

COMPENSATION REPORT

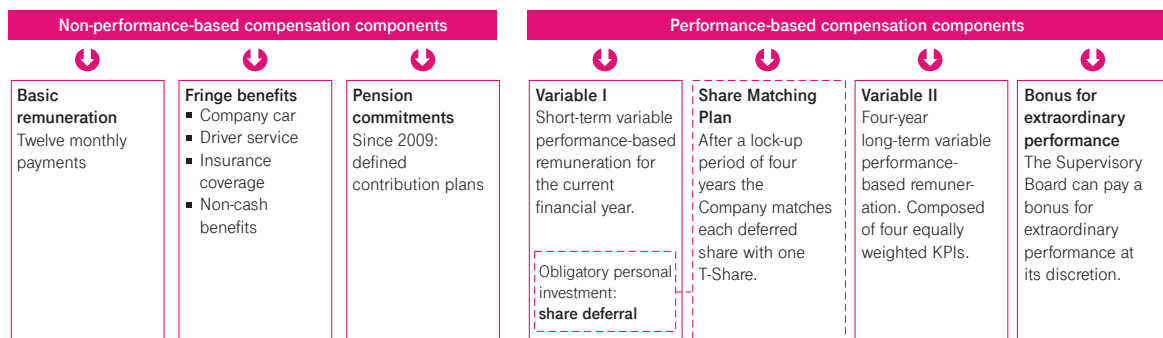
The “Compensation report” details the compensation system underlying Board of Management compensation as well as the specific remuneration received by the individual members of the Board of Management. It takes into consideration the requirements of the German Commercial Code taking account of the provisions of German Accounting Standard No. 17 (GAS 17), the recommendations of the German Corporate Governance Code (GCGC) as amended on February 7, 2017, and the International Financial Reporting Standards (IFRS).

Changes in the composition of the Board of Management and contract extensions. Birgit Bohle joined the Board of Management on January 1, 2019 to head up the Human Resources Board department and was appointed Labor Director effective the same date. Also effective January 1, 2019, Thorsten Langheim took up his role as head of the new Board of Management department for USA and Group Development. Deutsche Telekom AG thus has had nine Board of Management departments since the start of 2019. Dr. Christian P. Illek moved from his former position as the Board of Management member responsible for Human Resources to his new role as the Board of Management member responsible for Finance effective January 1, 2019. By resolution of the Supervisory Board of Deutsche Telekom AG of February 20, 2019, Srini Gopalan was reappointed as the Board of Management member responsible for Europe for the period from January 1, 2020 to December 31, 2024. At its meeting on September 4, 2019, the Supervisory Board extended Adel Al-Saleh’s term of office by two years to a total of five years through December 31, 2022.

COMPENSATION OF THE BOARD OF MANAGEMENT

Basis of Board of Management compensation. On February 24, 2010, the Supervisory Board resolved on a new system for the compensation of the Board of Management members, taking into account the provisions specified in the German Act on the Appropriateness of Management Board Remuneration (Gesetz zur Angemessenheit der Vorstandsvergütung – VorstAG) that has been in effect since August 5, 2009. The shareholders’ meeting of Deutsche Telekom AG on May 3, 2010 approved this system. The compensation of Board of Management members comprises various components. Under the terms of their service contracts, members of the Board of Management are entitled to an annual fixed remuneration and annual variable performance-based remuneration (Variable I), a long-term variable remuneration component (Variable II), as well as fringe benefits and deferred benefits based on a company pension entitlement. The Supervisory Board defines the structure of the compensation system for the Board of Management and reviews this structure and the appropriateness of compensation at regular intervals. It is ensured that Board of Management compensation is oriented toward the sustained development of the Company and that there is a multi-year measurement base for the variable components. Sideline employment generally requires prior approval. Generally, no additional compensation is paid for being a member of the management or supervisory board of other Group entities.

Compensation of the Board of Management



Non-performance-based compensation components

Basic remuneration

The fixed annual remuneration is determined for all Board of Management members based on market conditions in accordance with the requirements of stock corporation law and is paid on a monthly basis. In the event of temporary incapacity for work caused by illness, accident, or any other reason for which the respective Board of Management member is not responsible, the fixed basic remuneration continues to be paid. The continued payment of remuneration ends at the latest after an uninterrupted period of absence of six months, or for a maximum of three months following the end of the month in which the Board of Management member’s permanent incapacity for work is established.

