



**LIFE IS FOR SHARING.**

## **Telekom CR-facts**

### **The 80/20 model**

Since 2017, we have been using the 80/20 model to give our employees the opportunity to spend up to 20 percent of their working time on projects outside of their usual remit. This allows them to work with teams from other departments. In this way, we break up departmental silos and can make better use of the company's broad spectrum of talent. The model makes employees more visible and motivated, and enhances their network of contacts. Use of the model is voluntary and is tied to a specific Group project.

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