



LIFE IS FOR SHARING.

Telekom CR-facts

Future Skills

According to a study by the Korn Ferry Institute, 4.3 million technical positions in the technology, media and telecommunications industry will remain unfilled worldwide in 2030. However, the implementation of our Group strategy requires highly trained employees,

many with technical, digital and IT skills. In times of skills shortages, we are therefore not only competing with companies in our industry, but especially with companies from the tech and software sector as well as the automotive industry, which have a strong demand for technical and digital skills. In response, we are investing more in recruiting, developing and retaining talent with these skills. The results of these efforts are proving successful:

We were able to increase the share of digital experts in our Group to 19.7% in 2022. This means that the originally planned value of 17 % by 2024 has been significantly exceeded

As a basis for the necessary skills transformation, we have created instruments such as the Global Job Architecture (GJA), strategic personnel planning and strategic skills management.

In terms of future skills, the skill management system makes existing and missing skills visible at the individual level with the support of a digital tool, development plans can be continuously adapted by means of targeted, individual qualification measures. One focus is on the topics of artificial intelligence, cloud computing, data science and analytics as well as software development and cyber security. To this end, the skills management process was successfully carried out for over 31,000 employees in the Group in 2022, which is around 22% of the workforce. A significant increase in this number is planned for 2023 and 2024.