Fringe benefits

In accordance with market-oriented and corporate standards, the Company grants all members of the Board of Management additional benefits under the terms of their service contracts, some of which are viewed as non-cash benefits and taxed accordingly. This mainly includes being furnished with a company car and accident and liability insurance, and reimbursements in connection with maintaining a second household.

Pension commitments

New pension commitment. Since 2009, all Board members have been granted a company pension in the form of a contribution-based promise. Under this arrangement, the Board member receives a one-time lump sum payout upon entering retirement. A contribution is paid into the Board member's pension account for each year of service at an interest rate corresponding to market levels. Annual additions to the pension account have no effect on cash or cash equivalents. The cash outflow is only effective upon the Board member's retirement. As a rule, the date of retirement is the beneficiary's 62nd birthday. The amount to be provided annually is individualized and decoupled from other remuneration components. The exact definition of the contribution is based on a comparison with peer companies that are suitable for benchmarking and also offer plans with contribution-based promises. The contributions for Birgit Bohle, Srini Gopalan, Dr. Christian P. Illek, Dr. Thomas Kremer, Thorsten Langheim, Claudia Nemat, and Dr. Dirk Wössner amount to EUR 250,000 each for each year of service rendered.

Legacy pension commitment. As the longest-serving Board member, CEO Timotheus Höttges is the only current Board member to still benefit from a legacy pension commitment under the company pension plan. Benefits from the company pension plan are in direct relation to the beneficiary's annual salary. The Board of Management members receive company pension benefits based on a fixed percentage of their last fixed annual salary for each year of service rendered prior to their date of retirement. The pension payments may be in the form of a life-long retirement pension upon reaching the age of 62 or in the form of an early retirement pension upon reaching the age of 60. Opting for the early retirement pension scheme is connected with actuarial deductions. The company pension is calculated by multiplying a basic percentage rate of 5 percent by the number of years of service as a member of the Board of Management. After ten years of service, the maximum pension level of 50 percent of the last fixed annual remuneration is attained. Following Timotheus Höttges' reappointment to the Board of Management and the adjustment to his basic remuneration, the Supervisory Board decided to dynamically increase his pension entitlements accrued up to December 31, 2018 by 2.4 percent per year using the basic remuneration valid up to December 31, 2018 as the measurement base. Future increases in his compensation will thus not lead to higher pension payments.

The pension payments to be made upon retirement increase dynamically, at a rate of 1 percent per year. In addition, the pension agreements include arrangements for pensions for surviving dependents in the form of entitlements for widows/widowers and orphans. In specifically provided exceptional cases, entitlement to a widow's/widower's pension is excluded. The standard criteria for eligibility in the pension arrangements are in line with market conditions. In the event of a permanent incapacity for work (invalidity), the beneficiary is also entitled to the pension fund.

Pension substitute. A "pension substitute" was agreed with Adel Al-Saleh in lieu of a pension commitment due to his U.S. citizenship. The arrangement provides for an annual payment of EUR 250,000 for each full year of service rendered and is reported in the tables under fringe benefits. In determining the amount, the Supervisory Board oriented itself to the level of the contributions for those Board members who have received a contribution-based benefit promise (new pension commitment).

Service cost and defined benefit obligations for each member of the Board of Management with a pension commitment are shown in the following table:

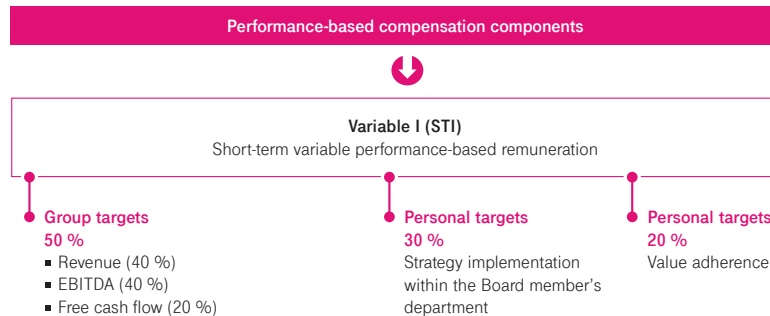
€	Service cost 2019	Defined benefit obligation (DBO) Dec. 31, 2019	Service cost 2018	Defined benefit obligation (DBO) Dec. 31, 2018
Birgit Bohle (since January 1, 2019)	307,304	329,515	0	0
Srini Gopalan	295,590	964,557	300,362	610,829
Timotheus Höttges	417,067	18,595,908	1,117,049	16,269,567
Dr. Christian P. Illek	262,191	1,377,980	267,948	1,056,852
Dr. Thomas Kremer	247,664	2,076,666	241,729	1,795,913
Thorsten Langheim (since January 1, 2019)	275,986	287,194	0	0
Claudia Nemat	281,885	2,851,583	285,459	2,401,880
Dr. Dirk Wössner	289,418	619,879	296,498	296,528

