

Corporate Responsibility Report 2023

GRI-Index

**Sustainability Accounting
Standards Board (SASB)**



General Disclosures

Indicator Reference

GRI 2: General Disclosures

The organization and its reporting practices

2-1 Organizational details

- Management & facts > Strategy > CR strategy & management > Business activities and organization
- www.telekom.com/en/company/company-profile
- www.cr-report.telekom.com/2023/imprint
- www.telekom.com/en/company/worldwide

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

- About this report
- www.telekom.com/en/company/worldwide

2-3 Reporting period, frequency and contact point

- About this report

2-4 Restatements of information

- About this report

Omission/Additional information

There was no reason for restatements of information from previous reporting periods in the reporting year.

You will find the link to the report structure opposite.

2-5 External assurance

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

Activities and workers

2-6 Activities, value chain and other business relationships

- Management & facts > Strategy > CR strategy & management > Business activities and organization
- [Annual Report 2023](#)
- Management & facts > Economy > Suppliers > Supply chain management

2-7 Employees

- Management & facts > Social > Headcount and part-time work > Number of employees by country

Indicator Reference

- Management & facts > Social > Diversity > Percentage of women in total workforce
- Management & facts > Social > Headcount and part-time work > Part-time employees in the DT Group
- Management & facts > Social > Headcount and part-time work > Part-time employees DT Group in Germany
- Management & facts > Social > Corporate culture & the workplace > Flexible working models for a wide range of needs at Deutsche Telekom in Germany
- Management & facts > Social > Staff restructuring > Employee turnover rate
- [HR FACTBOOK 2023](#)

Omission/Additional information

Information unavailable/incomplete

Total number of temporary and permanent employees DT Group

Gender / Type of contract	Temporary	Permanent	Not differentiated by the system	Total
Male	1 000	75 225	507	76 732
Female	593	32 952	211	33 756
Not differentiated by the system	-	231	88 933	89 164
Total	1 593	108 408	89 651	199 652

Total number of temporary and permanent employees DT Group in Germany

Gender / Type of contract	Temporary	Permanent	Not differentiated by the system	Total
Male	133	54 055	13	54 201
Female	53	22 325	-	22 378
Not differentiated by the system		8	2 010	2 018
Total	186	76 388	2 023	78 597

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

An extensive range of KPIs and information about Deutsche Telekom's workforce is available in the company's 2023 HR Factbook.

Indicator Reference

2-8 Workers who are not employees

Omission/Additional information

Information unavailable/incomplete

Workers who are not employees of Deutsche Telekom (such as temporary workers and leased personnel) are not included in our system.

Governance

2-9 Governance structure and composition

- Management & facts > Strategy > CR strategy & management > Business activities and organization
- Management & facts > Strategy > CR strategy & management > Current organizational structure
- Annual Report 2023
- Corporate Governance Statement in accordance with §§ 289f and 315d of the German Commercial Code (HGB)

2-10 Nomination and selection of the highest governance body

- Corporate Governance Statement in accordance with §§ 289f and 315d of the German Commercial Code (HGB)
- Management & facts > Social > Diversity > Our approach to diversity, equity, and inclusion
- Management & facts > Social > Diversity > Percentage of women on the management board

Omission/Additional information

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

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

2-11 Chair of the highest governance body

- Annual Report 2023
- Corporate Governance Statement in accordance with §§ 289f and 315d of the German Commercial Code (HGB)

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

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

Omission/Additional information

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

Indicator Reference

The Supervisory Board takes findings from these discussions into account in its work.

