

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), and the International Financial Reporting Standards (IFRS).

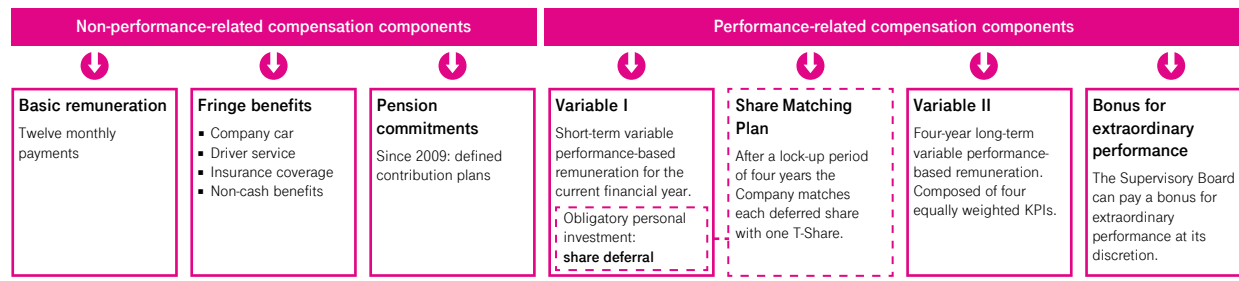
Changes in the composition of the Board of Management and contract extensions. On January 1, 2018, Dr. Dirk Wössner took over as the Board member responsible for Germany. This position was held by Niek Jan van Damme until December 31, 2017. Also on January 1, 2018, Adel Al-Saleh was appointed as the new Board member responsible for T-Systems. This position was held by Reinhard Clemens until December 31, 2017. On January 1, 2019, former CHRO Dr. Christian P. Illek took over as CFO from Thomas Dannenfeldt, whose term of office ended on December 31, 2018. At its meeting on February 21, 2018, the Supervisory Board extended the term of office of CEO Timotheus Höttges for a further five years effective January 1, 2019. On July 13, 2018, the Supervisory Board resolved to appoint Birgit Bohle to the Board of Management as Labor Director and CHRO for a period of three years effective January 1, 2019. Also effective January 1, 2019, Thorsten Langheim took up his role as head of the new USA and Group Development department. He was appointed to the Board of Management for a period of four years by the Supervisory Board at its meeting on September 4, 2018.

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.

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Compensation of the Board of Management



Non-performance-related 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. For pension agreements signed before December 31, 2011, Board of Management members can also opt to draw early retirement benefits from their 60th birthday, subject to corresponding actuarial deductions. 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 Thomas Dannenfeldt, Srin

Gopalan, Dr. Christian P. Illek, Dr. Thomas Kremer, 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 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).

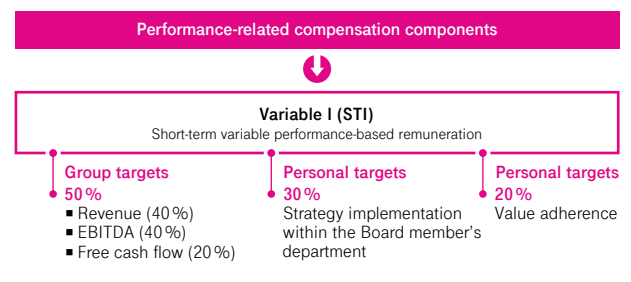
Service cost and defined benefit obligations for each member of the Board of Management with a pension commitment are shown in the following table:

	Service cost 2018	Defined benefit obligation (DBO) Dec. 31, 2018	Service cost 2017	Defined benefit obligation (DBO) Dec. 31, 2017
Thomas Dannenfeldt	277,461	1,493,340	281,578	1,200,998
Srini Gopalan	300,362	610,829	305,625	306,749
Timotheus Höttges	1,117,049	16,269,567	1,129,225	12,183,195
Dr. Christian P. Illek	267,948	1,056,852	272,566	778,582
Dr. Thomas Kremer	241,729	1,795,913	247,956	1,525,513
Claudia Nemat	285,459	2,401,880	291,092	2,077,262
Dr. Dirk Wössner (since January 1, 2018)	296,498	296,528	0	0