Performance-based compensation components

The variable remuneration of the members of the Board of Management is mainly divided into Variables I and II. Variable I contains both short-term and long-term components consisting of the realization of budget figures for specific performance indicators, strategic/functional targets, and adherence to the Group's Guiding Principles. The payment amount of Variable I is tied to an obligation to invest in shares of Deutsche Telekom AG, which results in a further inflow of shares after four years under the current Share Matching Plan. Variable II is oriented solely toward the long term. This ensures that the variable remuneration is oriented toward the sustained development of the Company and that there is a predominantly long-term incentive effect. The variable compensation elements include clear upper limits, while the amount of compensation is capped overall. The final component of performance-based compensation comprises an option for the Supervisory Board to award a bonus for extraordinary performance. In the event of temporary incapacity for work caused by illness, accident, or any other reason for

which the respective Board of Management member is not responsible, claims to variable remuneration are reduced pro rata in line with the uninterrupted period of absence; the uninterrupted period of absence must be more than one month in duration.

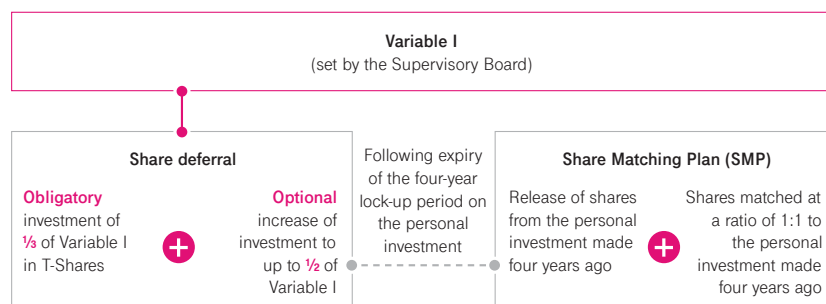
Variable I



The annual variable remuneration of Board of Management members is based on the achievement of targets set by the Supervisory Board of Deutsche Telekom AG for each member of the Board of Management at the beginning of the financial year. The set of targets is composed of corporate targets (50 percent) related to the unadjusted values – adapted for target-relevant factors – for revenue, EBITDA after leases, and free cash flow after leases, as well as personal targets for the individual members of the Board of Management. The three Group targets are weighted in relation to each other at 40/40/20. The personal targets consist of targets oriented toward the sustained success of the Company concerning the implementation of the strategy in the member's respective department (30 percent) and value adherence (adherence to Guiding Principles), which is an indicator of compliance with value orientation and accounts for 20 percent. The agreement on targets and the level of target achievement for the respective financial year are determined by the plenary session of the Supervisory Board. Levels of target achievement exceeding 100 percent are capped at 150 percent of the award amount. Any higher levels of target achievement will not be taken into consideration. To ensure the long-term incentive effect and orientation toward the sustained development of the Company, a third of the variable remuneration set by the plenary session of the Supervisory Board must be invested in shares of Deutsche Telekom AG; these shares must be held by the respective Board member for a period of at least four years.

Share Matching Plan

Share deferral and the Share Matching Plan



In the 2019 financial year, the Board of Management members, as described above, were contractually obliged to invest a third of Variable I in shares of Deutsche Telekom AG. The Supervisory Board made an offer to the Board members to extend the obligatory personal investment in 2019 to up to 50 percent of the Variable I payout. Deutsche Telekom AG will grant one additional share for every share acquired as part of the Board of Management member's aforementioned personal investment (Share Matching Plan) on expiration of the four-year lock-up period, provided they are still a member of the Board of Management.

DRS 17 and IFRS 2 require disclosure not only of the total expense related to share-based payment from matching shares in the 2019 financial year and the fair value of the matched shares at their grant date, but also of the number of entitlements to matching shares and their development in the current financial year.