2-13 Delegation of responsibility for managing impacts

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

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

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

2-15 Conflicts of interest

- Management & facts > Strategy > CR strategy & management > Current organizational structure
- Corporate Governance Statement in accordance with §§ 289f and 315d of the German Commercial Code (HGB)
- Annual Report 2023

2-16 Communication of critical concerns

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

2-17 Collective knowledge of the highest governance body

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

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

- Corporate Governance Statement in accordance with §§ 289f and 315d of the German Commercial Code (HGB)

Omission/Additional information

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

2-19 Remuneration policies

- Remuneration Report
- Management & facts > Strategy > CR strategy & management > Sustainability targets in remuneration ✓

2-20 Process to determine remuneration

- Remuneration Report

Indicator Reference

2-21 Annual total compensation ratio

➤ Remuneration Report

Omission/Additional information

Not applicable

The Shareholders Rights Directive, which has been transposed into German law by the Act Implementing the Second Shareholders' Rights Directive (ARUG II), has the aims of enhancing the transparency of corporate-remuneration policies and expanding the scope of information concerning the remuneration of the Board of Management that is subject to publication requirements. In Deutsche Telekom's remuneration report, we compare, as required, the percentage change in the remuneration of average employees with the change in the remuneration of members of the Board of Management. In so doing, we fulfill our disclosure obligations, and thereby enable shareholders, and other shareholders, to assess our remuneration policy and to determine whether it accords with the interests of our shareholders and employees. The EU does not require any additional publication of multiples.

Strategy, policies and practices

2-22 Statement on sustainable development strategy

➤ Management & facts > Strategy > Foreword

2-23 Policy commitments

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

2-24 Embedding policy commitments

➤ Deutsche Telekom's Code of Human Rights

2-25 Processes to remediate negative impacts

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

Indicator Reference

2-26 Mechanisms for seeking advice and raising concerns

- Management & facts > Strategy > Compliance > A compliance management system aligned with the company's risk situation
- Management & facts > Strategy > Compliance > Raising awareness of compliance risks among staff
- Management & facts > Strategy > Compliance > Systematic handling of breaches of compliance through the TellMe whistleblower portal

2-27 Compliance with laws and regulations

- Telekom website
- Management & facts > Strategy > Compliance > Systematic handling of breaches of compliance through the TellMe whistleblower portal
- Annual Report 2023

Omission/Additional information

For information on pending and closed litigation, please refer to the "Risk and opportunity management" section in the combined management report.

2-28 Membership associations

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

Omission/Additional information

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

Stakeholder Engagement

2-29 Approach to stakeholder engagement

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

2-30 Collective bargaining agreements

➤ Annual Report 2023

Omission/Additional information

As of December 31, 2023, 74 percent of employees in Germany were covered by collective agreements. We record the Group-wide coverage rate every two years. As of December 31, 2022, it stood at around 45 percent.

Indicator Reference

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

GRI 3: Material Topics

Material topics

3-1 Process to determine material topics

- Management & facts > Strategy > Materiality > Our process for identifying material CR topics
- Management & facts > Strategy > Materiality > Complete overview of the issues covered by the materiality analysis
- Management & facts > Strategy > Materiality > Results of the materiality analysis

3-2 List of material topics

- Management & facts > Strategy > Materiality > Complete overview of the issues covered by the materiality analysis
- Management & facts > Strategy > Materiality > Results of the materiality analysis

Economy standards

Indicator Reference

Topic standards: Economy

GRI 205: Anti-corruption

3–3 Management of material topics

- Management & facts > Strategy > Compliance > A compliance management system aligned with the company’s risk situation
- Management & facts > Economy > Suppliers > Our approach to sustainable procurement

205–1 Operations assessed for risks related to corruption

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

Omission/Additional information

Our compliance management system is based on compliance risk assessments (CRAs), which we use to identify and assess compliance risks and introduce appropriate preventive measures. In 2023, the CRA methodology was adjusted and a “focus CRA” was carried out. In the focus CRA, no critical issues were found, and no concrete critical risks were identified. Measures – including both local measures, at the participating companies, and measures at the central level – were initiated to address the few shortcomings that were found.

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

- Management & facts > Strategy > Compliance > Raising awareness of compliance risks among staff
- [Telekom website](#)

Omission/Additional information

We use regular training measures to inform our employees and to raise their awareness about compliance. Along with classroom instruction, 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. In such courses, managers are made fully aware of their special responsibility, and they are informed about trends and changes in the law. Records are kept of Board of Management members’ participation in face-to-face training courses. Details on the compliance training we provide for our employees, and on the ways in which we foster employee awareness in this area, are provided on the Deutsche Telekom website.

