## General Disclosures

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>102-2 Primary brands, products and services</strong></td>
<td>Management &amp; facts &gt; Strategy &gt; CR strategy &amp; management &gt; Business activities and organization</td>
</tr>
<tr>
<td><strong>102-3 Location of headquarters</strong></td>
<td>There were no bans on products and/or services in any countries in 2021. <a href="http://www.cr-report.telekom.com/2021/imprint">www.cr-report.telekom.com/2021/imprint</a></td>
</tr>
<tr>
<td><strong>102-4 Location of operations</strong></td>
<td>There were no bans on products and/or services in any countries in 2021. <a href="http://www.telekom.com/en/company/worldwide">www.telekom.com/en/company/worldwide</a></td>
</tr>
<tr>
<td><strong>102-5 Ownership and legal form</strong></td>
<td>There were no bans on products and/or services in any countries in 2021. <a href="http://www.telekom.com/en/company/company-profile">www.telekom.com/en/company/company-profile</a></td>
</tr>
<tr>
<td><strong>102-6 Markets served</strong></td>
<td>There were no bans on products and/or services in any countries in 2021. <a href="http://www.telekom.com/en/company/worldwide">www.telekom.com/en/company/worldwide</a>, <a href="http://www.cr-report.telekom.com/2021/imprint">2021 annual report</a></td>
</tr>
<tr>
<td><strong>102-7 Scale of the organization</strong></td>
<td>There were no bans on products and/or services in any countries in 2021. <a href="http://www.cr-report.telekom.com/2021/imprint">2021 annual report</a>, <a href="http://www.cr-report.telekom.com/2021/imprint">Management report Selected financial data of the Group</a></td>
</tr>
<tr>
<td><strong>102-12 External initiatives</strong></td>
<td>Risk management, compliance management, and the ESG KPIs provide approaches for preventive action at Deutsche Telekom. <a href="http://www.cr-report.telekom.com/2021/imprint">Management &amp; facts &gt; Strategy &gt; CR strategy &amp; management &gt; Risk and opportunity management</a></td>
</tr>
<tr>
<td><strong>102-13 Memberships of associations</strong></td>
<td>Due to reasons of confidentiality, it is not possible to list our memberships and collaborations based on strategic aspects. Our policy on political advocacy applies to our involvement in committees and associations. <a href="http://www.cr-report.telekom.com/2021/imprint">Management &amp; facts &gt; Strategy &gt; Stakeholder management &gt; Overview of memberships and collaborations</a></td>
</tr>
</tbody>
</table>

About 14 percent of employees in Germany covered by collective agreements, and 18.2 percent of civil servants, are making use of part-time arrangements (as of Dec. 31, 2021). In addition, a total of 29 executives are working part-time (as of Dec. 31, 2021).
All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.
Management & facts > Strategy > Materiality > Results of the materiality analysis

Management & facts > Strategy > Materiality > Material topics matched with GRI aspects

There was no cause to restate information within the reporting period. You will find the links to the report structure.

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

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

Report profile

102-47 List of material topics

102-48 Restatements of information

There was no cause to restate information within the reporting period. You will find the links to the report structure.

102-49 Changes in reporting

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

102-50 Reporting period

102-51 Date of most recent report

102-52 Reporting cycle

102-53 Contact point for questions regarding the report

102-54 Claims of reporting in accordance with the GRI Standards

102-55 GRI content index

102-56 External assurance

Imprint

Indicator    Reference
GRI-INDEXX    GENERAL DISCLOSURES

102-47 List of material topics

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

Management & facts > Strategy > Materiality > Material topics matched with GRI aspects

102-48 Restatements of information

There was no cause to restate information within the reporting period. You will find the links to the report structure.