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, the implementation of the strategy, 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



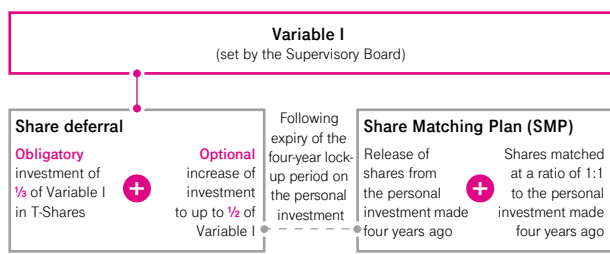
The annual variable remuneration of Board of Management members is based on the achievement of targets set by the Supervisory Board of Deutsche Telekom AG for each member of the Board of Management at the beginning of the financial year. The set of targets is composed of corporate targets (50 percent) related to the unadjusted values – adapted for target-relevant factors – for revenue, EBITDA, and free cash flow, as well as personal targets for the individual members of the Board of Management. 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 Super-

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visory 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 2018 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 2018 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.

GAS 17 and IFRS 2 require disclosure not only of the total expense related to share-based payment from matching shares in the 2018 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.

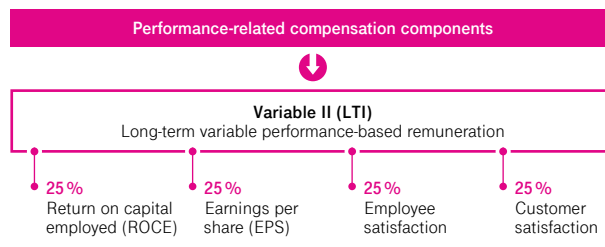
The fair value of the matching shares at grant date shown in the following table does not represent a component of remuneration for the Board of Management members in 2018. It is an imputed value of the entitlements to matching shares determined on the basis of relevant accounting policies. Here, the fair value equates to the share price at grant date less an expected dividend mark-down. The following table is based on expected target achievement for the 2018 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 2018 financial year may be higher or lower than the amounts estimated here.

The total share-based payment expense for entitlements to matching shares from 2013 to 2018 to be recognized for the financial years 2017 and 2018 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 2018	Number of shares transferred in 2018 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 2018 for matching shares for the years 2014 through 2018 €	Cumulative total share-based payment expense in 2017 for matching shares for the years 2013 through 2017 €
Adel Al-Saleh (since January 1, 2018)	0	25,384	0	272,620	30,456	0
Thomas Dannenfeldt	73,156	25,196	5,000	270,600	72,360	153,021
Srini Gopalan	22,730	20,683	0	222,134	113,184	26,231
Timotheus Höttges	304,440	50,466	28,195	542,008	588,176	379,393
Dr. Christian P. Illek	50,681	24,208	0	259,998	200,952	99,980
Dr. Thomas Kremer	96,529	20,683	16,734	222,134	232,754	163,949
Claudia Nemat	135,021	25,384	19,559	272,620	280,766	193,826
Dr. Dirk Wössner (since January 1, 2018)	0	20,683	0	222,134	24,817	0

By December 31, 2018, Deutsche Telekom 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 2018, matching shares were again transferred to individual members of the Board of Management. A total of 69,488 shares were transferred to Board of Management members in 2018 (2017: 118,495).

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.

Compensation 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, 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 2018 financial year. In reliance on legal requirements and other guidelines, a total of EUR 24.6 million (2017: EUR 21.3 million) is reported in the following table as total compensation for the 2018 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.