Group-wide e-learning – Basic compliance knowledge

In the year under review, we rolled out an e-learning course on the fundamentals of compliance, including anti-corruption measures, for all Group employees nationally and internationally (excluding T-Mobile US). It is available in 14 languages.

Indicator Reference

Group-wide implementation of anti-corruption policies

Deutsche Telekom has implemented anti-corruption policies throughout the Group. For example, it has introduced a Group Policy on Avoiding Corruption and Other Conflicts of Interest, which sets out relevant responsibilities and duties and describes how potential conflicts of interest should be handled. In addition, the company has introduced a Group Policy on Accepting and Granting of Benefits, which clearly specifies which types of benefits may be granted to and accepted from business partners. T-Mobile US has similar policies in place that prohibit corruption.

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 that includes our principles for avoiding corruption. In addition, in our supplier self-assessment process, we ask our business partners to provide information about their compliance management systems. Deutsche Telekom has been offering online compliance training to external business partners and suppliers since September 2014. The training focuses especially on small and medium-sized German business partners and suppliers. Such training gives our partners added support in conducting their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-related topics such as corruption prevention, anti-trust law, and sustainability, and they present Deutsche Telekom’s compliance management system. We do not have complete records of participation for our business partners.

205–3 Confirmed incidents of corruption and actions taken

- [Telekom website](#)
- [Annual Report 2023](#)

Omission/Additional information

Deutsche Telekom carries out extensive compliance-management activities aimed at preventing and fighting corruption. Any violations we uncover during our investigations are responded to with appropriate penalties. In some cases, employment relationships have even been terminated for good cause. Similar actions can be taken with regard to agreements with business partners; such agreements can be terminated, or allowed to expire without being renewed, in connection with misconduct that comes to light (especially misconduct involving bribery and corruption). No incidents are known to have occurred in 2023 in which employees were penalized as a result of corruption, or agreements with business partners were terminated, or were not renewed, as a result of violations in connection with corruption. No legal actions against us, or against our business partners, were initiated, or announced to us, in connection with allegations of corruption. Further information about this is provided on the Deutsche Telekom website. For information on relevant litigation and its outcomes, please refer to the “Risk and opportunity management” section in the combined management report.

Environment standards

Indicator Reference

Topic standards: Environment

GRI 301: Materials

3-3 Management of material topics

- Management & facts > Environment > Circular economy > Our approach to bring about a circular economy
- Management & facts > Economy > Sustainable and innovative products > Our approach to sustainable products and services

301-1 Materials used by weight or volume

- Management & facts > Environment > Environmentally friendly products & services > Ecologically sustainable products
- Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging

Omission/Additional information

Information unavailable/incomplete

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

301-2 Recycled input materials used

- Management & facts > Environment > Environmentally friendly products & services > Ecologically sustainable products
- Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging

Omission/Additional information

Information unavailable/incomplete

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

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

In addition, we strongly encourage our suppliers to use resources

Indicator Reference

responsibly and to reuse materials wherever possible. This includes urging our suppliers to use sustainable packaging, with reduced fractions of plastic, and to use recycled materials.

301-3 Reclaimed products and their packaging materials

- Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging
- Management & facts > Environment > Circular economy > Germany segment: contribution to achieving a circular economy
- Management & facts > Environment > Circular economy > United States segment: minimizing waste
- Management & facts > Environment > Circular economy > Europe segment: resource efficiency for mobile and fixed-network devices
- Management & facts > Environment > Circular economy > Take Back Mobile Devices ESG KPI (including mobile phones)
- Management & facts > Environment > Circular economy > Take Back CPEs ESG KPI (including fixed-line)

GRI 302: Energy

3-3 Management of material topics

- Management & facts > Environment > Climate protection & risks > Our approach to measuring our progress with climate change mitigation
- Management & facts > Environment > Energy consumption & efficiency > Our approach to energy-efficient networks
- Management & facts > Environment > Waste prevention & recycling > More sustainable Deutsche Telekom buildings
- Management & facts > Environment > Mobility > Our strategy for climate-friendly mobility in Germany

302-1 Energy consumption within the organization

- Management & facts > Environment > Energy consumption & efficiency > Total energy consumption ✓
- Management & facts > Environment > Mobility > Fuel consumption ✓
- Management & facts > Environment > Renewable energy > ESG KPI "Renewable Energy" ✓
- Management & facts > Environment > Renewable energy > Renewable energy in the Group

Indicator Reference

Omission/Additional information

Information unavailable/incomplete

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.