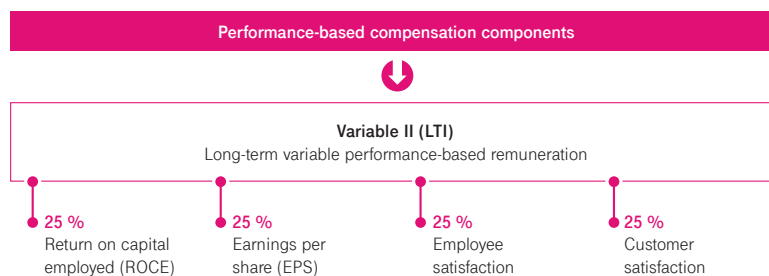
The fair value of the matching shares at grant date shown in the following table does not represent a component of remuneration for the Board of Management members in 2019. It is an imputed value of the entitlements to matching shares determined on the basis of relevant accounting policies. Here, the fair value equates to the share price at grant date less an expected dividend markdown. The following table is based on expected target achievement for the 2019 financial year and thus on the estimated amount of the personal investment to be made by the respective Board of Management member to establish his or her entitlements to matching shares. The final number of entitlements to matching shares identified for the 2019 financial year may be higher or lower than the amounts estimated here.

The total share-based payment expense for entitlements to matching shares from 2014 to 2019 to be recognized for the financial years 2018 and 2019 pursuant to IFRS 2 is included in the two last columns of the table.

	Number of entitlements granted to matching shares since 2010 at the beginning of the financial year	Number of new entitlements to matching shares granted in 2019	Number of shares transferred in 2019 as part of the Share Matching Plan	Fair value of the entitlements to matching shares at grant date €	Cumulative total share-based payment expense in 2019 for matching shares for the years 2015 through 2019 €	Cumulative total share-based payment expense in 2018 for matching shares for the years 2014 through 2018 €
Adel Al-Saleh	26,820	23,503	0	270,987	120,780	30,456
Birgit Bohle (since January 1, 2019)	0	19,151	0	220,811	36,983	n.a.
Srini Gopalan	46,235	19,151	0	220,811	167,268	113,184
Timotheus Höttges	363,807	62,674	25,781	722,632	683,151	588,176
Dr. Christian P. Illek	76,681	23,503	0	270,987	258,459	200,952
Dr. Thomas Kremer	119,671	19,151	12,917	220,811	253,751	232,754
Thorsten Langheim (since January 1, 2019)	0	23,503	0	270,987	45,387	n.a.
Claudia Nemat	161,461	23,503	16,448	270,987	297,804	280,766
Dr. Dirk Wössner	22,400	19,151	0	220,811	100,570	24,817

By December 31, 2019, Deutsche Telekom AG had acquired 565,596 shares for the purpose of awarding matching shares to Board of Management members as part of the Share Matching Plan. In 2019, matching shares were again transferred to individual members of the Board of Management. A total of 55,146 shares were transferred to Board of Management members in 2019 (2018: 69,488).

Variable II



Variable II

The exclusively long-term-oriented Variable II is measured based on the fulfillment of four equally weighted performance parameters (return on capital employed (ROCE), earnings per share (EPS), customer satisfaction, and employee satisfaction). All four parameters are collected on a Group-wide basis. Each parameter determines a quarter of the award amount. Levels of target achievement exceeding 100 percent are capped at 150 percent of the award amount. The assessment period is four years, with the assessment being based on average target achievement across the four years planned at the time the tranche was determined. The award amount is decoupled from other remuneration components and is set for each member of the Board of Management individually.

Bonus for extraordinary performance

At its discretion and after due consideration, the Supervisory Board may also reward extraordinary performance by individual or all Board of Management members in the form of a special bonus.

Arrangements in the event of termination of a position on the Board of Management. Service contracts for members of the Board of Management concluded since the 2009 financial year include a severance cap in case of premature termination without good cause allowing a compensation payment that, in line with the recommendations of the German Corporate Governance Code (GCGC) as amended on February 7, 2017, is limited to a maximum of two years' remuneration (severance cap) and may not exceed the remuneration due for the remaining term of the service contract.

The service contracts for members of the Board of Management at Deutsche Telekom AG do not include any benefits in the event of the termination of a position on the Board of Management as a result of a change of control.

Board of Management member service contracts generally stipulate a post-contractual prohibition of competition. Pursuant to these provisions, members of the Board of Management are prohibited from rendering services to or on behalf of a competitor for the duration of one year following their departure. As compensation for this restricted period, they receive either a payment of 50 percent of the last fixed annual remuneration and 50 percent of the most recent Variable I on the basis of 100 percent target achievement, or 100 percent of the last fixed annual remuneration.

