

24	Deutsche Telekom at a glance	77	Corporate responsibility and non-financial statement
31	Group organization	89	Innovation and product development
34	Group strategy	96	Employees
38	Management of the Group	101	Significant events after the reporting period
42	The economic environment	101	Forecast
49	Development of business in the Group	111	Risk and opportunity management
61	Development of business in the operating segments	127	Accounting-related internal control system
73	Development of business at Deutsche Telekom AG	128	Other disclosures

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. Claudia Nemat has been responsible for the new Board department Technology and Innovation since January 1, 2017. Srini Gopalan succeeded her as member of the Board of Management responsible for Europe on the same date. On May 30, 2017, the Supervisory Board resolved to extend Dr. Christian P. Illek's position as the Board member responsible for Human Resources by five years effective April 1, 2018. At its meeting on July 18, 2017, the Supervisory Board resolved to accept Niek Jan van Damme's resignation as the Board of Management member responsible for Germany with effect from midnight on December 31, 2017, and to replace him in that position with Dr. Dirk Wössner for a period of three years beginning January 1, 2018. Also as of December 31, 2017, Reinhard Clemens resigned from his position as Board member responsible for T-Systems. The Supervisory Board accepted his resignation at its meeting on September 13, 2017. At the same meeting, Adel Al-Saleh was appointed Board member responsible for T-Systems for a period of three years beginning January 1, 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 de-

fines the structure of the compensation system for the Board of Management and reviews this structure and the appropriateness of compensation at regular intervals.

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. 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.

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.

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.

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.

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; in the event of an uninterrupted period of absence due to illness of more than one month, claims to variable remuneration are reduced pro rata in line with the uninterrupted period of absence. 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.

Variable performance-based remuneration

The variable remuneration of the members of the Board of Management is 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. 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.

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 unadjusted revenue, unadjusted 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 (30 percent) and value adherence (adherence to Guiding Principles), which 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 rewarded on a straight-line basis, 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.

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), adjusted earnings per share, customer satisfaction, and employee satisfaction). Each parameter determines a quarter of the award amount. Levels of target achievement exceeding 100 percent are rewarded on a straight-line basis, 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.

In the 2017 financial year, the following absolute nominal amounts were pledged to the Board of Management members in the event of 100 percent target achievement.

	2017 tranche	2016 tranche
Reinhard Clemens	650,000	650,000
Niek Jan van Damme	644,000	644,000
Thomas Dannenfeldt	670,000	670,000
Sri Gopalan (since January 1, 2017)	550,000	-
Timotheus Höttges	1,342,000	1,342,000
Dr. Christian P. Illek	550,000	550,000
Dr. Thomas Kremer	550,000	550,000
Claudia Nemat	675,000	675,000

Information on the Share Matching Plan. In the 2017 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. Deutsche Telekom AG will grant one additional share for every share acquired as part of this 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 2017 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 2017. 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 2017 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 2017 financial year may be higher or lower than the amounts estimated here.

The total share-based payment expense for entitlements to matching shares from 2012 to 2017 to be recognized for the financial years 2016 and 2017 pursuant to IFRS 2 is included in the two last columns of the table.

24	Deutsche Telekom at a glance	77	Corporate responsibility and non-financial statement
31	Group organization	89	Innovation and product development
34	Group strategy	96	Employees
38	Management of the Group	101	Significant events after the reporting period
42	The economic environment	101	Forecast
49	Development of business in the Group	111	Risk and opportunity management
61	Development of business in the operating segments	127	Accounting-related internal control system
73	Development of business at Deutsche Telekom AG	128	Other disclosures