302-2 Energy consumption outside of the organization

- > Management & facts > Environment > Energy consumption & efficiency > Total energy consumption ✓
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in the DT Group ✓
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in segments
- > Management & facts > Environment > CO₂e emissions > 4-year trend: total CO₂e emissions (Scope 3) in the DT Group

302-3 Energy intensity

- > Management & facts > Environment > Energy consumption & efficiency > ESG KPI “Energy Intensity” in the DT Group ✓
- > Management & facts > Environment > Energy consumption & efficiency > ESG KPI “Energy Intensity” in segment

302-4 Reduction of energy consumption

Omission/Additional information

Information unavailable/incomplete

We do not provide the specific breakdown of the data, since the cost required to quantify the relevant performance indicator is not in proportion to the resulting benefit.

302-5 Reductions in energy requirements of products and services and services

Omission/Additional information

Information unavailable/incomplete

We do not provide the specific breakdown of the data, since the cost required to quantify the relevant performance indicator is not in proportion to the resulting benefit.

GRI 305: Emissions

3-3 Management of material topics

- > Management & facts > Environment > Climate protection & risks > Climate strategy
- > Management & facts > Environment > Climate protection & risks > Our approach to measuring our progress with climate change mitigation
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in the DT Group ✓
- > Management & facts > Environment > Energy consumption & efficiency > Our approach to energy-efficient networks

305-1 Direct (Scope 1) GHG emissions

Indicator Reference

- > Management & facts > Environment > Climate protection & risks > Our approach to measuring our progress with climate change mitigation
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in the DT Group ✓
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in segments
- > Management & facts > Environment > CO₂e emissions > 4-year trend: total CO₂e emissions (Scopes 1 to 2) in the DT Group ✓

305-2 Energy indirect (Scope 2) GHG emissions

- > Management & facts > Environment > Climate protection & risks > Our approach to measuring our progress with climate change mitigation
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in the DT Group ✓
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in segments
- > Management & facts > Environment > CO₂e emissions > 4-year trend: total CO₂e emissions (Scopes 1 to 2) in the DT Group ✓

305-3 Other indirect (Scope 3) GHG emissions

- > Management & facts > Environment > Climate protection & risks > Our approach to measuring our progress with climate change mitigation
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in the DT Group ✓
- > Management & facts > Environment > CO₂e emissions > Total CO₂e emissions (Scopes 1 to 3) in segments
- > Management & facts > Environment > CO₂e emissions > 4-year trend: total CO₂e emissions (Scope 3) in the DT Group

305-4 GHG emissions intensity

- > Management & facts > Environment > CO₂e emissions > ESG KPI “Carbon Intensity” in the DT Group

305-5 Reduction of GHG emissions

- > Management & facts > Environment > Climate protection & risks > Climate strategy
- > Management & facts > Environment > Climate protection & risks > Climate target achievement ✓
- > Management & facts > Environment > Enablement factor > Enablement factor: customers reducing CO₂ emissions
- > Management & facts > Environment > Enablement factor > ESG KPI “Enablement Factor” in the DT Group in Germany ✓
- > Management & facts > Environment > Enablement factor > ESG KPI “Enablement Factor” in the DT Group in Europe

Indicator Reference

GRI 306: Waste

3-3 Management of material topics

- Management & facts > Environment > Waste prevention & recycling > Waste management and recycling
- Management & facts > Environment > Waste prevention & recycling > Waste volume (including e-waste) ✓
- Management & facts > Environment > Circular economy > Our approach to bring about a circular economy

