CORPORATE RESPONSIBILITY BERICHT 2015

GRI-INDEX

GLOBAL COMPACT COMMUNICATION ON PROGRESS
1. GENERAL STANDARD DISCLOSURES

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<td>G4-9 Scale of the organization</td>
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<td>G4-10 Total workforce</td>
<td>Facts &amp; figures &gt; Social indicators &gt; Headcount and part-time work &gt; Number of employees &amp; part-time employment</td>
</tr>
<tr>
<td>Distinction of employees by contract has not yet been implemented, but plans are underway. We did not break down total workforce into employees and supervised workers. The expense and effort involved in collecting this information would be too high in relation to its informative value.</td>
<td></td>
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<td>G4-11 Employees covered by collective bargaining agreements</td>
<td>58 percent of all employees worldwide and 68 percent of all employees in Germany were covered by collective agreements in 2015.</td>
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<td>G4-12 Supply chain</td>
<td>Suppliers &gt; Supply chain management</td>
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<td>G4-13 Significant changes regarding size, structure and ownership</td>
<td>We have no central documentation of all changes in our supply chain of more than 30,000 suppliers, e.g., changes in supplier location. None of our business relationships with suppliers were ended during the reporting period due to failure to comply with our sustainability requirements.</td>
</tr>
<tr>
<td>G4-14 Addressing the precautionary approach</td>
<td>Risk management, compliance management and the ESG KPIs provide approaches for preventive action at Deutsche Telekom.</td>
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<td>Strategy &amp; management &gt; Risk and opportunity management</td>
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<td>Strategy &amp; management &gt; CR strategy &gt; ESG key performance indicators</td>
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### Identified Material Aspects and Boundaries

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<td>G4-21</td>
<td>Material aspects outside the organization</td>
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</tbody>
</table>

- **G4-15**: About this report > Global Compact Communication on Progress
  - Strategy & management > Values and Guiding Principles
  - Code of Responsible Conduct for Business
  - Strategy & management > Stakeholder management > Stakeholder involvement > Overview of memberships and collaborations
  - Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes

- **G4-16**: Strategy & management > Stakeholder management > Stakeholder involvement > Overview of memberships and collaborations

Due to reasons of confidentiality it is not possible to list our memberships and collaborations based on strategic aspects. Our policy on political advocacy applies to our involvement in committees and associations.

- **G4-17**: Strategy & management > Stakeholder management > Political advocacy

**STAKEHOLDER ENGAGEMENT**

- **G4-20**: Strategy & management > Added value and materiality > Material aspects matched with GRI aspects

**IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES**

- **G4-21**: Strategy & management > Added value and materiality > Impact of material aspects along the value chain

**GENERAL STANDARD DISCLOSURES**

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<tbody>
<tr>
<td>G4-22</td>
<td>Explanation of any restatements of information</td>
</tr>
<tr>
<td>G4-23</td>
<td>Explanation of any changes in the scope and aspect boundaries</td>
</tr>
</tbody>
</table>

There was no cause to restate information within the reporting period.

- **G4-24**: Strategy & management > Added value and materiality > Impact of material aspects along the value chain

**STAKEHOLDER ENGAGEMENT**

- **G4-25**: Identification and selection of stakeholders
  - Strategy & management > Stakeholder management
  - Strategy & management > Stakeholder management > Stakeholder involvement > Stakeholder engagement

- **G4-26**: Approach to stakeholder engagement
  - CR facts: Stakeholder engagement

**REPORT PROFILE**

- **G4-27**: Key topics and concerns raised by stakeholders
  - Strategy & management > Stakeholder management > Feedback from the stakeholder survey
  - Strategy & management > Stakeholder management > Petition: MagentaMobil Happy

- **G4-28**: Reporting period
  - About this report

- **G4-29**: Date of most recent previous report
  - About this report

- **G4-30**: Reporting cycle
  - About this report

- **G4-31**: Contact
  - About this report
All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.