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

102-49 Changes in reporting

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

102-50 Reporting period

102-51 Date of most recent report

102-52 Reporting cycle

102-53 Contact point for questions regarding the report

102-54 Claims of reporting in accordance with the GRI Standards

Management & facts > Strategy > Sustainability standards > GRI Index

102-55 GRI content index

Management & facts > Strategy > Sustainability standards > GRI Index

102-56 External assurance

Management & facts > Strategy > Sustainability standards > GRI Index

About this report > Independent assurance report
The following risks of corruption were identified as the most likely within the scope of our risk analysis:

1. Acceptance of a benefit in connection with a specific business decision (e.g., a supplier invites an employee to a prestigious sports event, where there is a close material and temporal correlation between the event and the upcoming renewal of an existing agreement).
2. An employee formulates selection criteria in favor of one supplier/consultant. Procurement has no choice other than to include this supplier/consultant in its selection. Alternatively, an employee influences an auction/tender in favor of one bidder. In return, the employee receives a benefit from the supplier/consultant.
3. An employee makes an agreement with a supplier to add 10 percent to a bill. The supplier pays half of the extra amount charged into a private bank account of the employee.
4. A benefit is granted to a business partner’s employee or representative in connection with a specific forthcoming business decision in order to gain an unfair competitive advantage (e.g., inviting a decision-maker on the customer side to a prestigious sports event in order to sway them into renewing the existing framework agreement that is coming up for renewal).
5. An employee awards a contract in return for something without first obtaining a comparative bid from a competitor, which represents a breach of duty. It makes no difference whether or not the competitor’s bid would actually have been lower.

Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. In 2021, the CRA included 112 companies and thus covered around 98.1 percent (based on the number of employees in the fully consolidated companies).

Communication and training on anti-corruption policies and procedures

We use regular training measures to inform and raise awareness among our employees about compliance. In addition to classroom courses, we also use various interactive e-learning formats. In addition, customized classroom courses on compliance and anti-corruption are given to members of the management boards and executives. Managers are addressed about their extraordinary responsibility and informed about trends and changes in the law.

E-learning training Group-wide

In 2021, more than 36,000 employees in high-risk positions (sales, procurement) completed the anti-corruption e-learning course, around 165,000 employees received a certificate for completing a compliance e-learning course; at T-Mobile US, more than 60,000 employees also took part in a company-specific integrity e-learning in the reporting year.
Providing information and training to business partners

Our business partners are required to accept the Deutsche Telekom General Terms and Conditions for Purchasing before entering into a business relationship with us. These include a Supplier Code of Conduct incorporating our principles for avoiding corruption. In addition, we ask our business partners questions regarding their compliance management systems as part of the supplier self-assessment process. Deutsche Telekom has been offering online training to external business partners and suppliers since September 2014. The training particularly focuses on small and medium-sized German business partners and suppliers. This encourages our partners even more to conduct their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-relevant topics such as corruption prevention, anti-trust law, and sustainability and introduces Deutsche Telekom’s compliance management system.

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


GRI 103: Management Approach

103-1 Explain why the topic is material and provide its boundary.
103-2 Explain how the organization manages the topic.
103-3 Explain how the organization evaluates the management approach.

GRI 301: Materials

301-3 Reclaimed products and their packaging materials

GRI 302: Energy

302-1 Energy consumption within the organization
302-3 Energy intensity

GRI 305: Emissions

305-1 Direct (Scope 1) GHG emissions

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

Management & facts > Environment > Climate targets & risks > Our approach to measuring our climate-protection progress
Management & facts > Environment > Energy consumption & efficiency > Our approach to energy-efficient networks
Management & facts > Environment > Resource efficiency in operations > More-sustainable Deutsche Telekom buildings
Management & facts > Environment > Mobility > Our strategy for climate-friendly mobility in Germany

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

Management & facts > Environment > CO₂ emissions > Total CO₂ emissions (Scope 1 & 2) Deutsche Telekom Group
Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. As part of our waste management program, we transparently map the waste we generate. In addition to waste generation, we also record facts and figures relating to the utilization of technical and hazardous waste. Further-reaching data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring. We comply with all legal requirements in all countries when disposing of hazardous waste.

### GRI 306: Effluents and Waste

#### GRI 103: Management Approach

**103-1** Explain why the topic is material and provide its boundary.

**103-2** Explain how the organization manages the topic.

**103-3** Explain how the organization evaluates the management approach.

### GRI 306-2: Management of significant waste-related impacts

Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. Further-reaching data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring. We comply with all legal requirements in all countries when disposing of hazardous waste.
103-1 Explain why the topic is material and provide its boundary.  
103-2 Explain how the organization manages the topic.  
103-3 Explain how the organization evaluates the management approach.

