

Summary: Social Performance Report 2012.

- Like every year, Deutsche Telekom conducted in 2012 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 2011 - September 2012 (included)
- **Scope of companies, who participated in the Social Performance Report:** all companies of the DT Group, which have personnel and are being controlled by DT by virtue, for example, of ownership, financial participation or control of management decisions.
- **Number of companies who participated in the Social Performance Report:**
 - Operating Segment Germany: 35 (GHS, T-Deutschland)
 - Operating Segment T-Systems (national and international): 54
 - Operating Segment Europe: 31
 - T-Mobile USA: 1
- **Results of the Social Performance Report 2012:**
 - All companies of the DT Group confirmed the compliancy with the basic principles of the Social Charter of the DT Group. No subsidiary of the DT Group documented non-conformity with the Social Charter.
 - In comparison to the scope of last year, 54 subsidiaries of DT, which in the past hadn't participated directly in the survey regarding the conformity with the Social Charter, signed in 2012 their own Social Performance Report.
 - Additional questions: in 2012 the Social Performance Report has been completed with additional questions regarding internationally applicable human rights, freedom of association and right to collective bargaining.

