



**LIFE IS FOR SHARING.**

## Telekom CR-facts

### Fair Pay - Equal remuneration

We offer our employees competitive, performance-based pay oriented to the relevant local markets. 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)	1,001,000	1,100,000
Executive level (base level + other cash incentives)	1,605,000	2,005,000
Management level (base salary only)	101,800	104,500
Management level (base salary + other cash incentives)	129,700	134,900
Non-management level	59,000	62,800

Detailed information:

- Note for value "Executive Level" (Board Remuneration) Public Source: [DT Remuneration Report 2022](#) [1] => page 20

- 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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