**ETHICS AND INTEGRITY**

G4-56 Values, principles, standards and norms of behavior

G4-57 Internal and external mechanisms for seeking advice on ethical and lawful behavior

G4-58 Mechanisms for reporting concerns about unethical or unlawful behavior
## 2. SPECIFIC STANDARD DISCLOSURES

### ECONOMIC

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
<th>Checked</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASPECT: INDIRECT ECONOMIC IMPACTS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>G4-DMA Management approach</td>
<td></td>
<td>✅</td>
</tr>
<tr>
<td>Customers &amp; products &gt; Responsible infrastructure expansion &gt; Expanding our infrastructure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>G4-EC7 Development and impact of infrastructure investments and services supported</td>
<td></td>
<td>✅</td>
</tr>
<tr>
<td>Customers &amp; products &gt; Responsible infrastructure expansion</td>
<td></td>
<td></td>
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</tbody>
</table>
## 2. SPECIFIC STANDARD DISCLOSURES

### ENVIRONMENTAL

<table>
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<tr>
<th>GRI Indicator</th>
<th>GRI Reference</th>
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<td><strong>G4-EN16 Indirect GHG emissions (Scope 2)</strong></td>
<td>✔</td>
</tr>
<tr>
<td>Facts &amp; figures &gt; Environmental indicators &gt; CO₂ emissions (Scope 1 &amp; 2) &gt; CO₂ Emissions ESG KPI</td>
<td>✔</td>
</tr>
<tr>
<td>Facts &amp; figures &gt; Environmental indicators &gt; CO₂ emissions (Scope 1 &amp; 2) &gt; Total CO₂ emissions (Scope 1 &amp; 2)</td>
<td>✔</td>
</tr>
<tr>
<td><strong>G4-EN17 Other indirect GHG emissions (Scope 3)</strong></td>
<td>✔</td>
</tr>
<tr>
<td>Facts &amp; figures &gt; Environmental indicators &gt; CO₂ EMISSIONS (SCOPE 3) &gt; CO₂ emissions from business trips (Scope 3)</td>
<td>✔</td>
</tr>
</tbody>
</table>

### ASPECT: ENERGY

**G4-EN3 Energy consumption within the organization** | ✔

- Facts & figures > Environmental indicators > Energy > Total energy consumption

Energy consumption at Deutsche Telekom primarily pertains to the consumption of electricity, district heating, fossil fuels and fuel for our vehicle fleet. The amount of energy sold by Deutsche Telekom is not significant and generally not included in our energy and fuel consumption values.

**G4-EN5 Energy intensity** | ✔

- Facts & figures > Environmental indicators > Energy > Energy Consumption ESG KPI

### ASPECT: EMISSIONS

**G4-EN15 Direct GHG emissions (Scope 1)** | ✔

- Facts & figures > Environmental indicators > CO₂ emissions (Scope 1 & 2) > CO₂ Emissions ESG KPI
- Facts & figures > Environmental indicators > CO₂ emissions (Scope 1 & 2) > Total CO₂ emissions (Scope 1 & 2)

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This content is an excerpt from a report, capturing specific standards disclosures related to environmental indicators and aspects of energy and emissions. For comprehensive understanding, please refer to the full report for detailed information and context.
### 2. SPECIFIC STANDARD DISCLOSURES

