

SOCIAL PERFORMANCE REPORT 2015

- Like every year, Deutsche Telekom conducted in 2015 a survey in order to ensure compliance of its subsidiaries with the principles of the Social Charter of the DT Group.
- **Period of time during which the survey was conducted:** October 2014 - December 2015
- **Scope of companies, which participated in the Social Performance Report:** all companies of the DT Group, which have personnel and are being controlled by DT by virtue (i.e. ownership, financial participation or control of management decisions).
- **Number of companies that participated in the Social Performance Report:**
 - Segment GHS: 16
 - Segment Germany: 10
 - Segment T-Systems (national and international): 46
 - Segment Europe: 31
 - Segment USA: 1
- **Result:**
 - A total of 104 companies took part. All companies confirmed their observance of the basic principles of the Social Charter of the DT Group. No subsidiary of the DT Group documented non-conformity.
 - Just as last year, the Social Performance Report for 2015 included additional questions regarding internationally applicable human rights, freedom of association and right to collective bargaining.
- **Communication:**
 - All participating group companies will be informed of these results.
 - A short article will be published on DT's responsible employer website.