	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 2017	Number of shares transferred in 2017 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 2017 for matching shares for the years 2013 through 2017 €	Cumulative total share-based payment expense in 2016 for matching shares for the years 2012 through 2016 €
Reinhard Clemens	159,248	13,484	24,934	184,994	50,429	184,443
Niek Jan van Damme	150,748	13,359	26,279	183,286	241,645	188,132
Thomas Dannenfeldt	44,138	13,898	0	190,686	153,021	120,267
Srini Gopalan (since January 1, 2017)	0	11,409	0	156,533	26,231	-
Timotheus Höttges	239,544	27,838	25,974	381,941	379,393	353,485
Dr. Christian P. Illek	25,181	11,409	0	156,533	99,980	60,164
Dr. Thomas Kremer	72,183	11,409	13,057	156,533	163,949	143,105
Claudia Nemat	105,021	14,002	28,251	192,109	193,826	193,228

By December 31, 2017, 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 2017, matching shares were again transferred to individual members of the Board of Management. A total of 118,495 shares were transferred to Board of Management members in 2017 (2016: 88,792).

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.

Company pension plan

Company pension plan (existing entitlement). The members of the Board of Management are entitled to a company pension. 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, however. 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 will be attained.

The pension payments to be made increase dynamically, at a rate of 1 percent. In addition, the pension agreements include arrangements for pensions for surviving dependents in the form of entitlements for widows and orphans. In specifically provided exceptional cases, entitlement to a widow'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 respective period of service through the scheduled end of the current period of appointment serves as the basis for the period of service eligible for calculating the pension.

Company pension plan (new entitlement). A plan with a contribution-based promise in the form of a one-time capital payment upon retirement is set up for all Board of Management members with a new entitlement to a company pension. 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.

In addition, the pension agreements include arrangements for pensions for surviving dependents in the form of entitlements for widows and orphans. In the event of a permanent incapacity for work (invalidity), the beneficiary is also entitled to the pension fund.

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

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	Service cost 2017	Defined benefit obligation (DBO) Dec. 31, 2017	Service cost 2016	Defined benefit obligation (DBO) Dec. 31, 2016
Reinhard Clemens	797,142	7,803,566	737,710	7,132,977
Niek Jan van Damme	302,706	3,225,063	303,289	2,874,190
Thomas Dannenfeldt	281,578	1,200,998	276,804	903,460
Srini Gopalan (since January 1, 2017)	305,625	306,749	-	-
Timotheus Höttges	1,129,225	12,183,195	1,030,510	11,203,561
Dr. Christian P. Illek	272,566	778,582	269,168	496,574
Dr. Thomas Kremer	247,956	1,525,513	250,534	1,253,693
Claudia Nemat	291,092	2,077,262	213,170	1,756,131

An annual contribution of EUR 290,000 was allocated to Niek Jan van Damme in accordance with the provisions of the new company pension plan. The contributions for Thomas Dannenfeldt, Srini Gopalan, Dr. Christian P. Illek, Dr. Thomas Kremer, and Claudia Nemat amount to EUR 250,000 each for each year of service rendered.

The pension expense resulting from the company pension plan is shown as service cost.

Board of Management compensation for the 2017 financial year. In reliance on legal requirements and other guidelines, a total of EUR 21.3 million (2016: EUR 16.7 million) is reported in the following table as total compensation for the 2017 financial year for the members of the Board of Management. The Board of Management compensation comprises the fixed annual remuneration as well

as other 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.

The fixed annual remuneration and other remuneration are totally unrelated to performance.

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

24	Deutsche Telekom at a glance	77	Corporate responsibility and non-financial statement
31	Group organization	89	Innovation and product development
34	Group strategy	96	Employees
38	Management of the Group	101	Significant events after the reporting period
42	The economic environment	101	Forecast
49	Development of business in the Group	111	Risk and opportunity management
61	Development of business in the operating segments	127	Accounting-related internal control system
73	Development of business at Deutsche Telekom AG	128	Other disclosures