306-1 Waste generation and significant waste-related impacts

- Management & facts > Environment > Waste management and recycling
- Management & facts > Environment > Waste volume (including e-waste) ✓
- Management & facts > Environment > Circular economy > ESG KPI “Mobile Device Take-Back” (including cell phones)
- Management & facts > Environment > Circular economy > ESG KPI “CPE Take-Back” (including fixed-line)

Omission/Additional information

Not applicable

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

306-2 Management of significant waste-related impacts

- Management & facts > Environment > Circular economy > Our approach to bring about a circular economy
- Management & facts > Environment > Circular economy > Germany segment: contribution to achieving a circular economy
- Management & facts > Environment > Circular economy > United States segment: minimizing waste
- Management & facts > Environment > Circular economy > Europe segment: resource efficiency for mobile and fixed-network devices
- Management & facts > Environment > Waste prevention & recycling
- Management & facts > Environment > Waste prevention & recycling > Sustainable product packaging
- Management & facts > Environment > Waste prevention & recycling > Paper-free and low-paper work
- Management & facts > Environment > Waste prevention & recycling > Germany segment: contribution to waste prevention, recycling, and resource conservation

Indicator Reference

Omission/Additional information

Not applicable

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

306-3 Waste generated

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

306-4 Waste diverted from disposal

- Management & facts > Environment > Waste prevention & recycling > Waste management and recycling

306-5 Waste directed to disposal

- Management & facts > Environment > Waste prevention & recycling > Waste management and recycling

Social standards

Indicator Reference

GRI 403: Occupational Health and Safety

3–3 Management of material topics

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

403–1 Occupational health and safety management system

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

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

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

403–3 Occupational health services

- Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures
- Management & facts > Social > Occupational health and safety > Psychosocial support in connection with personal and professional changes
- Management & facts > Social > Occupational health and safety > Digital solutions for occupational safety

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

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

403–5 Worker training on occupational health and safety

- Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety
- Management & facts > Social > Occupational health and safety > Digital solutions for occupational safety

403–6 Promotion of worker health

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

Indicator Reference

- Management & facts > Social > Occupational health and safety > Digitalization and health
- Management & facts > Social > Occupational health and safety > Psychosocial support in connection with personal and professional changes

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

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

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

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

403–9 Work-related injuries

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

Omission/Additional information

Information unavailable/incomplete

At present, the numbers and types of work-related injuries, the number of deaths, and the number of hours worked are not being recorded at the Group level in a consistent, complete manner, with regard to either our employees or our non-permanent staff.

A review is currently underway to determine whether such records could be kept in the future.

For Germany, we keep records of commuting and operational accidents. In keeping with German legal requirements, accidents are counted as of the fourth lost work day, and set in relation to 1 000 FTE. That measure is used because it provides a useful evaluation parameter for the Group's internal and external comparisons.

Indicator Reference

403-10 Work-related ill health

- Management & facts > Social > Occupational health and safety > Effectiveness of our occupational health and safety measures
- Management & facts > Social > Occupational health and safety > Health rate ✓
- Management & facts > Social > Occupational health and safety > Work-related accidents in Germany ✓
- Management & facts > Social > Occupational health and safety > Psychosocial support in connection with personal and professional changes
- Management & facts > Social > Occupational health and safety > Digital solutions for occupational safety

Omission/Additional information

Information unavailable/incomplete

The numbers and types of work-related illnesses and work-related deaths are not recorded at the Group level in a consistent, complete manner, with regard to either our employees or our non-permanent staff. A review is currently underway to determine whether such records could be kept in the future.

GRI 405: Diversity and Equal Opportunity

3-3 Management of material topics

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

405-1 Diversity of governance bodies and employees

- Management & facts > Social > Diversity > Our approach to diversity, equity, and inclusion
- Management & facts > Social > Diversity > Commitment to a larger share of women
- Management & facts > Social > Diversity > Percentage of women in total workforce
- Management & facts > Social > Diversity > Percentage of women in middle and upper management ✓
- Management & facts > Social > Diversity > Percentage of women on the management board
- Management & facts > Social > Diversity > Percentage of women on the Supervisory Boards ✓
- Management & facts > Social > Demography and company pension scheme > Age structure in the DT Group
- Management & facts > Social > Demography and company pension scheme > Age structure in the DT Group in Germany
- Management & facts > Social > Diversity > Employees with disabilities