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

GRI 405: Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

Management & facts > Social > Diversity > Employees with disabilities

GRI 406: Non-discrimination

406-1 Incidents of discrimination and corrective actions taken
GRI 407: Freedom of Association and Collective Bargaining

GRI 103: Management Approach

103–1 Explain why the topic is material and provide its boundary.
103–2 Explain how the organization manages the topic.
103–3 Explain how the organization evaluates the management approach.

Management & facts > Social > Human rights > Our approach to protecting human rights
#TAKEPART sustainably > New way of working > Human rights page

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

To our knowledge, there are no cases of this nature. Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Code of Human Rights & Social Principles, are binding for the entire Group, and must be confirmed in writing annually by the Group companies. We likewise expect our business partners and suppliers to comply with these principles as long as they do not contradict national legislation.

GRI 408: Child Labor

GRI 103: Management Approach

103–1 Explain why the topic is material and provide its boundary.
103–2 Explain how the organization manages the topic.
103–3 Explain how the organization evaluates the management approach.

Management & facts > Economy > Suppliers > Our approach to sustainable procurement
Management & facts > Social > Human rights > Our approach to protecting human rights
Management & facts > Economy > Suppliers > Supply chain management
Management & facts > Economy > Suppliers > 2021 audit results

408–1 Operations and suppliers at significant risk for incidents of child labor

No significant risk of child labor was identified at our direct business facilities, business partners, and suppliers.

GRI 409: Forced or Compulsory Labor

GRI 103: Management Approach

103–1 Explain why the topic is material and provide its boundary.
103–2 Explain how the organization manages the topic.
103–3 Explain how the organization evaluates the management approach.

Management & facts > Social > Human rights > Code of Human Rights & Social Principles
#TAKEPART sustainably > Good stewardship > Supply Chain > Supply chain page
Management & facts > Economy > Suppliers > Our approach to sustainable procurement
Management & facts > Economy > Suppliers > Supplier Development Program

409–1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Risks related to forced labor are combated by auditing selected strategic and particularly high-risk suppliers. No significant risk of forced or compulsory labor was identified at our direct business facilities.

Management & facts > Economy > Suppliers > 2021 audit results

GRI 412: Human Rights Assessment

GRI 103: Management Approach

103–1 Explain why the topic is material and provide its boundary.
103–2 Explain how the organization manages the topic.
103–3 Explain how the organization evaluates the management approach.

Management & facts > Social > Human rights > Our approach to protecting human rights
#TAKEPART sustainably > New way of working > Human rights page

412–1 Operations that have been subject to human rights reviews or impact assessments

Management & facts > Social > Human rights > Our approach to protecting human rights
#TAKEPART sustainably > New way of working > Human rights page
We regularly check and develop the compliance of our existing and future suppliers with social and ecological aspects. This also includes fundamental human rights. In 2021, the share of these CR-qualified suppliers was 60 percent of the procurement volume.
Further GRI aspects reported

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
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<tbody>
<tr>
<td>GRI 419: Socioeconomic Compliance</td>
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<tr>
<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<td>103-2 Explain how the organization manages the topic.</td>
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<tr>
<td>103-3 Explain how the organization evaluates the management approach.</td>
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<tr>
<td><a href="http://www.telekom.com/en/company/company-profile">www.telekom.com/en/company/company-profile</a></td>
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<td>GRI 201: Direct economic value generated and distributed</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Financial personnel indicators &gt; Personnel costs and personnel cost ratio</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Financial performance indicators &gt; Net value added</td>
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<tr>
<td>Annual Report 2021 &gt; Management report &gt; Development of business in the Group &gt; Results of operations of the Group</td>
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<td>GRI 201: Financial implications and other risks and opportunities due to climate change</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Sustainable finance &gt; EU taxonomy: compliance in 2021</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Sustainable finance &gt; Taxonomy activity 8.1: Data processing, hosting and related activities</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Sustainable finance &gt; Taxonomy activity 8.2: Data-driven solutions for GHG emissions reductions</td>
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<td>GRI 201: Defined benefit plan obligations and other retirement plans</td>
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<tr>
<td>Management &amp; facts &gt; Social &gt; Demography and company pension scheme &gt; Company pension schemes</td>
<td></td>
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<tr>
<td>GRI 204: Procurement Practices</td>
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<tr>
<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<td>103-2 Explain how the organization manages the topic.</td>
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<td>103-3 Explain how the organization evaluates the management approach.</td>
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<tr>
<td>GRI 207: Taxes</td>
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<tr>
<td>GRI 103: Management Approach</td>
<td></td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<tr>
<td>103-3 Explain how the organization evaluates the management approach.</td>
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<td>GRI 207: Approach to tax</td>
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<tr>
<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<tr>
<td>103-3 Explain how the organization evaluates the management approach.</td>
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<tr>
<td>GRI 207: Tax governance, control, and risk management</td>
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<tr>
<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<td>103-3 Explain how the organization evaluates the management approach.</td>
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<td>GRI 207: Country-by-country reporting</td>
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<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<tr>
<td>103-3 Explain how the organization evaluates the management approach.</td>
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<tr>
<td>GRI 308: Supplier Environmental Assessment</td>
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<tr>
<td>GRI 103: Management Approach</td>
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<tr>
<td>103-1 Explain why the topic is material and provide its boundary.</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Suppliers &gt; Our approach to sustainable procurement</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Suppliers &gt; Supply chain management</td>
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<tr>
<td>Management &amp; facts &gt; Economy &gt; Suppliers &gt; Responsible procurement of raw materials</td>
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</tbody>
</table>
We regularly check and develop the compliance of our existing and future suppliers with social and ecological aspects. This also includes fundamental human rights. In 2021, the share of these CR-qualified suppliers was 60 percent of the procurement volume.