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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 (since January 1, 2018)	2018	900,000	1,072,507 ^a	817,425	0	272,620	3,062,552
	2017	0	0	0	0	0	0
Thomas Dannenfeldt	2018	860,000	24,708	866,980	649,000	270,600	2,671,288
	2017	860,000	24,631	835,490	572,000	190,686	2,482,807
Sriini Gopalan	2018	700,000	20,000	695,750	0	222,134	1,637,884
	2017	700,000	1,139,610	654,500	0	156,533	2,650,643
Timotheus Höttges	2018	1,450,000	31,655	1,770,098	1,583,560	542,008	5,377,321
	2017	1,450,000	29,061	1,749,968	1,135,680	381,941	4,746,650
Dr. Christian P. Illek	2018	850,000	34,596	814,344	608,438	259,998	2,567,376
	2017	700,000	35,741	685,850	0	156,533	1,578,124
Dr. Thomas Kremer	2018	700,000	63,667	691,900	649,000	222,134	2,326,701
	2017	700,000	63,620	654,500	572,000	156,533	2,146,653
Claudia Nemat	2018	900,000	78,552	822,825	796,500	272,620	2,870,497
	2017	900,000	78,567	804,600	702,000	192,109	2,677,276
Dr. Dirk Wössner (since January 1, 2018)	2018	700,000	2,423,865 ^b	691,350	0	222,134	4,037,349
	2017	0	0	0	0	0	0
	2018	7,060,000	3,749,550	7,170,672	4,286,498	2,284,248	24,550,968
	2017 ^c	5,310,000	1,371,230	5,384,908	2,981,680	1,234,335	16,282,153

^a Other fringe benefits for Adel Al-Saleh include a one-time sign-on-bonus of EUR 800,000 and 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 disclosures relating to pension commitments).

^b Includes a compensation payment of EUR 2,400,000 as recompense for forgone share-based remuneration claims with the previous employer. Dr. Dirk Wössner was obligated to invest the net payout amount in shares of Deutsche Telekom AG. Upon expiry of a lock-up period, he can freely dispose of these shares.

^c Board of Management members who left the company before or at the end of 2017 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 2015 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 8.1 million (2017: EUR 11.3 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 198.6 million (December 31, 2017: EUR 195.4 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, 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

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	Timotheus Höttges			
	Function: Chairman of the Board of Management (CEO)			
	since Jan. 1, 2014			
	2017	2018	2018 (min.)	2018 (max.)
Fixed remuneration	1,450,000	1,450,000	1,450,000	1,450,000
Fringe benefits	29,061	31,655	31,655	31,655
Total fixed annual remuneration	1,479,061	1,481,655	1,481,655	1,481,655
One-year variable remuneration	1,342,000	1,342,000	0	2,013,000
Multi-year variable remuneration	1,723,941	1,884,008	0	4,026,000
Of which: 2017 Variable II (4-year term)	1,342,000			
Of which: 2018 Variable II (4-year term)		1,342,000	0	2,013,000
Of which: 2017 Share Matching Plan (4-year term)	381,941			
Of which: 2018 Share Matching Plan (4-year term)		542,008	0	2,013,000
Total	4,545,002	4,707,663	1,481,655	7,520,655
Service cost	1,129,225	1,117,049	1,117,049	1,117,049
TOTAL COMPENSATION	5,674,227	5,824,712	2,598,704	8,637,704

	Dr. Christian P. Illek			
	Function: Human Resources			
	since Apr. 1, 2015			
	2017	2018	2018 (min.)	2018 (max.)
Fixed remuneration	700,000	850,000	850,000	850,000
Fringe benefits	35,741	34,596	34,596	34,596
Total fixed annual remuneration	735,741	884,596	884,596	884,596
One-year variable remuneration	550,000	643,750	0	965,625
Multi-year variable remuneration	706,533	927,186	0	1,966,407
Of which: 2017 Variable II (4-year term)	550,000			
Of which: 2018 Variable II (4-year term)		667,188	0	1,000,782
Of which: 2017 Share Matching Plan (4-year term)	156,533			
Of which: 2018 Share Matching Plan (4-year term)		259,998	0	965,625
Total	1,992,274	2,455,532	884,596	3,816,628
Service cost	272,566	267,948	267,948	267,948
TOTAL COMPENSATION	2,264,840	2,723,480	1,152,544	4,084,576

^a Other fringe benefits for Adel Al-Saleh include a one-time sign-on-bonus of EUR 800,000 and 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 disclosures relating to pension commitments).

