



Telekom CR-facts

## Training & Development

The development of future-proof skills for our employees and the strengthening of an increasingly digital learning culture are top priorities for us. In the reporting year, employees in Germany and the European subsidiaries invested an average of 4.6 working days per employee in their continuing education. In 2023, we advanced our "welearn" (formerly known as "youlearn") learning culture initiative, which had been established since 2019, aligning it more closely with the Group's strategic objectives. With the theme "Time to Focus on Tech & Digital Skills," welearn specifically targeted the acquisition of technical and digital proficiencies, yielding significant results: 52% of the 3.8 million learning hours invested by employees in Germany and European national companies were dedicated to technical and digital skill development.

Deutsche Telekom has solidified its digital learning framework, boasting a robust digital learning utilization rate of approximately 73%. Leveraging the intelligent "Percipio" learning platform, often likened to the "Netflix of learning," and integrating providers like "Coursera" with content from esteemed universities, over 164,000 employees access a diverse array of digital and contemporary learning resources.

Additionally, the employee-driven "Learning from Experts" (LEX) initiative, launched in 2018, has emerged as the company's largest peer-to-peer learning community, fostering informal learning channels. In 2023, more than 5,650 online sessions were conducted, facilitating the exchange of expertise among colleagues.

Learning: Costs/FTE	2018	2019	2020	2021	2022	2023
Group (total)	€ 644	€ 651	€ 582	€ 539	€ 534	€ 572