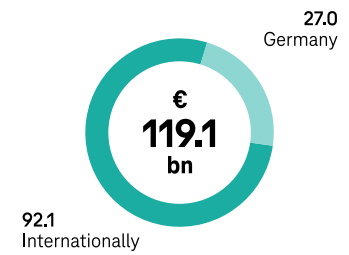
To improve readability, we use the third-person pronouns “they/them” throughout this report. FTE stands for full time equivalents and is used in the Factbook as the unit of measurement for the size of the workforce. FTE therefore reflects the calculated number of full-time equivalents based on all full- and part-time staff.

Deutsche Telekom at a glance: The Group

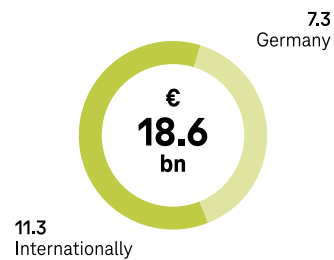
Employees (FTEs)



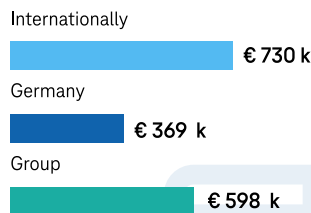
Net revenue



Personnel costs, adjusted



Revenue per employee



Average number of training days per employee^a

4.8

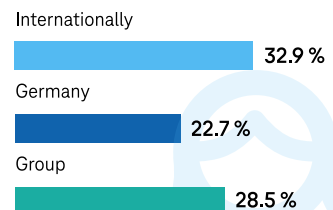
Total workforce quota

17.3 %

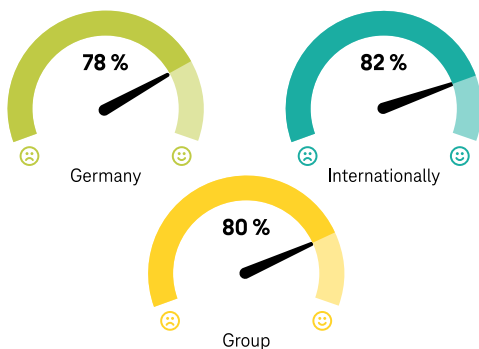
EmployeeApp – Average number of users per day

56,565

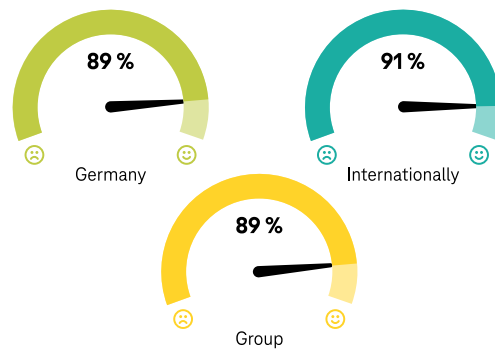
Woman in top management



Overall employee mood (excl. managers)^a



Overall manager mood^a



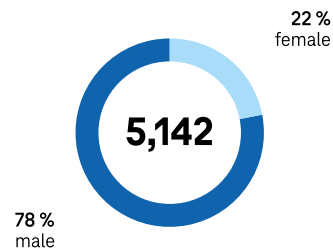
^a Excluding T-Mobile US.

Deutsche Telekom at a glance: Germany

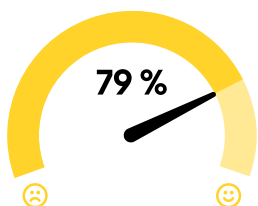
Employees (FTEs)

70,751

Apprentices and students



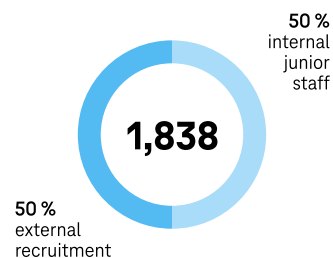
Employee mood



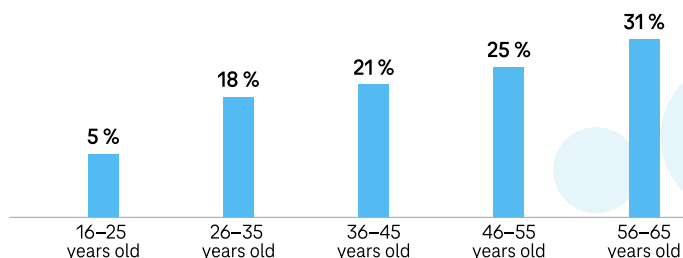
Health rate

94.6%

Recruitment



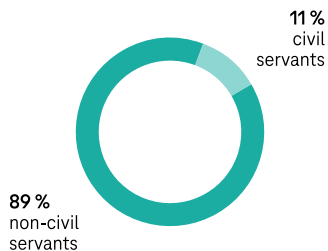
Age structure



Savings through employee ideas

€ 35.8 m

Proportion of civil servants



Employees with severe disabilities

7.7%