^b Includes a compensation payment of EUR 2,400,000 as recompense for forgone share-based remuneration claims with the previous employer. Dr. Dirk Wössner was obligated to invest the net payout amount in shares of Deutsche Telekom AG. Upon expiry of a lock-up period, he can freely dispose of these shares.

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Adel Al-Saleh				Thomas Dannenfeldt				Srini Gopalan			
Function: T-Systems since Jan. 1, 2018				Function: Finance (CFO) until Dec. 31, 2018				Function: Europe since Jan. 1, 2017			
2017	2018	2018 (min.)	2018 (max.)	2017	2018	2018 (min.)	2018 (max.)	2017	2018	2018 (min.)	2018 (max.)
0	900,000	900,000	900,000	860,000	860,000	860,000	860,000	700,000	700,000	700,000	700,000
0	1,072,507 ^a	1,072,507 ^a	1,072,507 ^a	24,631	24,708	24,708	24,708	1,139,610	20,000	20,000	20,000
0	1,972,507	1,972,507	1,972,507	884,631	884,708	884,708	884,708	1,839,610	720,000	720,000	720,000
0	675,000	0	1,012,500	670,000	670,000	0	1,005,000	550,000	550,000	0	825,000
0	947,620	0	2,025,000	860,686	940,600	0	2,010,000	706,533	772,134	0	1,650,000
0				670,000				550,000			
	675,000	0	1,012,500		670,000	0	1,005,000		550,000	0	825,000
0				190,686				156,533			
	272,620	0	1,012,500		270,600	0	1,005,000		222,134	0	825,000
0	3,595,127	1,972,507	5,010,007	2,415,317	2,495,308	884,708	3,899,708	3,096,143	2,042,134	720,000	3,195,000
0	0	0	0	281,578	277,461	277,461	277,461	305,625	300,362	300,362	300,362
0	3,595,127	1,972,507	5,010,007	2,696,895	2,772,769	1,162,169	4,177,169	3,401,768	2,342,496	1,020,362	3,495,362

Dr. Thomas Kremer				Claudia Nemat				Dr. Dirk Wössner			
Function: Data Privacy, Legal Affairs and Compliance since June 1, 2012				Function: Technology and Innovation since Oct. 1, 2011				Function: Germany since Jan. 1, 2018			
2017	2018	2018 (min.)	2018 (max.)	2017	2018	2018 (min.)	2018 (max.)	2017	2018	2018 (min.)	2018 (max.)
700,000	700,000	700,000	700,000	900,000	900,000	900,000	900,000	0	700,000	700,000	700,000
63,620	63,667	63,667	63,667	78,567	78,552	78,552	78,552	0	2,423,865 ^b	2,423,865 ^b	2,423,865 ^b
763,620	763,667	763,667	763,667	978,567	978,552	978,552	978,552	0	3,123,865	3,123,865	3,123,865
550,000	550,000	0	825,000	675,000	675,000	0	1,012,500	0	550,000	0	825,000
706,533	772,134	0	1,650,000	867,109	947,620	0	2,025,000	0	772,134	0	1,650,000
550,000				675,000				0			
	550,000	0	825,000		675,000	0	1,012,500		550,000	0	825,000
156,533				192,109				0			
	222,134	0	825,000		272,620	0	1,012,500		222,134	0	825,000
2,020,153	2,085,801	763,667	3,238,667	2,520,676	2,601,172	978,552	4,016,052	0	4,445,999	3,123,865	5,598,865
247,956	241,729	241,729	241,729	291,092	285,459	285,459	285,459		296,498	296,498	296,498
2,268,109	2,327,530	1,005,396	3,480,396	2,811,768	2,886,631	1,264,011	4,301,511	0	4,742,497	3,420,363	5,895,363