#### SOCIAL

**LABOR PRACTICES AND DECENT WORK**

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<tbody>
<tr>
<td><strong>ASPECT: EMPLOYMENT</strong></td>
<td></td>
</tr>
<tr>
<td>G4-DMA Management approach</td>
<td>✓</td>
</tr>
<tr>
<td>‣ Employees &gt; Responsible and agile employer &gt; Shaping employee relations as a responsible employer</td>
<td></td>
</tr>
<tr>
<td>‣ Suppliers &gt; Supply chain management &gt; Improving sustainability in the supply chain</td>
<td></td>
</tr>
<tr>
<td>G4-LA1 New employee hires and employee turnover</td>
<td>✓</td>
</tr>
<tr>
<td>‣ Facts &amp; figures &gt; Social indicators &gt; Headcount and part-time work &gt; Headcount development worldwide</td>
<td></td>
</tr>
<tr>
<td>‣ Facts &amp; figures &gt; Social indicators &gt; Fluctuation and workflow management &gt; Fluctuation rate</td>
<td></td>
</tr>
<tr>
<td>‣ Facts &amp; figures &gt; Social indicators &gt; Staff reconstructing &gt; Percentage of civil servants employed at the Deutsche Telekom Group</td>
<td></td>
</tr>
<tr>
<td>‣ Facts &amp; figures &gt; Social indicators &gt; Staff reconstructing &gt; Vivento employees</td>
<td></td>
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</tbody>
</table>

The number of employees entering retirement, an important component of natural employee turnover, is not recorded within the scope of the annual workforce structure report. We therefore cannot provide a breakdown of natural turnover according to gender and age. The time and effort involved in more detailed data collection would exceed any benefit from the results.

**ASPECT: LABOR/MANAGEMENT RELATIONS**

<table>
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<tr>
<th>Indicator</th>
<th>Reference</th>
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<tbody>
<tr>
<td>G4-DMA Management approach</td>
<td></td>
</tr>
<tr>
<td>‣ Employees &gt; Responsible and agile employer &gt; Shaping employee relations as a responsible employer</td>
<td></td>
</tr>
<tr>
<td>G4-LA4 Minimum notice periods regarding operational changes</td>
<td></td>
</tr>
</tbody>
</table>

This indicator cannot be used for Deutsche Telekom as a global corporation because of the extensive effort involved in complying all country-specific regulations, an effort that exceeds the benefit of such activities. The relevant works council committees are informed on significant operational changes and involved according to the legally applicable provisions such as the German Works Constitution Act [Betriebsverfassungsgesetz]. We also regularly engage in dialog with employee representatives at a national and European level.

**ASPECT: OCCUPATIONAL HEALTH AND SAFETY**

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<tbody>
<tr>
<td>G4-DMA Management approach</td>
<td></td>
</tr>
<tr>
<td>‣ Employees &gt; Health and safety &gt; Promoting the health of our workforce</td>
<td></td>
</tr>
<tr>
<td>Deutsche Telekom supports its employees with special programs when there is an emergency involving our employees or members of their families, whether it be serious illness or other situations. Some examples are described below:</td>
<td></td>
</tr>
<tr>
<td>• Individual counseling by psychosocial experts from the Employee and Executive Advisory Service of our external service provider, B.A.D.;</td>
<td></td>
</tr>
<tr>
<td>• Home help for the elderly and assistance for low-income families: The Post/Postbank/Telekom welfare service provides support in case of emergencies, such as natural disasters;</td>
<td></td>
</tr>
<tr>
<td>• Dance therapy for women with cancer in collaboration with Erholungswerk Post Postbank Telekom e.V.;</td>
<td></td>
</tr>
<tr>
<td>• Advice and arranging of services in connection with &quot;caring for relatives&quot;</td>
<td></td>
</tr>
<tr>
<td>• Deutsche Telekom Social Fund: provides fast financial aid to employees who are unable to find a way out of financial difficulties they are facing through no fault of their own.</td>
<td></td>
</tr>
<tr>
<td>G4-LA5 Percentage of total workforce represented in formal joint management–worker health and safety committees</td>
<td></td>
</tr>
</tbody>
</table>

We have created different steering levels at Deutsche Telekom in Germany to implement our occupational health and safety management activities:

- The first level is the Central Health Working Group, comprised of employer representatives from the Group and Group companies as well as employee representatives, occupational health and safety experts and representatives of employees with disabilities.
- The second level comprises the Health Working Groups at Deutsche Telekom subsidiaries in Germany.
- The third level is comprised of local, on-site working groups responsible for implementing occupational health and safety management locally; there are at least 110 of these.
All of our employees in Germany are represented by these committees. The national companies are responsible for their own occupational health and safety management. Step by step, however, all Deutsche Telekom employees are being entered into one certified health, safety and environmental management system, which guarantees compliance with Group-wide standards. Around 77.5 percent of employees at an international level are already covered by this management system (as of the end of 2015).

