



Telekom CR-facts

Demography

Today much of the work done in Human Resources is influenced by demographic change in some way. We are actively taking up the challenge associated with this development. In our selection and placement processes, we do more than examine grades and report cards – we also carefully evaluate the personal and social skills of job candidates. We offer our employees attractive training opportunities, we promote their careers through long-term skills development programs, and we promise them new and interesting perspectives for their future in the Group - all of this contributes to employee retention.

In light of the current demographic trend, it is our aspiration to accompany and support each and every employee throughout his or her individual life cycle while a member of our workforce. An important aspect in this approach involves scenarios that contribute to more flexible working hours. The introduction of lifelong working time accounts is the first step in this direction.

Health is another key aspect related to demographic change. When it comes to matters of health, we are already taking the lead with initiatives that promote good health among employees.

The age spectrum of our employees is continuously widening, and the average age of our workforce is on the rise. Employment lifetimes are also becoming longer. We steer and utilize these developments by implementing new formats for teaching and learning.

Intergenerational dialog and demographic awareness

Deutsche Telekom began offering different educational and development options several years ago, addressing the educational and professional needs of its increasingly heterogeneous staff. In addition to traditional training courses, we also included more

informational and educational offers on the topic of work-life balance and intergenerational dialog.

Since 2012, we have also been giving our employees the chance to take shorter or longer periods of time off with new, flexible working models, for example for continued education.

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