

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).

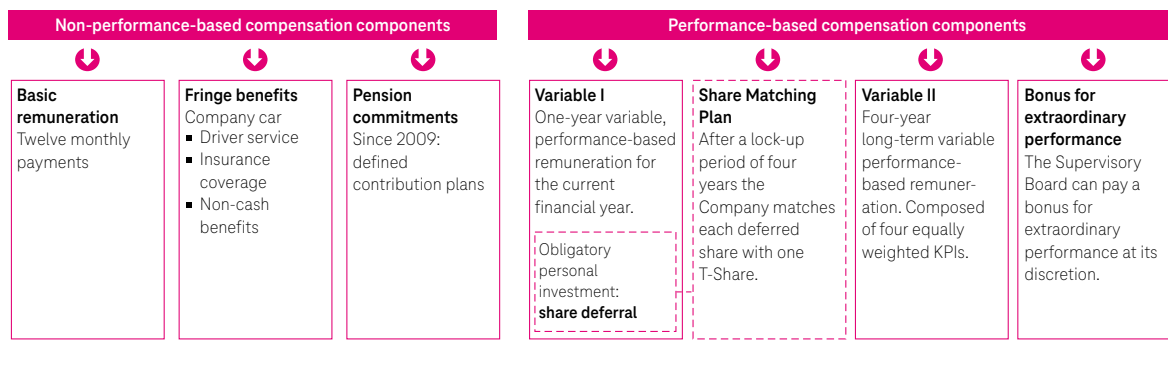
Changes in the composition of the Board of Management and contract extensions. Dr. Thomas Kremer’s term of office ended as scheduled on March 31, 2020. The Board of Management department for Data Privacy, Legal Affairs and Compliance headed by Dr. Kremer was dissolved effective January 1, 2020 and its constituent units were assigned to the Finance; Human Resources and Legal Affairs; and Technology and Innovation Board of Management departments. Until his departure, Dr. Kremer supported the transition to the new structures as part of a designated mandate. Dr. Dirk Wössner informed the Supervisory Board that he did not intend to extend his service contract beyond its scheduled expiration date at the end of 2020. Dr. Wössner resigned from his position on the Board of Management with effect from October 31, 2020. The Supervisory Board appointed Srinii Gopalan to succeed Dr. Wössner as the Board of Management member for Germany. Srinii Gopalan moved from the Europe Board of Management department to the Germany Board department effective November 1, 2020. Dominique Leroy, Srinii Gopalan’s successor as the Board of Management member responsible for Europe, was appointed by the Supervisory Board also effective November 1, 2020. By resolution of the Supervisory Board of Deutsche Telekom AG of December 16, 2020, Claudia Nemat was reappointed as the Board of Management member for Technology and Innovation for the period from October 1, 2021 to September 30, 2026.

Compensation of the Board of Management

Basis of Board of Management compensation. The current Board of Management compensation system was adopted by the Supervisory Board on February 24, 2010. 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.

On December 16, 2020, the Supervisory Board resolved on the key features of a new compensation system which takes into account the updates to the 2020 German Corporate Governance Code and the amendments to the German Stock Corporation Act (ARUG II, the Act Implementing the Second Shareholder Rights Directive). This compensation system will be submitted for vote at the shareholders’ meeting of Deutsche Telekom AG on April 1, 2021 and presented in detail in the invitation to the 2021 shareholders’ meeting. The rules of the current compensation system are described further on in this “Compensation report.” As each of the compensation components are presented below, the annotation “ | **Planned change in 2021:**” signifies elements that will differ under the new compensation system, which is still to be voted on, from the current system described here. Readers of this “Compensation report” should therefore be able to see at a glance which changes are planned.

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 defined contribution plan. 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 compensation components. The exact definition of the contribution is based on a comparison with peer companies that are suitable for benchmarking and also offer defined contribution plans. 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% 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% 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% 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% 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 credit accrued.

Pension substitute. A "pension substitute" was agreed with Adel Al-Saleh in lieu of a pension commitment due to his U.S. citizenship. The same applies to the new Board of Management member, Dominique Leroy. 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).

Planned change in 2021: Under the new compensation system, new members appointed to the Board of Management after its introduction will no longer receive pension commitments.