Board of Management compensation for the 2019 financial year. In reliance on legal requirements and other guidelines, a total of EUR 23.3 million (2018: EUR 24.6 million) is reported in the following table as total compensation for the 2019 financial year for the members of the Board of Management. The Board of Management compensation comprises the fixed annual remuneration as well as other fringe benefits, non-cash benefits and remuneration in kind, short-term variable remuneration (Variable I), fully earned tranches of long-term variable remuneration (Variable II), and the fair value of the matching shares. This was calculated on the basis of the estimated amount of Variable I at the grant date and the resulting number of entitlements to matching shares.

Total compensation. The compensation of the Board of Management is shown in detail in the following table:

		Non-performance-based compensation		Performance-based compensation			Total compensation
		Fixed annual remuneration	Other remuneration	Short-term variable remuneration	Long-term variable performance-based remuneration (Variable II)	Long-term variable performance-based remuneration (fair value of matching shares)	
Adel Al-Saleh	2019	900,000	322,776 ^a	771,525	0	270,987	2,265,288
	2018	900,000	1,072,507	817,425	0	272,620	3,062,552
Birgit Bohle (since January 1, 2019)	2019	700,000	272,367 ^b	699,600	0	220,811	1,892,778
	2018	0	0	0	0	0	0
Sriini Gopalan	2019	700,000	20,137	723,800	0	220,811	1,664,748
	2018	700,000	20,000	695,750	0	222,134	1,637,884
Timotheus Höttges	2019	1,500,000	60,111	2,334,600	1,435,940	722,632	6,053,283
	2018	1,450,000	31,655	1,770,098	1,583,560	542,008	5,377,321
Dr. Christian P. Illek	2019	900,000	34,540	895,725	588,500	270,987	2,689,752
	2018	850,000	34,596	814,344	608,438	259,998	2,567,376
Dr. Thomas Kremer	2019	700,000	63,546	704,550	588,500	220,811	2,277,407
	2018	700,000	63,667	691,900	649,000	222,134	2,326,701
Thorsten Langheim (since January 1, 2019)	2019	900,000	17,657	839,700	0	270,987	2,028,344
	2018	0	0	0	0	0	0
Claudia Nemat	2019	900,000	78,586	845,775	722,250	270,987	2,817,598
	2018	900,000	78,552	822,825	796,500	272,620	2,870,497
Dr. Dirk Wössner	2019	700,000	23,466	696,850	0	220,811	1,641,127
	2018	700,000	2,423,865	691,350	0	222,134	4,037,349
	2019	7,900,000	893,186	8,512,125	3,335,190	2,689,824	23,330,325
	2018 ^c	6,200,000	3,724,842	6,303,692	3,637,498	2,013,648	21,879,680

^a Other fringe benefits for Adel Al-Saleh include a "pension substitute" in the amount of EUR 250,000 to be paid annually in lieu of a German pension commitment (please also refer to the previous section entitled "Pension commitments") and a retroactive increase of EUR 50,000 to the flat-rate reimbursement made in the prior year in connection with maintaining a second household.

^b This amount includes a one-time sign-on bonus of EUR 258,333 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

^c Board of Management members who left the company before or at the end of 2018 are no longer included in the prior-year figures.

The amounts shown in the “Long-term variable performance-based remuneration (Variable II)” column had been pledged to the eligible Board of Management members in the 2016 financial year.

No member of the Board of Management received benefits or corresponding commitments from a third party for his or her activity as a Board of Management member during the past financial year.

Former members of the Board of Management. A total of EUR 8.8 million (2018: EUR 8.1 million) was included for payments to and entitlements for former members of the Board of Management as well as any surviving dependents.

Provisions (measured in accordance with IAS 19) totaling EUR 213.4 million (December 31, 2018: EUR 198.6 million) were recognized for current pensions and vested rights to pensions for this group of persons and their surviving dependents.

Other. The Company has not granted any advances or loans to current or former Board of Management members, nor were any other financial obligations to the benefit of this group of people entered into.

Table view in accordance with the requirements of the German Corporate Governance Code

The following tables are based on model tables 1 and 2 recommended by the German Corporate Governance Code (GCGC) as amended on February 7, 2017, which present the total compensation granted for the reporting year and the remuneration components allocated.

