

Summary: Social Performance Report 2013.

- Like every year, Deutsche Telekom conducted in 2013 a survey in order to ensure compliance of its subsidiaries with the principles of the Social Charter of the DT Group, in force since 2003.
- **Period of time during which the survey was conducted:** October 2012 - September 2013
- **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 who participated in the Social Performance Report:**
 - Operating Segment Germany (GHS, T-Deutschland): 36
 - Operating Segment T-Systems (national and international): 50
 - Operating Segment Europe: 28
 - T-Mobile US: 1
- **Results of the Social Performance Report 2013:**
 - A total of 115 companies took part in this year's Social Performance Report. 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 2013 included additional questions regarding internationally applicable human rights, freedom of association and right to collective bargaining .
 - To these additional questions three companies responded: One answer was given with regard to human rights, one answer refers to freedom of association and another one is related to health and safety.