Omission/Additional information

Age structure management board DT Group

	Number	in %
under 30 years		
30-50 years old	1	12,5
over 50 years	7	87,5
Total	8	100

Indicator Reference

Age structure Supervisory Boards DT Group

	Number	in %
under 30 years		
30-50 years old	3	15
over 50 years	17	85
Total	20	100

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

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

Omission/Additional information

Not applicable

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

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

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

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

GRI 406: Non-discrimination

3-3 Management of material topics

- Management & facts > Social > Human rights > Our approach to protecting human rights
- Management & facts > Social > Diversity > Our approach to diversity, equity, and inclusion

406-1 Incidents of discrimination and corrective actions taken

- Management & facts > Strategy > Compliance > Systematic handling of breaches of compliance through the TellMe whistleblower portal

Omission/Additional information

In the reporting year, no cases of discrimination were reported via the “TellMe” whistleblower portal.

Indicator Reference

GRI 407: Freedom of Association and Collective Bargaining**3-3 Management of material topics**

- Management & facts > Social > Employee relations > Our approach to shaping employee relations
- Management & facts > Social > Human rights > Our approach to protecting human rights

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

- Documents human rights
- Deutsche Telekom's Code of Human Rights
- Management & facts > Economy > Suppliers > Audit results

Omission/Additional information

Deutsche Telekom recognizes the fundamental rights of association and to collective bargaining, as well as the right to strike within the framework of national regulations and existing agreements. In addition, we are committed to cooperating with legitimate, democratically elected employee representatives in an open and trusting manner based on constructive social dialog, with the aim of achieving a fair balance of interests. We will not prevent our employees from exercising these rights, or restrict our employees in exercising them. We do not accept or tolerate any threat of reprisals against employees making use of their right to self-organization. We expect our business partners and suppliers to comply with these principles as well.

In the 2023 financial year, and in the framework of our regular risk analysis, we identified medium risks with respect to the freedom of association at our own operating sites in Asia. The issues identified are tied to country-specific restrictions on a range of human rights, particularly in Asia, with the restrictions taking forms that make it impossible to enforce fundamental principles of the rule of law, or to enforce them adequately.

We have derived from these risks an increased due diligence obligation for our staff in the relevant Group companies, and we are stepping up our monitoring of the effectiveness of our preventive measures.

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

GRI 415: Public Policy**3-3 Management of material topics**

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

415-1 Political contributions

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

Sustainability Accounting Standards Board (SASB)

SASB-Code	Requirement	Reference
Environmental Footprint of Operations		
TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Our approach to data protection Protection of personal data Our approach to protection of minors in the media Data transparency Telekom
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	<ul style="list-style-type: none"> Our approach to data protection Transparency report Data privacy Telekom (only available in German)
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	All relevant legal procedures and outputs are disclosed in the annual report. <ul style="list-style-type: none"> Annual report 2023
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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Our approach to circular economy Waste management & recycling Waste volume (including E-Waste) ESG KPI “Take Back Mobile Devices” (including cell phones) ESG KPI “Take Back CPEs” (including fixed-line)
Competitive Behaviour & Open Internet		
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	All relevant legal procedures and outputs are disclosed in the annual report. <ul style="list-style-type: none"> Annual report 2023
TC-TL-520a.2	Average actual sustained download speed of (1) owned and commercially-associated content and (2) non-associated content	The minimum, normal and maximum download speeds are stated in the product specifications. <ul style="list-style-type: none"> Example MagentaZuhause (only available in German)
TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practice	<ul style="list-style-type: none"> Strategic risks and opportunities Risks and opportunities relating to regulation
Managing Systemic Risks from Technology Disruptions		
TC-TL-550a.1	(1) System average interruption frequency and (2) customer average interruption duration	<ul style="list-style-type: none"> Network Reliability
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions	<ul style="list-style-type: none"> Updating and stabilizing the network architecture Operational risks and opportunities