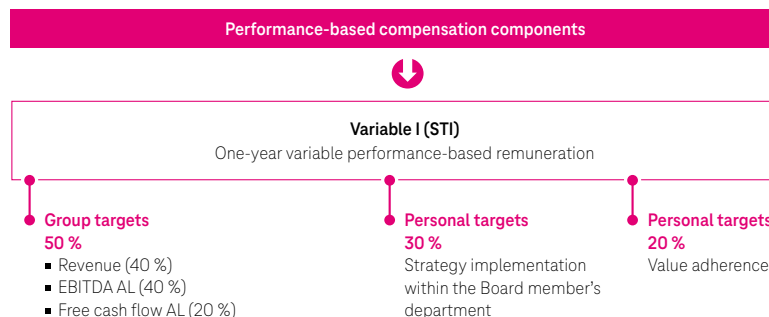
Service cost and defined benefit obligations for each member of the Board of Management with a pension commitment are shown in the following table:

€	Service cost 2020	Defined benefit obligation (DBO) Dec. 31, 2020	Service cost 2019	Defined benefit obligation (DBO) Dec. 31, 2019
Birgit Bohle	321,623	682,824	307,304	329,515
Srini Gopalan	303,269	1,318,968	295,590	964,557
Timotheus Höttinges	473,974	20,429,377	417,067	18,595,908
Dr. Christian P. Illek	263,774	1,687,449	262,191	1,377,980
Dr. Thomas Kremer (until March 31, 2020)	62,500	2,139,166	247,664	2,076,666
Thorsten Langheim	279,423	582,911	275,986	287,194
Claudia Nemat	289,561	3,261,930	281,885	2,851,583
Dr. Dirk Wössner (until October 31, 2020)	297,545	900,303	289,418	619,879

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

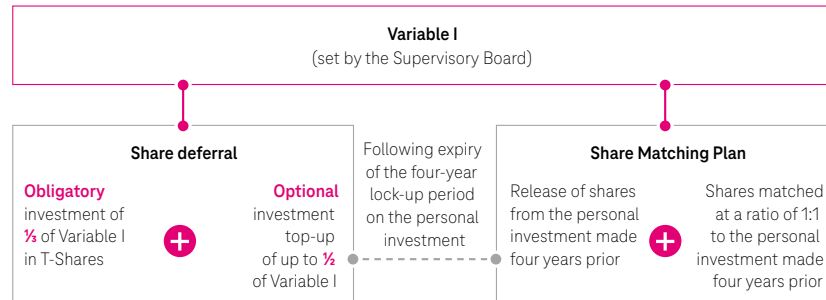


The annual variable remuneration of Board of Management members is based on the achievement of targets set by the Supervisory Board of Deutsche Telekom AG for each member of the Board of Management at the beginning of the financial year. The set of targets is composed of corporate targets (50 %) related 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 %) and value adherence (adherence to Guiding Principles), which is an indicator of compliance with value orientation and accounts for 20 %. 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 % are capped at 150 % 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.

Planned change in 2021: The new compensation system will also incorporate an existing ESG target into short-term variable remuneration. Additionally, the individual target parameters for strategy implementation and value adherence will be taken into account in the form of a performance factor that can be expressed as a value between 0.8 and 1.2. The performance factor is applied after the level of target achievement for Group and ESG targets has been determined. With the application of the performance factor, a target achievement level of between 0 % and 180 % is possible.

Share Matching Plan

Share deferral and the Share Matching Plan



In the 2020 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 increase the obligatory personal investment in 2020 to up to 50 % 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.

Disclosures are required not only of the total expense related to share-based remuneration from matching shares in the 2020 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.

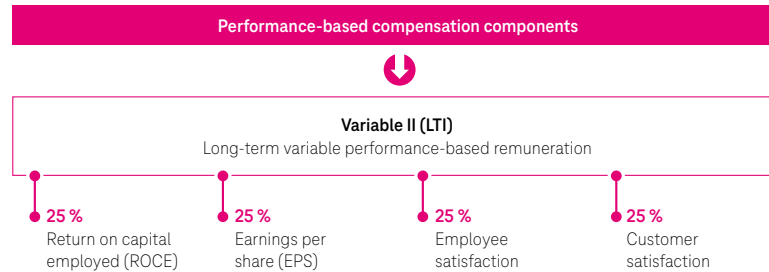
The fair value of the matching shares at grant date shown in the following table does not represent a component of remuneration for the Board of Management members in 2020. It is an imputed value of the entitlements to matching shares determined on the basis of relevant accounting policies. Here, the 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 2020 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 2020 financial year may be higher or lower than the amounts estimated here.