Benefits granted for the reporting year

Compensation of the Board of Management

€	Timotheus Höttges				Adel Al-Saleh			
	Function: Chairman of the Board of Management (CEO) since Jan. 1, 2014				Function: T-Systems since Jan. 1, 2018			
	2018	2019	2019 (min.)	2019 (max.)	2018	2019	2019 (min.)	2019 (max.)
Fixed remuneration	1,450,000	1,500,000	1,500,000	1,500,000	900,000	900,000	900,000	900,000
Fringe benefits	31,655	60,111	60,111	60,111	1,072,507	322,776 ^a	322,776 ^a	322,776 ^a
Total fixed annual remuneration	1,481,655	1,560,111	1,560,111	1,560,111	1,972,507	1,222,776	1,222,776	1,222,776
One-year variable remuneration	1,342,000	1,800,000	0	2,700,000	675,000	675,000	0	1,012,500
Multi-year variable remuneration	1,884,008	2,722,632	0	5,700,000	947,620	945,987	0	2,025,000
Of which: 2018 Variable II (4-year term)	1,342,000				675,000		0	
Of which: 2019 Variable II (4-year term)		2,000,000	0	3,000,000		675,000	0	1,012,500
Of which: 2018 Share Matching Plan (4-year term)	542,008				272,620			
Of which: 2019 Share Matching Plan (4-year term)		722,632	0	2,700,000		270,987	0	1,012,500
Total	4,707,663	6,082,743	1,560,111	9,960,111	3,595,127	2,843,763	1,222,776	4,260,276
Service cost	1,117,049	417,067	417,067	417,067	0	0	0	0
TOTAL COMPENSATION	5,824,712	6,499,810	1,977,178	10,377,178	3,595,127	2,843,763	1,222,776	4,260,276

^a Other fringe benefits for Adel Al-Saleh include a “pension substitute” in the amount of EUR 250,000 to be paid annually in lieu of a German pension commitment (please also refer to the previous section entitled “Pension commitments”) and a retroactive increase of EUR 50,000 to the flat-rate reimbursement made in the prior year in connection with maintaining a second household.

€	Birgit Bohle				Srin Gopalan			
	Function: Human Resources since Jan. 1, 2019				Function: Europe since Jan. 1, 2017			
	2018	2019	2019 (min.)	2019 (max.)	2018	2019	2019 (min.)	2019 (max.)
Fixed remuneration	0	700,000	700,000	700,000	700,000	700,000	700,000	700,000
Fringe benefits	0	272,367 ^a	272,367 ^a	272,367 ^a	20,000	20,137	20,137	20,137
Total fixed annual remuneration	0	972,367	972,367	972,367	720,000	720,137	720,137	720,137
One-year variable remuneration	0	550,000	0	825,000	550,000	550,000	0	825,000
Multi-year variable remuneration	0	770,811	0	1,650,000	772,134	770,811	0	1,650,000
Of which: 2018 Variable II (4-year term)	0				550,000			
Of which: 2019 Variable II (4-year term)		550,000	0	825,000		550,000	0	825,000
Of which: 2018 Share Matching Plan (4-year term)	0				222,134			
Of which: 2019 Share Matching Plan (4-year term)		220,811	0	825,000		220,811	0	825,000
Total	0	2,293,178	972,367	3,447,367	2,042,134	2,040,948	720,137	3,195,137
Service cost		307,304	307,304	307,304	300,362	295,590	295,590	295,590
TOTAL COMPENSATION	0	2,600,482	1,279,671	3,754,671	2,342,496	2,336,538	1,015,727	3,490,727

^a This amount includes a one-time sign-on bonus of EUR 258,333 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

€	Dr. Christian P. Illek				Dr. Thomas Kremer			
	Function: (Human Resources) Finance (CFO) (until Dec. 31, 2018) since Jan. 1, 2019				Function: Data Privacy, Legal Affairs and Compliance since June 1, 2012			
	2018	2019	2019 (min.)	2019 (max.)	2018	2019	2019 (min.)	2019 (max.)
Fixed remuneration	850,000	900,000	900,000	900,000	700,000	700,000	700,000	700,000
Fringe benefits	34,596	34,540	34,540	34,540	63,667	63,546	63,546	63,546
Total fixed annual remuneration	884,596	934,540	934,540	934,540	763,667	763,546	763,546	763,546
One-year variable remuneration	643,750	675,000	0	1,012,500	550,000	550,000	0	825,000
Multi-year variable remuneration	927,186	945,987	0	2,025,000	772,134	770,811	0	1,650,000
Of which: 2018 Variable II (4-year term)	667,188				550,000			
Of which: 2019 Variable II (4-year term)		675,000	0	1,012,500		550,000	0	825,000
Of which: 2018 Share Matching Plan (4-year term)	259,998				222,134			
Of which: 2019 Share Matching Plan (4-year term)		270,987	0	1,012,500		220,811	0	825,000
Total	2,455,532	2,555,527	934,540	3,972,040	2,085,801	2,084,357	763,546	3,238,546
Service cost	267,948	262,191	262,191	262,191	241,729	247,664	247,664	247,664
TOTAL COMPENSATION	2,723,480	2,817,718	1,196,731	4,234,231	2,327,530	2,332,021	1,011,210	3,486,210

