



Telekom CR-facts

Fair Pay - Equal remuneration

We offer our employees competitive, performance-based pay oriented to the relevant national market. Our remuneration policies are structured to guarantee equal pay for men and women and do not discriminate.

Executive compensation at Deutsche Telekom is based on our Group-wide Global Compensation Guideline. We also offer our employees additional benefits such as our company pension scheme.

As part of our Group-wide employee survey, we regularly ascertain how satisfied our employees are with their pay and also conduct other surveys on specific topics and in specific units.

Employee Level	Average Women Salary in EUR	Average Men Salary in EUR
Executive level (base salary only)	833,333	833,333
Executive level (base level + other cash incentives)	1,605,000	1,680,000
Management level (base salary only)	101,000	103,500
Management level (base salary + other cash incentives)	129,000	133,500
Non-management level	58,500	61,500

Detailed information:

- Note for value "Executive Level" (Board Remuneration) Public Source: [DT Annual Report 2020](#) [1] => Table "Total compensation" for Board of Management => "Non-Performance-based" compensation
- Further employee levels
- Calculation is only for Germany
- Management level: MG 2 and MG 3 and high exempt levels AT3 and AT4

- Non Management level: Tarif employee's Group 1-10

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