The total share-based remuneration expense for entitlements to matching shares from 2015 to 2020 to be recognized for the financial years 2019 and 2020 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 2020	Number of shares transferred in 2020 as part of the Share Matching Plan	Fair value of the entitlements to matching shares at grant date €	Cumulative total share-based remuneration expense in 2020 for matching shares for the years 2016 through 2020 €	Cumulative total share-based remuneration expense in 2019 for matching shares for the years 2015 through 2019 €
Adel Al-Saleh	53,100	21,845	0	291,412	194,984	120,780
Birgit Bohle	19,151	17,800	0	237,452	105,520	36,983
Srini Gopalan	69,740	21,845	0	291,412	237,132	167,268
Timotheus Höttges	423,174	58,253	38,969	777,095	856,400	683,151
Dr. Christian P. Illek	102,681	21,845	11,121	291,412	276,113	258,459
Dr. Thomas Kremer (until March 31, 2020)	142,813	0	43,991	0	(84,603)	253,751
Thorsten Langheim	23,503	21,845	0	291,412	138,309	45,387
Dominique Leroy (since November 1, 2020)	0	4,037	0	46,062	1,777	0
Claudia Nemat	187,904	21,845	18,120	291,412	307,351	297,804
Dr. Dirk Wössner (until October 31, 2020)	44,800	0	10,559	0	(9,910)	100,570

By December 31, 2020, 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 2020, shares were once again transferred from the Share Matching Plan for Board of Management members to individual members of the Board of Management. In total, 122,760 shares (2019: 55,146) were transferred to Board of Management members in 2020; of this total, 54,550 shares were transferred to Board of Management members who were no longer serving on the Board at the transfer date.

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 % are capped at 150 % of the award amount. The measurement period is four years, with the measurement 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.

Planned change in 2021: Variable II will remain as described here. However, Variable II will be supplemented by a share-based component. The individual amount granted to each Board of Management member will be translated into phantom shares and thus additionally linked to the development of the share price. The payment is then made by translating the phantom shares into a cash amount. Total payments are capped at 200 % of the target amount.

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 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.

Planned change in 2021: In the future, compensation paid in connection with a post-contractual prohibition of competition will be deducted from the severance payment.

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 % of the last fixed annual remuneration and 50 % of the most recent Variable I on the basis of 100 % target achievement, or 100 % of the last fixed annual remuneration.

Service contracts for members of the Board of Management concluded since the 2020 financial year contain extensive clawback provisions entitling Deutsche Telekom to reclaim Variable I and Variable II payments if, within three years of determining the variable remuneration, either part or all of the payment is deemed to have been made wrongly.

Board of Management compensation for the 2020 financial year. In reliance on legal requirements and other guidelines, a total of EUR 24.1 million (2019: EUR 23.3 million) is reported in the following table as total compensation for the 2020 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), a bonus for extraordinary performance, 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. Compensation also includes the bonus for extraordinary performance described in the “Compensation report” and the sign-on bonus for a new Board of Management member.

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	One-year variable remuneration (Variable I)	Long-term variable performance-based remuneration (Variable II) and bonus for extraordinary performance)	Long-term variable performance-based remuneration (fair value of matching shares)	
Adel Al-Saleh	2020	900,000	273,078 ^a	863,555	0	291,412	2,328,045
	2019	900,000	322,776	771,525	0	270,987	2,265,288
Birgit Bohle	2020	700,000	15,891	731,313	0	237,452	1,684,656
	2019	700,000	272,367	699,600	0	220,811	1,892,778
Srinii Gopalan	2020	900,000	19,746	916,421	627,000	291,412	2,754,579
	2019	700,000	20,137	723,800	0	220,811	1,664,748
Timotheus Höttges	2020	1,500,000	65,066	2,494,800	2,129,880 ^b	777,095	6,966,841
	2019	1,500,000	60,111	2,334,600	1,435,940	722,632	6,053,283
Dr. Christian P. Illek	2020	900,000	34,175	925,655	627,000	291,412	2,778,242
	2019	900,000	34,540	895,725	588,500	270,987	2,689,752
Dr. Thomas Kremer (until March 31, 2020)	2020	175,000	17,392	178,063	509,438	0	879,893
	2019	700,000	63,546	704,550	588,500	220,811	2,277,407
Thorsten Langheim	2020	900,000	14,273	915,975	0	291,412	2,121,660
	2019	900,000	17,657	839,700	0	270,987	2,028,344
Dominique Leroy (since November 1, 2020)	2020	150,000	151,766 ^c	112,500	0	46,062	460,328
	2019	0	0	0	0	0	0
Claudia Nemat	2020	900,000	78,882	907,200	769,500	291,412	2,946,994
	2019	900,000	78,586	845,775	722,250	270,987	2,817,598
Dr. Dirk Wössner (until October 31, 2020)	2020	583,333	20,637	622,875	0	0	1,226,845
	2019	700,000	23,466	696,850	0	220,811	1,641,127
	2020	7,608,333	625,840	8,668,357	4,662,818	2,517,669	24,148,083
	2019	7,900,000	893,186	8,512,125	3,335,190	2,689,824	23,330,325

