



LIFE IS FOR SHARING.

Telekom CR-facts

Diversity

Deutsche Telekom unites people from 34 countries where it does business, and our employees have different cultural backgrounds, expectations and capabilities. We encourage and use this diversity as a source of creativity and agility. We are convinced that diversity makes social integration easier and that it has a positive impact on career development. Diversity improves customer understanding, promotes innovations and contributes to the business success of the Group.

Furthermore, this diversity is a key factor that drives change within our corporate culture, thus ensuring that Telekom is an open, flexible and agile organization. It is above all international teams, comprised of men and women from different age groups, that follow different approaches and contribute different skills that bolster our success in global markets. That is why we offer all of our employees a wide variety of opportunities to grow both personally and professionally in all phases of their lives - in Germany and internationally, for men and women, young and old. By signing the Diversity Charter, created by the initiative of the same name, we made an official commitment to promoting diversity at the company.

Internationalization: More effective exchange

Encouraging collaboration across borders and cultures is one of Deutsche Telekom's central goals - whether it be in the form of international exchange through our diversity network or through our international development programs.

Sexual identity

Deutsche Telekom rolled out a Group-wide sexual harassment policy in 2011 to raise awareness of possible cases of sexual harassment and provide support. Contacts for reporting sexual harassment include managers, Human Resources employees and employee representatives. Complaints will also be used as feedback when making

future changes to the policy.

People with disabilities: statutory quota surpassed

Supporting and integrating people with disabilities is important to us. The number of disabled employees working throughout the Group puts us well over the statutory quota of 5 percent.

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