**Managing career endings**

Deutsche Telekom uses different tools depending on the situation to make it easier for employees to manage ending their career at the Group. These include the option to take advantage of outplacement consulting or severance pay. Telekom Placement Services also offers employees of Deutsche Telekom new employment prospects. Employees receive support and individual advice on all aspects of professional change, from appropriate job vacancies and application training to tailored skills development and information on financial incentives offered by the Group.

The Post/Telekom welfare service offers seminars on "Getting ready for retirement" in which Deutsche Telekom employees are invited to participate. Participants work on ways in which they will be able to fill their retirement years with meaningful activities and enjoy their retirement for years to come.

**ASPECT: TRAINING AND EDUCATION**

**G4-DMA Management approach**

**Employees > Education and development**

**G4-LA9 Average hours of training per year per employee by gender, and by employee category**

<table>
<thead>
<tr>
<th>Training (Group in Germany)</th>
<th>Total hours in 2014</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>11,408,904*</td>
<td>4,563,562*</td>
<td>6,845,342*</td>
</tr>
<tr>
<td>Students in cooperative degree programs</td>
<td>2,292,654*</td>
<td>779,502*</td>
<td>1,513,152*</td>
</tr>
<tr>
<td>Total</td>
<td>13,701,558*</td>
<td>5,343,064*</td>
<td>8,358,494*</td>
</tr>
</tbody>
</table>

(\* Average values are used in these calculations.)

**Continuing education (Group in Germany)**

Our employees spent an average of around 21.8 hours attending continuing education events in 2015. All employees generally have equal access to continuing education opportunities (regardless of gender, cross-hierarchy). It is therefore not possible to differentiate at Deutsche Telekom.

**G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings**

**G4-LA11 Percentage of employees receiving regular performance and career development reviews**

We use various tools to assess the performance and career development of our employees. The Compass tool is used for employees covered by collective agreements and for civil servants in Germany, while the Performance & Potential Review (PPR) is for employees not covered by collective agreements in Germany and for employees at the national companies. Furthermore, in 2014 we launched Performance Dialog, a new tool for assessing the performance of top-level managers.

<table>
<thead>
<tr>
<th>Performance management tools and employee category</th>
<th>Number and percentage of employees whose performance and career development were assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compass (employees covered by collective agreements in Germany)</td>
<td>81,830 employees (92 percent of the target group)</td>
</tr>
<tr>
<td>Performance &amp; Potential Review (employees not covered by collective agreements in Germany)</td>
<td>9,100 employees (98 percent of the target group)</td>
</tr>
<tr>
<td>Performance &amp; Potential Review (employees at national companies)</td>
<td>24,000 employees (89 percent of the target group, tool is used in many National companies)</td>
</tr>
<tr>
<td>Performance Dialog (top-level managers throughout the Group)</td>
<td>2,500 employees (97 of the target group)</td>
</tr>
</tbody>
</table>

In each case, the performance management tools apply for entire employee groups and therefore cover male and female employees in equal measure.
Deutsche Telekom is an international corporation that holds no more than a majority interest in some of its national companies. For that reason it is not possible to break down these values based on employee category.