^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 figure includes a one-time bonus for extraordinary performance in the amount of EUR 600,000 granted for the performance of activities in connection with the successful finalization of the business combination of T-Mobile US and Sprint.

^c This amount includes a one-time sign-on bonus of EUR 150,000 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

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 2017 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 8.5 million (2019: EUR 8.8 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 223.9 million (December 31, 2019: EUR 213.4 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 (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

Benefits granted for the reporting year (Part 1)

	Timotheus Höttges				Adel Al-Saleh			
	Function: Chairman of the Board of Management (CEO) since Jan. 1, 2014				Function: T-Systems since Jan. 1, 2018			
	2019	2020	2020 (min.)	2020 (max.)	2019	2020	2020 (min.)	2020 (max.)
Fixed remuneration	1,500,000	1,500,000	1,500,000	1,500,000	900,000	900,000	900,000	900,000
Fringe benefits	60,111	65,066	65,066	65,066	322,776	273,078 ^a	273,078 ^a	273,078 ^a
Total fixed annual remuneration	1,560,111	1,565,066	1,565,066	1,565,066	1,222,776	1,173,078	1,173,078	1,173,078
One-year variable remuneration	1,800,000	1,800,000	0	2,700,000	675,000	675,000	0	1,012,500
Multi-year variable remuneration	2,722,632	3,377,095	600,000	6,300,000	945,987	966,412	0	2,025,000
Of which: 2019 Variable II (4-year term)	2,000,000				675,000			
Of which: 2020 Variable II (4-year term)		2,000,000	0	3,000,000		675,000	0	1,012,500
Of which: 2019 Share Matching Plan (4-year term)	722,632				270,987			
Of which: 2020 Share Matching Plan (4-year term)		777,095	0	2,700,000		291,412	0	1,012,500
Of which: bonus for extraordinary performance	0	600,000 ^b	600,000 ^b	600,000 ^b	0	0	0	0
Total	6,082,743	6,742,161	2,165,066	10,565,066	2,843,763	2,814,490	1,173,078	4,210,578
Service cost	417,067	473,974	473,974	473,974	0	0	0	0
Total compensation	6,499,810	7,216,135	2,639,040	11,039,040	2,843,763	2,814,490	1,173,078	4,210,578

^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 The bonus for extraordinary performance was granted for the performance of activities in connection with the successful finalization of the business combination of T-Mobile US and Sprint.

	Birgit Bohle				Sri Gopalan			
	Function: Human Resources and Legal Affairs since Jan. 1, 2019				Function: Germany since Jan. 1, 2017			
	2019	2020	2020 (min.)	2020 (max.)	2019	2020	2020 (min.)	2020 (max.)
Fixed remuneration	700,000	700,000	700,000	700,000	700,000	900,000	900,000	900,000
Fringe benefits	272,367	15,891	15,891	15,891	20,137	19,746	19,746	19,746
Total fixed annual remuneration	972,367	715,891	715,891	715,891	720,137	919,746	919,746	919,746
One-year variable remuneration	550,000	550,000	0	825,000	550,000	675,000	0	1,012,500
Multi-year variable remuneration	770,811	787,452	0	1,650,000	770,811	966,412	0	2,025,000
Of which: 2019 Variable II (4-year term)	550,000				550,000			
Of which: 2020 Variable II (4-year term)		550,000	0	825,000		675,000	0	1,012,500
Of which: 2019 Share Matching Plan (4-year term)	220,811				220,811			
Of which: 2020 Share Matching Plan (4-year term)		237,452	0	825,000		291,412	0	1,012,500
Of which: bonus for extraordinary performance	0	0	0	0	0	0	0	0
Total	2,293,178	2,053,343	715,891	3,190,891	2,040,948	2,561,158	919,746	3,957,246
Service cost	307,304	321,623	321,623	321,623	295,590	303,269	303,269	303,269
Total compensation	2,600,482	2,374,966	1,037,514	3,512,514	2,336,538	2,864,427	1,223,015	4,260,515