€	Thorsten Langheim				Claudia Nemat			
	Function: USA and Group Development since Jan. 1, 2019				Function: Technology and Innovation since Oct. 1, 2011			
	2018	2019	2019 (min.)	2019 (max.)	2018	2019	2019 (min.)	2019 (max.)
Fixed remuneration	0	900,000	900,000	900,000	900,000	900,000	900,000	900,000
Fringe benefits	0	17,657	17,657	17,657	78,552	78,586	78,586	78,586
Total fixed annual remuneration	0	917,657	917,657	917,657	978,552	978,586	978,586	978,586
One-year variable remuneration	0	675,000	0	1,012,500	675,000	675,000	0	1,012,500
Multi-year variable remuneration	0	945,987	0	2,025,000	947,620	945,987	0	2,025,000
Of which: 2018 Variable II (4-year term)	0				675,000			
Of which: 2019 Variable II (4-year term)		675,000	0	1,012,500		675,000	0	1,012,500
Of which: 2018 Share Matching Plan (4-year term)	0				272,620			
Of which: 2019 Share Matching Plan (4-year term)		270,987	0	1,012,500		270,987	0	1,012,500
Total	0	2,538,644	917,657	3,955,157	2,601,172	2,599,573	978,586	4,016,086
Service cost		275,986	275,986	275,986	285,459	281,885	281,885	281,885
TOTAL COMPENSATION	0	2,814,630	1,193,643	4,231,143	2,886,631	2,881,458	1,260,471	4,297,971

€	Dr. Dirk Wössner			
	Function: Germany since Jan. 1, 2018			
	2018	2019	2019 (min.)	2019 (max.)
Fixed remuneration	700,000	700,000	700,000	700,000
Fringe benefits	2,423,865	23,466	23,466	23,466
Total fixed annual remuneration	3,123,865	723,466	723,466	723,466
One-year variable remuneration	550,000	550,000	0	825,000
Multi-year variable remuneration	772,134	770,811	0	1,650,000
Of which: 2018 Variable II (4-year term)	550,000			
Of which: 2019 Variable II (4-year term)		550,000	0	825,000
Of which: 2018 Share Matching Plan (4-year term)	222,134			
Of which: 2019 Share Matching Plan (4-year term)		220,811	0	825,000
Total	4,445,999	2,044,277	723,466	3,198,466
Service cost	296,498	289,418	289,418	289,418
TOTAL COMPENSATION	4,742,497	2,333,695	1,012,884	3,487,884

Benefits allocated for the reporting year

Unlike the table of benefits granted shown on the previous pages, the table below contains not the target values for short- and long-term variable remuneration components, but rather the actual benefits allocated for 2019. There is another difference between the following table and the table of benefits granted with regard to the presentation of the Share Matching Plan. The figures for the Share Matching Plan disclosed in the following table show the value of the benefits allocated applicable under German tax law at the time of transfer of the matching shares, whereas the table of benefits granted on the previous pages shows the fair values of remuneration at the grant date.

Compensation of the Board of Management

	Timotheus Höttges		Adel Al-Saleh		Birgit Bohle	
	Function: Chairman of the Board of Management (CEO) since Jan. 1, 2014		Function: T-Systems since Jan. 1, 2018		Function: Human Resources since Jan. 1, 2019	
	2018	2019	2018	2019	2018	2019
Fixed remuneration	1,450,000	1,500,000	900,000	900,000	0	700,000
Fringe benefits	31,655	60,111	1,072,507	272,776 ^a	0	272,367 ^b
Total fixed annual remuneration	1,481,655	1,560,111	1,972,507	1,172,776	0	972,367
One-year variable remuneration	1,770,098	2,334,600	817,425	771,525	0	699,600
Multi-year variable remuneration	1,971,241	1,822,707	0	0	0	0
Of which: Variable II (4-year term) ^c	1,583,560	1,435,940	0	0	0	0
Of which: Share Matching Plan (4-year term) ^d	387,681	386,767	0	0	0	0
Other	0	0	0	0	0	0
Total	5,222,994	5,717,418	2,789,932	1,944,301	0	1,671,967
Service cost	1,117,049	417,067	0	0	0	307,304
TOTAL COMPENSATION	6,340,043	6,134,485	2,789,932	1,944,301	0	1,979,271

^a Other fringe benefits for Adel Al-Saleh include a "pension substitute" in the amount of EUR 250,000 to be paid annually in lieu of a German pension commitment (please also refer to the previous section entitled "Pension commitments").