**ASPECT: DIVERSITY AND EQUAL OPPORTUNITY**

- **G4-DMA Management approach**
  - Employees > Diversity and equal opportunities > Supporting diversity

- **G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity**

**Facts & figures > Social indicators > Diversity > Women at the Group**

**Facts & figures > Social indicators > Diversity > People with disabilities**

**Facts & figures > Social indicators > Demography and company pension scheme > Age structure**

**ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN**

- **G4-DMA Management approach**
  - Employees > Diversity and equal opportunities > Supporting diversity

- **G4-LA13 Ratio of basic salary and remuneration of women to men**

We have been comparing the pay of male and female employees for several years now. We were unable to identify any significant, gender-based differences in pay for our employees in Germany. Our Logib-D and eg-check certifications confirm that men and women receive equal pay for the same work. It was not possible to record the pay of our male and female employees at all of our international locations due to data unavailability, relevance to competition and the time and effort involved.

**ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES**

- **G4-DMA Management approach**

- **G4-LA14 Percentage of new suppliers that were screened using labor practices criteria**

We do not currently have information regarding the percentage of new suppliers that have been evaluated based on sustainability criteria (e.g., through voluntary information, the EcoVadis platform or social audits).
2. SPECIFIC STANDARD DISCLOSURES

HUMAN RIGHTS

Additional links:

Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Social Charter, are binding for the entire Group, and must be confirmed in writing annually by the Group companies.

With regard to the accusations from unions about T-Mobile USA, it is important to note that the freedom of association and collective bargaining is guaranteed in the United States. All employees have the right to organize themselves in unions. This is effective and is being practiced, which can be seen from the fact that employees at two locations in the north-eastern USA (Connecticut and New York) have decided in favor of union representation. There are also several collective agreements at these two locations that T-Mobile USA signed with the responsible union, the Communications Workers of America.

We do not currently have information regarding the percentage of new suppliers that have been evaluated based on sustainability criteria (e.g., through voluntary information, the EcoVadis platform or social audits). This information will be available once the supplier portal has been introduced throughout the Group. Roll-out is scheduled to be completed by the end of 2016. The general requirement for any supplier relationship is passing a pre-qualification process, which includes 16 questions regarding sustainability.

Improvement measures regarding working conditions, human rights or environmental protection were implemented at the facilities of 53 out of 62 audited suppliers.
The following risks of corruption were identified as the most likely within the scope of our risk analysis:

1. Favoring an employee or business partner’s employee or agent in terms of a specific future business decision resulting in unfair favoritism in competition.

2. Acceptance of a benefit aimed at securing a specific business decision.

3. Employee develops selection criteria to be in favor of a supplier/consultant, leaving the buyer with no choice; employee influences an auction/bid in favor of a bidder and receives a benefit in return.

4. When awarding contracts for services, an employee/buyer agrees to conditions that are to the detriment of the company in return for money or other benefits from the contractor/consultant.

5. An employee makes an arrangement with a supplier to add 10 percent to a bill; the supplier pays half of the extra amount charged into a private bank account of the employee.

Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. In 2015, the CRA included 79 companies and thus covered around 96 percent (based on the number of employees).

No specific training campaign on this topic was conducted in 2015 as certification is scheduled for 2016/2017 and we are planning to launch a new training campaign in this context.

E-learning training in Germany
In 2014 and 2015, 27,756 employees in high-risk positions (sales, procurement) in Germany completed the anti-corruption e-learning course; 20,452 employees received a certificate for completing a compliance e-learning course; 39,809 employees participated in an e-quiz on gifts and more than 2,000 employees took the e-learning course on consulting services.

Face-to-face training in Germany and internationally
In 2015, 870 employees (Germany) and 1,500 employees (internationally) from the T-Systems segment participated in face-to-face training on compliance and anti-corruption together with 3,600 employees from our Europe segment. 700 employees from our Germany segment participated as well, as did around 580 employees from our Service Headquarters.

Implementation of Group policy throughout the Group
Deutsche Telekom has introduced the Group Policy on Avoiding Corruption and Other Conflicts of Interest, which sets out the relevant responsibilities and duties and includes a list of possible conflicts of interest. We also introduced our Group Policy on Accepting and Granting of Benefits, which clearly specifies which benefits may be granted to and accepted from business partners.

Both policies have been rolled out and communicated throughout the Group and approved by the managing boards at the various companies.