€	Dr. Christian P. Illek				Dr. Thomas Kremer			
	Function: Finance (CFO) since Jan. 1, 2019				Function: Data Privacy, Legal Affairs and Compliance until Mar. 31, 2020			
	2019	2020	2020 (min.)	2020 (max.)	2019	2020	2020 (min.)	2020 (max.)
Fixed remuneration	900,000	900,000	900,000	900,000	700,000	175,000	175,000	175,000
Fringe benefits	34,540	34,175	34,175	34,175	63,546	17,392	17,392	17,392
Total fixed annual remuneration	934,540	934,175	934,175	934,175	763,546	192,392	192,392	192,392
One-year variable remuneration	675,000	675,000	0	1,012,500	550,000	137,500	0	206,250
Multi-year variable remuneration	945,987	966,412	0	2,025,000	770,811	34,375	0	51,563
Of which: 2019 Variable II (4-year term)	675,000				550,000			
Of which: 2020 Variable II (4-year term)		675,000	0	1,012,500		34,375	0	51,563
Of which: 2019 Share Matching Plan (4-year term)	270,987				220,811			
Of which: 2020 Share Matching Plan (4-year term)		291,412	0	1,012,500		0	0	0
Of which: bonus for extraordinary performance	0	0	0	0	0	0	0	0
Total	2,555,527	2,575,587	934,175	3,971,675	2,084,357	364,267	192,392	450,205
Service cost	262,191	263,774	263,774	263,774	247,664	62,500	62,500	62,500
Total compensation	2,817,718	2,839,361	1,197,949	4,235,449	2,332,021	426,767	254,892	512,705

€	Thorsten Langheim				Dominique Leroy			
	Function: USA and Group Development since Jan. 1, 2019				Function: Europe since Nov. 1, 2020			
	2019	2020	2020 (min.)	2020 (max.)	2019	2020	2020 (min.)	2020 (max.)
Fixed remuneration	900,000	900,000	900,000	900,000	0	150,000	150,000	150,000
Fringe benefits	17,657	14,273	14,273	14,273	0	151,766 ^a	151,766 ^a	151,766 ^a
Total fixed annual remuneration	917,657	914,273	914,273	914,273	0	301,766	301,766	301,766
One-year variable remuneration	675,000	675,000	0	1,012,500	0	112,500	0	168,750
Multi-year variable remuneration	945,987	966,412	0	2,025,000	0	158,562	0	337,500
Of which: 2019 Variable II (4-year term)	675,000							
Of which: 2020 Variable II (4-year term)		675,000	0	1,012,500	0	112,500	0	168,750
Of which: 2019 Share Matching Plan (4-year term)	270,987							
Of which: 2020 Share Matching Plan (4-year term)		291,412	0	1,012,500	0	46,062	0	168,750
Of which: bonus for extraordinary performance	0	0	0	0	0	0	0	0
Total	2,538,644	2,555,685	914,273	3,951,773	0	572,828	301,766	808,016
Service cost	275,986	279,423	279,423	279,423	0	0	0	0
Total compensation	2,814,630	2,835,108	1,193,696	4,231,196	0	572,828	301,766	808,016

^a This amount includes a one-time sign-on bonus of EUR 150,000 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