^b This amount includes a one-time sign-on bonus of EUR 258,333 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

^c Variable II as shown in the column for 2019 relates to the payment of the 2016 tranche; the figure in the column for 2018 relates to the payment of the 2015 tranche (please also refer to the previous section entitled "Variable II").

^d The Share Matching Plan relates to the non-cash benefit arising from the inflow of the matching shares, with the corresponding personal investment having been made in 2014 or 2015.

	Srini Gopalan		Dr. Christian P. Illek		Dr. Thomas Kremer	
	Function: Europe since Jan. 1, 2017		Function: (Human Resources) Finance (CFO) (until Dec. 31, 2018) since Jan. 1, 2019		Function: Data Privacy, Legal Affairs and Compliance since June 1, 2012	
	2018	2019	2018	2019	2018	2019
Fixed remuneration	700,000	700,000	850,000	900,000	700,000	700,000
Fringe benefits	20,000	20,137	34,596	34,540	63,667	63,546
Total fixed annual remuneration	720,000	720,137	884,596	934,540	763,667	763,546
One-year variable remuneration	695,750	723,800	814,344	895,725	691,900	704,550
Multi-year variable remuneration	0	0	608,438	588,500	873,068	784,761
Of which: Variable II (4-year term) ^a	0	0	608,438	588,500	649,000	588,500
Of which: Share Matching Plan (4-year term) ^b	0	0	0	0	224,068	196,261
Other	0	0	0	0	0	0
Total	1,415,750	1,443,937	2,307,378	2,418,765	2,328,635	2,252,857
Service cost	300,362	295,590	267,948	262,191	241,729	247,664
TOTAL COMPENSATION	1,716,112	1,739,527	2,575,326	2,680,956	2,570,364	2,500,521

^a Variable II as shown in the column for 2019 relates to the payment of the 2016 tranche; the figure in the column for 2018 relates to the payment of the 2015 tranche (please also refer to the previous section entitled "Variable II").

^b The Share Matching Plan relates to the non-cash benefit arising from the inflow of the matching shares, with the corresponding personal investment having been made in 2014 or 2015.

€	Thorsten Langheim		Claudia Nemat		Dr. Dirk Wössner	
	Function: USA and Group Development since Jan. 1, 2019		Function: Technology and Innovation since Oct. 1, 2011		Function: Germany since Jan. 1, 2018	
	2018	2019	2018	2019	2018	2019
Fixed remuneration	0	900,000	900,000	900,000	700,000	700,000
Fringe benefits	0	17,657	78,552	78,586	2,423,865	23,466
Total fixed annual remuneration	0	917,657	978,552	978,586	3,123,865	723,466
One-year variable remuneration	0	839,700	822,825	845,775	691,350	696,850
Multi-year variable remuneration	0	0	1,055,461	973,641	0	0
Of which: Variable II (4-year term) ^a	0	0	796,500	722,250	0	0
Of which: Share Matching Plan (4-year term) ^b	0	0	258,961	251,391	0	0
Other	0	0	0	0	0	0
Total	0	1,757,357	2,856,838	2,798,002	3,815,215	1,420,316
Service cost	0	275,986	285,459	281,885	296,498	289,418
TOTAL COMPENSATION	0	2,033,343	3,142,297	3,079,887	4,111,713	1,709,734

^a Variable II as shown in the column for 2019 relates to the payment of the 2016 tranche; the figure in the column for 2018 relates to the payment of the 2015 tranche (please also refer to the previous section entitled "Variable II").

^b The Share Matching Plan relates to the non-cash benefit arising from the inflow of the matching shares, with the corresponding personal investment having been made in 2014 or 2015.

Planned changes in 2020

Effective January 1, 2020, the Supervisory Board of Deutsche Telekom AG introduced share ownership guidelines. These guidelines require all members of the Board of Management to increase their holdings of Deutsche Telekom shares to the equivalent value of one year's fixed remuneration within a maximum period of three years. The shares must be held without interruption until membership on the Board of Management ends. The Supervisory Board will track the development of the T-Share price to determine whether an additional investment obligation arises for the Board of Management members. Should this be the case, the Board of Management members will be required to purchase the necessary number of additional shares to bring their holdings back up to the equivalent of one year's fixed remuneration.