Providing information and training to business partners
Our business partners are required to accept the Deutsche Telekom General Terms and Conditions for Purchasing before entering into a business relationship with us. These include an anti-corruption clause. In addition, we ask our business partners questions regarding their compliance management systems as part of supplier self-assessment process. Deutsche Telekom has been offering compliance training to external business partners and suppliers since September 2014. The training offer particularly focuses on small and medium-sized German business partners and suppliers. With face-to-face training offers and an
online training program, Deutsche Telekom encourages its partners to conduct their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-relevant topics such as corruption prevention, anti-trust law and sustainability and introduces Deutsche Telekom’s compliance management system.

Deutsche Telekom engages in extensive compliance management activities to prevent and fight corruption. Any violations we uncover during our investigation are punished appropriately. In some cases employment relationships have even been terminated for good cause. The total number of punished incidents of corruption is confidential.

**ASPECT: COMPLIANCE**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-SO5</td>
<td>Confirmed incidents of corruption and actions taken</td>
</tr>
<tr>
<td>G4-SO8</td>
<td>Fines for non-compliance with laws and regulations</td>
</tr>
</tbody>
</table>

**ASPECT: CUSTOMER PRIVACY**

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<th>Indicator</th>
<th>Reference</th>
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<tbody>
<tr>
<td>G4-DMA Management approach</td>
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</tr>
<tr>
<td>G4-PR8</td>
<td>Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data</td>
</tr>
</tbody>
</table>

**ASPECT: CUSTOMER HEALTH AND SAFETY**

<table>
<thead>
<tr>
<th>Indicator</th>
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<tbody>
<tr>
<td>G4-DMA Management approach</td>
<td></td>
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<tr>
<td>G4-PR2</td>
<td>Fines for non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services</td>
</tr>
</tbody>
</table>

**ASPECT: PRODUCT AND SERVICE LABELING**

<table>
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<tr>
<th>Indicator</th>
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<tbody>
<tr>
<td>G4-DMA Management approach</td>
<td></td>
</tr>
<tr>
<td>G4-PR5</td>
<td>Results of surveys measuring customer satisfaction</td>
</tr>
</tbody>
</table>

Strategy & management > Data privacy and data security > Laying the foundation for effective data privacy
Strategy & management > Compliance > Ensuring integrity and compliance
Strategy & management > Compliance > Major ongoing litigation

Customers & products > Consumer protection and security > Customer and youth protection > Protecting consumers and young people
Customers & products > Consumer protection and security > Cyber Security > Protecting our infrastructure

Customers & products > Service quality > How we guarantee excellent service quality
Customers & products > Service quality > Measurable success with “C1 – Customers first.”
As an ICT company, Deutsche Telekom has to work with suppliers worldwide. That is why we do not have Group-wide policies giving priority to local suppliers at our locations.

We do not currently have information regarding the percentage of new suppliers that have been evaluated based on sustainability criteria (e.g., through voluntary information, the EcoVadis platform or social audits). This information will be available once the supplier portal has been introduced throughout the Group. Roll-out is scheduled to be completed by the end of 2016. The general requirement for any supplier relationship is passing a pre-qualification process, which includes 16 questions regarding sustainability.

Improvement measures regarding working conditions, human rights or environmental protection were implemented at the facilities of 53 out of 62 audited suppliers.
Employees can use a central e-mail address under the Employee Relations Policy [link] (erpolicy@telekom.de) or the Tell Me whistleblower portal at any time to report poor working conditions and other issues, and they can do so anonymously if desired.

Employees at all units are informed of the Employee Relations Policy, the relevant e-mail addresses and the whistleblower portal, typically via the company intranet. New hires are also informed of our whistleblower channels.

In addition to the channels mentioned above, a special e-mail address (humanrights@telekom.de) is also available for information and questions regarding human rights topics at Deutsche Telekom.

No significant risk of child labor was identified at our direct business facilities.