	Claudia Nemat				Dr. Dirk Wössner			
	Function: Technology and Innovation since Oct. 1, 2011				Function: Germany until Oct. 31, 2020			
	2019	2020	2020 (min.)	2020 (max.)	2019	2020	2020 (min.)	2020 (max.)
Fixed remuneration	900,000	900,000	900,000	900,000	700,000	583,333	583,333	583,333
Fringe benefits	78,586	78,882	78,882	78,882	23,466	20,637	20,637	20,637
Total fixed annual remuneration	978,586	978,882	978,882	978,882	723,466	603,970	603,970	603,970
One-year variable remuneration	675,000	675,000	0	1,012,500	550,000	458,333	0	687,500
Multi-year variable remuneration	945,987	966,412	0	2,025,000	770,811	0	0	0
Of which: 2019 Variable II (4-year term)	675,000				550,000			
Of which: 2020 Variable II (4-year term)		675,000	0	1,012,500		0	0	0
Of which: 2019 Share Matching Plan (4-year term)	270,987				220,811			
Of which: 2020 Share Matching Plan (4-year term)		291,412	0	1,012,500		0	0	0
Of which: bonus for extraordinary performance	0	0	0	0	0	0	0	0
Total	2,599,573	2,620,294	978,882	4,016,382	2,044,277	1,062,303	603,970	1,291,470
Service cost	281,885	289,561	289,561	289,561	289,418	297,545	297,545	297,545
Total compensation	2,881,458	2,909,855	1,268,443	4,305,943	2,333,695	1,359,848	901,515	1,589,015

Benefits allocated for the reporting year

The following table does not contain the target values, but the actual benefits allocated for 2020 for one- and multi-year variable remuneration components. 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 above table of benefits granted shows the fair values of remuneration at the grant date.

Benefits allocated for the reporting year (Part 1)

	Timotheus Höttges		Adel Al-Saleh	
	Function: Chairman of the Board of Management (CEO) since Jan. 1, 2014		Function: T-Systems since Jan. 1, 2018	
	2019	2020	2019	2020
Fixed remuneration	1,500,000	1,500,000	900,000	900,000
Fringe benefits	60,111	65,066	272,776	323,078 ^a
Total fixed annual remuneration	1,560,111	1,565,066	1,172,776	1,223,078
One-year variable remuneration	2,334,600	2,494,800	771,525	863,555
Multi-year variable remuneration	1,822,707	2,721,235	0	0
Of which: Variable II (4-year term) ^b	1,435,940	1,529,880	0	0
Of which: Share Matching Plan (4-year term) ^c	386,767	591,355	0	0
Of which: bonus for extraordinary performance	0	600,000 ^d	0	0
Other	0	0	0	0
Total	5,717,418	6,781,101	1,944,301	2,086,633
Service cost	417,067	473,974	0	0
Total compensation	6,134,485	7,255,075	1,944,301	2,086,633

^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 Variable II as shown in the column for 2020 relates to the payment of the 2017 tranche; the figure in the column for 2019 relates to the payment of the 2016 tranche (please also refer to the previous section "Variable II").

^c 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 2015 or 2016.

^d The bonus for extraordinary performance was granted for the performance of activities in connection with the successful finalization of the business combination of T-Mobile US and Sprint.

€	Birgit Bohle		Srinii Gopalan	
	Function: Human Resources and Legal Affairs since Jan. 1, 2019		Function: Europe since Jan. 1, 2017	
	2019	2020	2019	2020
Fixed remuneration	700,000	700,000	700,000	900,000
Fringe benefits	272,367	15,891	20,137	19,746
Total fixed annual remuneration	972,367	715,891	720,137	919,746
One-year variable remuneration	699,600	731,313	723,800	916,421
Multi-year variable remuneration	0	0	0	627,000
Of which: Variable II (4-year term) ^a	0	0	0	627,000
Of which: Share Matching Plan (4-year term) ^b	0	0	0	0
Of which: bonus for extraordinary performance	0	0	0	0
Other	0	0	0	0
Total	1,671,967	1,447,204	1,443,937	2,463,167
Service cost	307,304	321,623	295,590	303,269
Total compensation	1,979,271	1,768,827	1,739,527	2,766,436

^a Variable II as shown in the column for 2020 relates to the payment of the 2017 tranche; the figure in the column for 2019 relates to the payment of the 2016 tranche (please also refer to the previous section "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 2015 or 2016.

