

Report on equality and equal pay for the 2021 financial year

Deutsche Telekom is a leading integrated telecommunications company, with a presence in more than 50 countries. With its global focus, our Group unites a wide variety of different cultures, experience, and talent, and we are actively committed to fostering this diversity. Our ultimate goal is to promote diversity and benefit from the creativity and innovation it offers.

The first program for the advancement of women was launched back in 1992. That program laid the foundation for a whole range of measures that are still in place today, including efforts to increase the proportion of women in leadership positions and in technical professions, and to come up with more flexible working-time models for employees. Since 2010, our goal has been to achieve a share of 30.0 percent of women in leadership positions (upper and middle management). In 2010, the share of women in leadership positions was 22.7 percent across the Group; by 2021 we had succeeded in raising it to 27.3 percent. The corresponding figures for our Group companies in Germany have also risen: from 12.5 percent in 2010 to 22.7 percent in 2021. At year-end 2021, women accounted for 35.7 percent of our global workforce. At Deutsche Telekom AG, women made up an average of 45.3 percent of the workforce in 2021. On average, 74.6 percent of these women worked full time, while 25.4 percent worked part time. In 2015, the Act on the Equal Participation of Women and Men in Leadership Positions came into force in Germany, creating a statutory obligation to fill 30.0 percent of supervisory board positions with women. We have gone a step further, setting ourselves the goal of filling 30.0 percent of board of management and managing board positions and 30.0 percent of management level 1 and 2 positions with women. Deutsche Telekom AG has met the statutory obligation regarding female supervisory board representation since 2016; at the end of 2021, women constituted 45.0 percent of members. At 37.5 percent, the proportion of women in board of management positions is exemplary among the DAX corporations. The proportion of women in management level 1 and 2 positions at Deutsche Telekom AG fell somewhat short of target at the end of 2021, standing at 26.5 percent and 24.6 percent respectively.

We continue our efforts to promote gender equality. We do this by continuously addressing equality issues across our HR processes, for instance through regular reporting to track the development of the Fair Share Quota (proportion of active female employees in top and middle management positions), through events and our involvement in the Diversity Charter, through partnerships with the Competence Center Technology-Diversity-Equal Opportunities e. V. (Kompetenzzentrum Technik, Diversity und Chancengleichheit) and Femtec, through support for the employee networks, strategic successor planning with a focus on staff appointment rules (at least one woman on the list of the most promising successors), and through flexible working conditions and environments, such as flexitime, part-time work with a guaranteed option to return to full-time work, phased retirement, family caregiver leave, sabbaticals, lifetime work accounts, leave without pay, parental leave, part-time work during parental leave, caregiver leave, education leave, working from home and mobile working. Supporting its employees' work-life balance is a top priority for Deutsche Telekom, which is why we offer company childcare facilities and parent-child offices at many locations. We are also supported by our experienced partner awo lifebalance, a company that offers our employees information and consultation free of charge on all aspects of childcare and care for the next of kin, and can help find the right services for them. The latter include not only conventional childcare and nursing care services, but also personal and household services.

In order to create the basis for diversity among our junior staff, we rely on a selection procedure that is geared to talent – one that focuses less on grades, and more on the aptitudes, strengths, and interests that the applicants require for their respective courses of training/study and for their prospective careers within our Group. This selection procedure enables us to win over new talent and access previously untapped pools of applicants.

Creating equal opportunities for young people is another top priority for Deutsche Telekom. The needs and abilities of school-leavers are many and varied. Deutsche Telekom specifically caters to these with its dual apprenticeship and study programs, integrating young people of all genders, backgrounds, or physical abilities. Under certain circumstances, apprentices on this program at Deutsche Telekom can take their training on a part-time basis. Dual students, too, including students who are single parents, can also choose to complete their study program on a part-time basis, provided they meet certain prerequisites. School students who have not yet received an apprenticeship position can take part in an internship sponsored by the Federal Employment Agency, and thereby receive the opportunity to become acquainted with an occupation and prepare for regular training in it. The internships run for twelve months, and can in some cases be credited toward a follow-on apprenticeship. We also offer young refugees opportunities to take part in entry-level training, an apprenticeship, or a dual study program. We offer all applicants who wish to start a career at Deutsche Telekom a non-discriminatory application process.

Since 2015, we have been raising awareness of unconscious bias, and in 2021 Deutsche Telekom founded the AllBright Academy in close collaboration with SAP and the AllBright Foundation, with the goal of raising leaders' awareness of this topic through dedicated training. Unconscious bias denotes thought processes that occur unconsciously and very quickly, without being sufficiently questioned. For example, we often select applicants who seem similar to us, or who seem to be the right fit for our corporate culture. As a result, we can overlook others with great innovative and creative potential. For this reason, we have been offering training specifically for leadership teams in cooperation with the AllBright Academy since 2021. Our mentoring program Child and Career helps ease employees back into their jobs after a period of parental leave and supports them on their career path. The focus is on avoiding gaps in the individual's career and promoting a change in culture that will enable employees to strike a balance between their careers and their family responsibilities.

In our Company, compensation is based on the nature and scope of an individual's work and not on their gender. In 2021, Deutsche Telekom received the Federal Anti-Discrimination Agency's "eg-check" certificate for the second time. This further demonstrates our commitment to equal pay, irrespective of gender, showing how Deutsche Telekom supports its employees in line with its corporate culture, based on integrity and reliability. Our collective and works agreements reached with the representatives of our employees ensure a transparent, gender-neutral pay structure.

The table below contains statistical disclosures on the Deutsche Telekom AG workforce as required by § 21 (2) of the Act to promote Transparency in Wage Structures among Women and Men (Entgelttransparenzgesetz):

	2021			2016			Change		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Employees at Deutsche Telekom AG	7,807	4,083	3,724	13,355	6,858	6,497	(5,548)	(2,775)	(2,773)
Of which: full time	6,356	3,879	2,477	10,870	6,616	4,254	(4,514)	(2,737)	(1,777)
Of which: part time	1,341	152	1,189	2,486	242	2,244	(1,145)	(90)	(1,055)