We work to counter risk relating to forced labor by auditing selected strategic and particularly high-risk suppliers. No significant risk of forced or compulsory labor was identified at our direct business facilities.

No significant risk of child labor was identified at our direct business facilities.

It is of paramount concern to Deutsche Telekom that its relationships with political decision-makers should be characterized by transparency and trust. This also extends to our refusal to support the work of any political party with donations.
Principle 1: Support and respect for internationally proclaimed human rights

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Data privacy and data security
- Strategy & management > Stakeholder management > Political advocacy
- CR facts: Social Charter
- CR facts: Compensation
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- Customers & products > Consumer protection and security > Mobile communication and health
- Employees > Health and safety
- About this report > GRI index > Specific standard disclosures
- Employees > Responsible and agile employer
- Employees > Diversity and equal opportunities
- Customers & products > Consumer protection and security > Customer and youth protection
- 2015 Annual Report > Management report > Employees

Principle 2: No complicity in human rights abuses

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Customers & products > Consumer protection and security > Mobile communication and health
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- About this report > GRI index > Specific standard disclosures

Principle 3: Uphold freedom of association and the right to collective bargaining

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- Employees > Responsible and agile employer

Principle 4: Elimination of all forms of forced and compulsory labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits

Principle 5: Abolition of child labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management

Principle 6: Elimination of discrimination in respect of employment and occupation

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- About this report > GRI index > Specific standard disclosures
- About this report > GRI index > Specific standard disclosures
- Employees > Diversity and equal opportunities
- 2015 Annual Report > Management report > Employees
- 2015 Annual Report > To our shareholders > Corporate Governance Report
Principle 7: Support a precautionary approach to environmental challenges

- Strategy & management > CR strategy > CR program
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy
- Strategy & management > Stakeholder management > Political advocacy
- Strategy & management > Risk and opportunity management
- Climate & environment > Climate protection strategy
- Climate & environment > Climate protection measures
- Climate & environment > Resource efficiency and environmental protection
- Climate & environment > Climate protection measures > Energy efficiency in the network
- Climate & environment > Resource efficiency and environmental protection
- Sustainable products
- Customers & products > Sustainable products and services
- CR facts: Sustainability Guideline for Product Design
- CR facts: Device packaging policy
- Customers & products > Sustainable products and services
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- CR facts: Conflict-Free Sourcing Initiative
- Facts & figures > Environmental indicators > CO₂ emissions (Scope 1 & 2)
- Facts & figures > Environmental indicators > Energy
- Facts & figures > Environmental indicators > Used cell-phone collection and waste volume
- Facts & figures > Environmental indicators > Other environmental data

Principle 8: Undertake initiatives to promote greater environmental responsibility

- Strategy & management > Values and Guiding Principles
- Strategy & management > CR strategy
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy
- Strategy & management > Stakeholder management > Political advocacy
- Climate & environment > Climate protection strategy
- Climate & environment > Climate protection measures
- Climate & environment > Resource efficiency and environmental protection
- Climate & environment > Climate protection measures > Energy efficiency in the network
- Climate & environment > Resource efficiency and environmental protection
- Customers & products > Sustainable products and services
- Sustainable ICT solutions

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

- Strategy & management > CR strategy
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy
- CR facts: Sustainability Guideline for Product Design
- Customers & products > Sustainable products and services
- Sustainable ICT solutions
- Customers & products > Sustainable products and services
- Business models through innovation
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Conflict-Free Sourcing Initiative
- CR facts: Device packaging policy
- Customers & products > Sustainable products and services
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- CR facts: Conflict-Free Sourcing Initiative

Principle 10: Work against corruption in all its forms of, including extortion and bribery

- Strategy & management > CR strategy
- Strategy & management > CR strategy
- Strategy & management > CR strategy
- Strategy & management > Risk and opportunity management
- Strategy & management > Data privacy and data security
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- About this report > GRI index > Specific standard disclosures
- 2015 Annual Report > To our shareholders > Corporate Governance Report