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 2018. 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	
	Function: Chairman of the Board of Management (CEO)		Function: T-Systems	
	since Jan. 1, 2014		since Jan. 1, 2018	
	2017	2018	2017	2018
Fixed remuneration	1,450,000	1,450,000	0	900,000
Fringe benefits	29,061	31,655	0	1,072,507 ^a
Total fixed annual remuneration	1,479,061	1,481,655	0	1,972,507
One-year variable remuneration	1,749,968	1,770,098	0	817,425
Multi-year variable remuneration	1,585,809	1,971,241	0	0
Of which: Variable II (4-year term) ^c	1,135,680	1,583,560	0	0
Of which: Share Matching Plan (4-year term) ^d	450,129	387,681	0	0
Other	0	0	0	0
Total	4,814,838	5,222,994	0	2,789,932
Service cost	1,129,225	1,117,049	0	0
TOTAL COMPENSATION	5,944,063	6,340,043	0	2,789,932

	Claudia Nemat		Dr. Dirk Wössner	
	Function: Technology and Innovation		Function: Germany	
	since Oct. 1, 2011		since Jan. 1, 2018	
	2017	2018	2017	2018
Fixed remuneration	900,000	900,000	0	700,000
Fringe benefits	78,567	78,552	0	2,423,865 ^b
Total fixed annual remuneration	978,567	978,552	0	3,123,865
One-year variable remuneration	804,600	822,825	0	691,350
Multi-year variable remuneration	1,178,312	1,055,461	0	0
Of which: Variable II (4-year term) ^c	702,000	796,500	0	0
Of which: Share Matching Plan (4-year term) ^d	476,312	258,961	0	0
Other	0	0	0	0
Total	2,961,479	2,856,838	0	3,815,215
Service cost	291,092	285,459	0	296,498
TOTAL COMPENSATION	3,252,571	3,142,297	0	4,111,713

^a Other fringe benefits for Adel Al-Saleh include a one-time sign-on-bonus of EUR 800,000 and 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 disclosures relating to pension commitments).

^b Includes a compensation payment of EUR 2,400,000 as recompense for forgone share-based remuneration claims with the previous employer. Dr. Dirk Wössner was obligated to invest the net payout amount in shares of Deutsche Telekom AG. Upon expiry of a lock-up period, he can freely dispose of these shares.

^c Variable II as shown in the column for 2018 relates to the payment of the 2015 tranche; the figure in the column for 2017 relates to the payment of the 2014 tranche.

^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 2013 or 2014.

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Thomas Dannenfeldt		Srin Gopalan		Dr. Christian P. Illek		Dr. Thomas Kremer	
Function: Finance (CFO)		Function: Europe		Function: Human Resources		Function: Data Privacy, Legal Affairs and Compliance	
until Dec. 31, 2018		since Jan. 1, 2017		since Apr. 1, 2015		since June 1, 2012	
2017	2018	2017	2018	2017	2018	2017	2018
860,000	860,000	700,000	700,000	700,000	850,000	700,000	700,000
24,631	24,708	1,139,610	20,000	35,741	34,596	63,620	63,667
884,631	884,708	1,839,610	720,000	735,741	884,596	763,620	763,667
835,490	866,980	654,500	695,750	685,850	814,344	654,500	691,900
572,000	716,225	0	0	0	608,438	795,928	873,068
572,000	649,000	0	0	0	608,438	572,000	649,000
0	67,225	0	0	0	0	223,928	224,068
0	0	0	0	0	0	0	0
2,292,121	2,467,913	2,494,110	1,415,750	1,421,591	2,307,378	2,214,048	2,328,635
281,578	277,461	305,625	300,362	272,566	267,948	247,956	241,729
2,573,699	2,745,374	2,799,735	1,716,112	1,694,157	2,575,326	2,462,004	2,570,364