

Summary: Social Performance Report 2014

- Like every year, Deutsche Telekom conducted in 2014 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 and revised in 2013.
- **Period of time during which the survey was conducted:** October 2013 - September 2014
- **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:**
 - Operating Segment Germany (GHS, T-Deutschland): 30
 - Operating Segment T-Systems (national and international): 51
 - Operating Segment Europe: 29
 - T-Mobile US: 1

- **Results of the Social Performance Report 2013:**
 - A total of 111 companies took part in this years' 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 2014 included additional questions regarding internationally applicable human rights, freedom of association and right to collective bargaining.
 - To these additional questions, only one company had a positive response with regard to freedom of association.