In addition, 72 percent of our purchases from emissions-intensive suppliers were covered by the CDP Supply Chain Program in 2021.

Deutsche Telekom AG has three umbrella certificates:
ISO 9001:2015: 18 locations, 12 companies
ISO 14001:2015: 91 locations, 63 companies
ISO 45001:2018: 83 locations, 59 companies

Further certificates can be viewed in the profiles of the national companies.
Vocational training (Group in Germany)

<table>
<thead>
<tr>
<th></th>
<th>Total hours 2021</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>6 789 600*</td>
<td>1 901 088*</td>
<td>4 888 512*</td>
</tr>
<tr>
<td>Students on cooperative</td>
<td>3 083 472*</td>
<td>647 529*</td>
<td>2 435 943*</td>
</tr>
<tr>
<td>study programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9 873 072*</td>
<td>2 548 617*</td>
<td>7 324 455*</td>
</tr>
</tbody>
</table>

(* Calculations based on average values for 2021.)

Skills development (Group – international)

Our employees around the globe spent some 4 million hours on training and skills development in 2021. Overall, LEX users completed a total of 3.5 million hours of online learning in 2021 – and the comparable figure for 2019 was only 1.8 million. In 2021, 83 percent of the training courses available for registration throughout the Group were available online. During the COVID-19 pandemic, when large numbers of employees have been working from home, and no classroom courses have been available, this extensive range of online courses has been very helpful in keeping training available to employees.

Programs for lifelong learning

Training and development

Departure from the company and career perspectives

Depending on the situation, we use various tools to help affected employees leave their job at the Group in a socially acceptable manner. This includes options such as outplacement consulting and severance payments. In addition, Vivento, the service provider for staff restructuring in Germany, offers assistance to civil servants when transferring to a public-sector employer. 70 civil servants employed at Deutsche Telekom in Germany opted for a permanent transfer to federal, state, or local authorities in 2021.

We use various tools to assess the performance and career development of our employees.

- **“Compass”** for employees covered by collective agreements and civil servants in Germany
- **“WeGrow”** for managers in executive positions worldwide, employees not covered by collective agreements in Germany, and employees of national companies
- Our performance management is currently undergoing further development, with a clear focus on feedback discussions and transparency meetings.
- Performance management tools and employee category & number and proportion of employees whose performance and career development are assessed
- Compass (employees covered by collective agreements in Germany): approx. 74 000 employees (100 percent of target group)
- WeGrow (managers in executive positions, employees not covered by collective agreements in Germany, employees of national companies): approx. 33 000 employees (100 percent of the target group)
Global Compact Communication on Progress

Principle 1: Support and respect for internationally proclaimed human rights

- Management & facts > Social > Human rights
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Economy > Data protection and data security
- Management & facts > Strategy > Political advocacy
- Management & facts > Social > Employee relationships > Fair pay and benefits
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
- Management & facts > Social > Occupational health and safety
- Management & facts > Social > Diversity
- Annual Report 2021 > Management report > Employees
- Annual Report 2021 > Management report > Group strategy

