

Report on compliance with legal provisions on increasing the number of women in management positions.

As early as in 2010, Deutsche Telekom AG set itself the goal of filling 30 percent of management positions across the Group with women. Considerable progress has been made since then, and the number of women in middle and upper management positions has increased by a third. The proportion of women in such positions worldwide is currently around 26 percent.

The new German law governing equal participation of women and men in management positions in the private sector and the public sector sets out the obligation for Deutsche Telekom AG and other Group companies to regularly set targets for the number of women on supervisory boards, boards of management/managing boards, and the two management levels below board level, and to determine deadlines for the achievement of these targets. As a company listed on the stock exchange and subject to parity co-determination, however, Deutsche Telekom AG is already legally required to ensure that its Supervisory Board consists of a minimum of 30 percent women and 30 percent men. A report is to be made on the achievement of the targets set after the expiry of each deadline for implementation of the targets.

The relevant bodies at Deutsche Telekom AG and the Group companies listed below have set the following targets and deadlines in line with their legal obligations.

in % (if not given as a fraction)		First implementation period Up to Dec. 31, 2015				Second implementation period Up to Dec. 31, 2020
		Status quo at time of target setting	Target	Status quo on Dec. 31, 2015	Target achieved	Target
Deutsche Telekom AG	Board of Management	¹ /7	¹ /7	¹ /7	Yes	² /7
	1st management level	19.2	19.2	21.7	Yes	30.0
	2nd management level	20.9	20.9	23.0	Yes	30.0
Deutsche Telekom Services Europe GmbH (previously: Deutsche Telekom Accounting GmbH, until Dec. 31, 2015)	Supervisory Board	33.3	33.3	33.3	Yes	33.3
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	10.0	10.0	10.0	Yes	30.0
	2nd management level	28.0	28.0	22.4	No	30.0
Vivento Customer Services GmbH	Supervisory Board	41.7	30.0	41.7	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	12.5	12.5	16.7	Yes	30.0
	2nd management level	33.3	33.3	33.3	Yes	30.0
DFMG Deutsche Funkturm GmbH	Supervisory Board	0.0	30.0	33.3	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	0.0	0.0	0.0	Yes	30.0
	2nd management level	3.7	3.7	3.7	Yes	30.0

in %
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		First implementation period Up to Dec. 31, 2015			Second implementation period Up to Dec. 31, 2020	
		Status quo at time of target setting	Target	Status quo on Dec. 31, 2015	Target achieved	Target
Telekom Deutschland GmbH	Supervisory Board	31.3	30.0	31.3	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	23.6	23.6	28.9	Yes	30.0
	2nd management level	21.6	21.6	19.2	No	30.0
Telekom Shop Vertriebsgesellschaft mbH	Supervisory Board	41.7	30.0	41.7	Yes	30.0
	Managing Board	50.0	25.0	50.0	Yes	30.0
	1st management level	20.0	20.0	20.0	Yes	30.0
	2nd management level	20.0	20.0	23.1	Yes	30.0
Deutsche Telekom Technischer Service GmbH	Supervisory Board	35.0	30.0	35.0	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	28.6	28.6	28.6	Yes	30.0
	2nd management level	19.5	19.5	17.8	No	30.0
Deutsche Telekom Technik GmbH	Supervisory Board	35.0	30.0	35.0	Yes	30.0
	Managing Board	33.3	33.3	33.3	Yes	30.0
	1st management level	0.0	0.0	0.0	Yes	30.0
	2nd management level	14.5	14.5	14.8	Yes	30.0
Deutsche Telekom Kundenservice GmbH	Supervisory Board	43.8	30.0	43.8	Yes	30.0
	Managing Board	33.3	33.3	33.3	Yes	30.0
	1st management level	0.0	0.0	0.0	Yes	30.0
	2nd management level	38.0	38.0	37.5	No	30.0
Deutsche Telekom Regional Services and Solutions GmbH	Supervisory Board	33.3	30.0	33.0	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	33.3	33.3	33.3	Yes	30.0
	2nd management level	9.3	9.3	7.7	No	30.0
T-Systems International GmbH	Supervisory Board	35.0	30.0	35.0	Yes	30.0
	Board of Management	14.3	14.3	14.3	Yes	30.0
	1st management level	16.1	16.7	14.6	No	30.0
	2nd management level	17.6	18.0	18.6	Yes	30.0
Detecon International GmbH	Supervisory Board	50.0	30.0	50.0	Yes	30.0
	Managing Board	0.0	0.0	0.0	Yes	30.0
	1st management level	0.0	0.0	0.0	Yes	30.0
	2nd management level	22.2	22.2	33.3	Yes	30.0

in %
(if not given as a fraction)

		First implementation period Up to Dec. 31, 2015			Second implementation period Up to Dec. 31, 2020	
		Status quo at time of target setting	Target	Status quo on Dec. 31, 2015	Target achieved	Target
T-Systems Multimedia Solutions GmbH	Supervisory Board	0.0	30.0	33.3	Yes	30.0
	Managing Board	33.3	33.3	33.3	Yes	30.0
	1st management level	26.7	26.7	28.6	Yes	30.0
	2nd management level	15.4	15.4	18.2	Yes	30.0
T-Systems GEI GmbH	Supervisory Board	50.0	30.0	50.0	Yes	30.0
	Managing Board	50.0	30.0	50.0	Yes	30.0
	1st management level	20.0	20.0	13.3	No	30.0
	2nd management level	n.a.	n.a.	n.a.	n.a.	n.a.

Telekom Deutschland GmbH, Deutsche Telekom Technischer Service GmbH, Deutsche Telekom Kundenservice GmbH and Deutsche Telekom Regional Services and Solutions GmbH did not achieve the targets set for the second management level. In these companies, managers of both genders left the Group as part of voluntary redundancy programs and early retirement schemes. This led to a reduction in the total number of management positions, as the positions left vacant were not filled.

T-Systems International GmbH and T-Systems GEI GmbH did not achieve the targets set for the first management level. In these companies, a reorganization measure that became effective on October 1, 2015, led to major structural changes in the organization.

Deutsche Telekom Services Europe GmbH (previously Deutsche Telekom Accounting GmbH) did not achieve the target set for the second management level. The reason for this was staff turnover in the course of regular business. The effects on the proportion of women in management positions could not be compensated within the first implementation period of three months.

Based on the target they had already set for themselves, Deutsche Telekom AG and the Group companies listed above have undertaken to achieve a proportion of at least 30 percent of women in management positions by the end of 2020. To achieve this, they have set appropriate targets and deadlines.