€	Dr. Christian P. Illek		Dr. Thomas Kremer	
	Function: Finance (CFO) since Jan. 1, 2019		Function: Data Privacy, Legal Affairs and Compliance until Mar. 31, 2020	
	2019	2020	2019	2020
Fixed remuneration	900,000	900,000	700,000	175,000
Fringe benefits	34,540	34,175	63,546	17,392
Total fixed annual remuneration	934,540	934,175	763,546	192,392
One-year variable remuneration	895,725	925,655	704,550	178,063
Multi-year variable remuneration	588,500	769,516	784,761	1,059,989
Of which: Variable II (4-year term) ^a	588,500	627,000	588,500	509,438
Of which: Share Matching Plan (4-year term) ^b	0	142,516	196,261	550,551
Of which: bonus for extraordinary performance	0	0	0	0
Other	0	0	0	0
Total	2,418,765	2,629,346	2,252,857	1,430,444
Service cost	262,191	263,774	247,664	62,500
Total compensation	2,680,956	2,893,120	2,500,521	1,492,944

^a Variable II as shown in the column for 2020 relates to the payment of the 2017 tranche; the figure in the column for 2019 relates to the payment of the 2016 tranche (please also refer to the previous section "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 2015 or 2016.

€	Thorsten Langheim		Dominique Leroy	
	Function: USA and Group Development since Jan. 1, 2019		Function: Europe since Nov. 1, 2020	
	2019	2020	2019	2020
Fixed remuneration	900,000	900,000	0	150,000
Fringe benefits	17,657	14,273	0	151,766 ^a
Total fixed annual remuneration	917,657	914,273	0	301,766
One-year variable remuneration	839,700	915,975	0	112,500
Multi-year variable remuneration	0	0	0	0
Of which: Variable II (4-year term) ^b	0	0	0	0
Of which: Share Matching Plan (4-year term) ^c	0	0	0	0
Of which: bonus for extraordinary performance	0	0	0	0
Other	0	0	0	0
Total	1,757,357	1,830,248	0	414,266
Service cost	275,986	279,423	0	0
Total compensation	2,033,343	2,109,671	0	414,266

^a This amount includes a one-time sign-on bonus of EUR 150,000 to compensate for all financial disadvantages resulting from the move to Deutsche Telekom.

^b Variable II as shown in the column for 2020 relates to the payment of the 2017 tranche; the figure in the column for 2019 relates to the payment of the 2016 tranche (please also refer to the previous section "Variable II").

^c 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 2015 or 2016.

	Claudia Nemat		Dr. Dirk Wössner	
	Function: Technology and Innovation since Oct. 1, 2011		Function: Germany until Oct. 31, 2020	
	2019	2020	2019	2020
Fixed remuneration	900,000	900,000	700,000	583,333
Fringe benefits	78,586	78,882	23,466	20,637
Total fixed annual remuneration	978,586	978,882	723,466	603,970
One-year variable remuneration	845,775	907,200	696,850	622,875
Multi-year variable remuneration	973,641	1,044,480	0	138,270
Of which: Variable II (4-year term) ^a	722,250	769,500	0	0
Of which: Share Matching Plan (4-year term) ^b	251,391	274,980	0	138,270
Of which: bonus for extraordinary performance	0	0	0	0
Other	0	0	0	0
Total	2,798,002	2,930,562	1,420,316	1,365,115
Service cost	281,885	289,561	289,418	297,545
Total compensation	3,079,887	3,220,123	1,709,734	1,662,660

^a Variable II as shown in the column for 2020 relates to the payment of the 2017 tranche; the figure in the column for 2019 relates to the payment of the 2016 tranche (please also refer to the previous section "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 2015 or 2016.

New compensation system from 2021

A detailed presentation of the new compensation system, the key features of which were adopted by the Supervisory Board of Deutsche Telekom AG on December 16, 2020 and which will be submitted for vote at the shareholders' meeting on April 1, 2021, is included with the invitation to the 2021 shareholders' meeting. The planned changes to the compensation system highlighted in this "Compensation report" do not constitute comprehensive information and merely serve to illustrate the areas in which the Supervisory Board has modified the current compensation system.

Share ownership by members of the Board of Management and the Supervisory Board

Members of the Board of Management and Supervisory Board of Deutsche Telekom AG were reported to have purchased and transferred 353,569 shares (2019: 278,574) and sold 90,215 shares (2019: 68,930) under the Share Matching Plan in the course of 2020. Total direct or indirect holdings in the Company or associated financial instruments by members of the Board of Management and the Supervisory Board do not exceed 1% of the shares issued by the Company.