Principle 2: No complicity in human rights abuses

- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Consumer protection
- Management & facts > Social > Diversity
- Annual Report 2021 > Management report > Employees
- Annual Report 2021 > Management report > Group strategy

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

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

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

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

Principle 5: Abolition of child labor

- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
Principle 6: Elimination of discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility
Principle 9: Encourage the development and diffusion of environmentally friendly technologies

1. Management & facts > Strategy > CR strategy & management > CR strategy
4. Management & facts > Environment > Environmentally friendly products & services
5. Management & facts > Environment > Circular economy & climate strategy
6. Management & facts > Environment > Circular economy & climate strategy > #GreenMagenta Program
7. Management & facts > Environment > Resource efficiency in operations
8. Management & facts > Environment > Energy consumption & efficiency
9. Management & facts > Economy > Suppliers > Our approach for sustainable procurement
10. Management & facts > Economy > Suppliers > Supply chain management
11. Management & facts > Economy > Suppliers > Auditing procedures
12. Management & facts > Economy > Suppliers > Responsible procurement of raw materials

Annual Report 2021 > Management report > Technology and innovation

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

1. Management & facts > Strategy > CR strategy & management > CR strategy
2. Management & facts > Strategy > Compliance
3. Management & facts > Strategy > CR strategy & management > Risk and opportunity management
4. Management & facts > Economy > Data protection and data security
5. Management & facts > Strategy > Political advocacy
6. Management & facts > Economy > Suppliers > Our approach for sustainable procurement
7. Management & facts > Economy > Suppliers > Supplier compliance
8. Management & facts > Economy > Suppliers > Auditing procedures


Annual Report 2021 > Management Report > Risk and opportunity management
## Sustainability Accounting Standards Board (SASB)

<table>
<thead>
<tr>
<th>SASB-Code</th>
<th>Requirement</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Environmental Footprint of Operations</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| TC-TL-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | - Total energy consumption  
- Renewable energy  
- ESG KPI “PUE” – lower CO₂ consumption in data centers |
| **Data Privacy** |
| TC-TL-220a.1 | Description of policies and practices relating to behavioral advertising and customer privacy | - Our approach to data protection  
- Protection of personal data  
- Our approach to protection of minors in the media  
- Data transparency Telekom (only available in German) |
| TC-TL-220a.2 | Number of customers whose information is used for secondary purposes | - Transparency report  
- Data privacy Telekom (only available in German) |
| TC-TL-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with customer privacy | All relevant legal procedures and outputs are disclosed in the annual report.  
- Annual report 2021 |
| TC-TL-220a.4 | (1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure | - Transparency report, from where individual countries can also be accessed |
| **Data Security** |
| TC-TL-230a.1 | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected | - Protection of personal data |
| TC-TL-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | - Our approach to data protection  
- Cybersecurity  
- Risks and opportunities arising from data privacy and data security  
- Security dashboard |
| **End-of-Life Management of Products** |
| TC-TL-440a.1 | (1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled | - Used mobile device collection  
- Waste prevention & recycling  
- Waste volume (including E-Waste)  
- ESG KPI “Take Back Mobile Devices”  
- ESG KPI “Take Back CPEs” |
### Competitive Behaviour & Open Internet

| TC-TL-S20a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation | All relevant legal procedures and outputs are disclosed in the annual report.  
- Annual report 2021 |
| TC-TL-S20a.2 | Average actual sustained download speed of (1) owned and commercially-associated content and (2) non-associated content | The minimum, normal and maximum download speeds are stated in the product specifications.  
- Example MagentaZuhause (only available in German) |
| TC-TL-S20a.3 | Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practice |  
- Strategic risks and opportunities  
- Risks and opportunities relating to regulation |

### Managing Systemic Risks from Technology Disruptions

| TC-TL-S50a.1 | (1) System average interruption frequency and (2) customer average interruption duration | Network Reliability |
| TC-TL-S50a.2 | Discussion of systems to provide unimpeded service during service interruptions |  
- Updating and stabilizing the network architecture  
- Operational risks and opportunities |