



LIFE IS FOR SHARING.

Telekom CR-facts

Ethical Standards at Deutsche Telekom

Deutsche Telekom adheres to highest ethical standards as reflected in Deutsche Telekom's [Code of Conduct](#) [1]. This means in particular DT complies with all applicable law and regulation and takes appropriate measures to ensure observation and effective implementation of compliance processes. DT's Board of Management is fully committed to these ethical standards and expects the same from all employees throughout the group.

The compliance with ethical standards is one of the components assessed regularly:

Deutsche Telekom conducts a regular group wide Compliance Risk Assessment to identify, and evaluate compliance risks and derive risk-oriented measures to prevent breaches of laws and regulations. In 2022, we added human-rights-oriented and environmentally oriented risk assessment to our annual Compliance Risk Assessment (CRA).

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