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		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)	
Reinhard Clemens	2017	840,000	20,387	709,800	676,000	184,994	2,431,181
	2016	840,000	25,221	733,850	468,000	185,899	2,252,970
Niek Jan van Damme	2017	850,000	27,040	821,744	665,687	183,286	2,547,757
	2016	850,000	28,913	781,172	396,000	184,183	2,240,268
Thomas Dannenfeldt	2017	860,000	24,631	835,490	572,000	190,686	2,482,807
	2016	860,000	26,711	858,270	–	191,619	1,936,600
Srini Gopalan (since January 1, 2017)	2017	700,000	1,139,610 ^a	654,500	–	156,533	2,650,643
	2016	–	–	–	–	–	–
Timotheus Höttges	2017	1,450,000	29,061	1,749,968	1,135,680	381,941	4,746,650
	2016	1,450,000	156,742	1,760,704	547,560	383,809	4,298,815
Dr. Christian P. Illek	2017	700,000	35,741	685,850	–	156,533	1,578,124
	2016	700,000	37,585	674,850	–	157,299	1,569,734
Dr. Thomas Kremer	2017	700,000	63,620	654,500	572,000	156,533	2,146,653
	2016	700,000	65,910	666,600	396,000	157,299	1,985,809
Claudia Nemat	2017	900,000	78,567	804,600	702,000	192,109	2,677,276
	2016	900,000	75,616	807,975	486,000	193,049	2,462,640
	2017	7,000,000	1,418,657	6,916,452	4,323,367	1,602,615	21,261,091
	2016	6,300,000	416,698	6,283,421	2,293,560	1,453,157	16,746,836

^a This amount includes a one-time sign-on bonus of EUR 500,000 and a payment of EUR 620,000 to compensate for the loss of share-based compensation he would have been entitled to at the previous employer. Srini Gopalan was obligated to invest the net amount paid out from the compensation payment in shares of Deutsche Telekom AG. Upon expiry of lock-up period, he can freely dispose of these shares.

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 2014 financial year.

Niek Jan van Damme resigned from his position as member of the Board of Management effective midnight on December 31, 2017. The termination agreement between Niek Jan van Damme and the Company contains the components described below. The Company will pay Niek Jan van Damme a final settlement of EUR 2.3 million for early termination of his service contract. For his participation in Deutsche Telekom AG's Share Matching Plan, Niek Jan van Damme was awarded a total of 51,300 matching shares in January 2018, but has no other entitlements to matching shares. Niek Jan van Damme will participate on a pro rata basis in the tranches of long-term variable remuneration (Variable II) granted to him. Potential payments of long-term variable remuneration will not take place until after expiry of the term of the plan and will be calculated on the basis of the final level of target achievement as determined by the Supervisory Board. Niek Jan van Damme has vested rights to a Board of Management pension; this entitlement remains in place for the amount in the pension account as of December 31, 2017 until such time as he retires.

Reinhard Clemens also resigned from the Board of Management effective midnight, December 31, 2017. The termination agreement between Reinhard Clemens and the Company contains the components described below. Reinhard Clemens will receive a final settlement of EUR 2.0 million for early termination of his service contract. For his participation in Deutsche Telekom AG's Share

Matching Plan, Reinhard Clemens was awarded 36,312 matching shares in January 2018, but has no other entitlements to the transfer of matching shares. In accordance with his completed period of service, Reinhard Clemens will participate on a pro rata basis in the tranches of long-term variable remuneration (Variable II) granted to him. Potential payments of long-term variable remuneration will not take place until after expiry of the term of the plan for each tranche and will be calculated on the basis of the final level of target achievement as determined by the Supervisory Board. Reinhard Clemens has vested rights to a Board of Management pension; this entitlement will remain in place for the amount earned as of December 31, 2017 until such time as he retires.

As of December 31, 2017, sufficient provisions were recognized to cover the existing obligations from both termination agreements. 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 11.3 million (2016: EUR 7.2 million) was included for payments to and entitlements for former members of the Board of Management and those who left in the reporting year as well as any surviving dependents.

Provisions (measured in accordance with IAS 19) totaling EUR 195.4 million (December 31, 2016: EUR 201.6 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, 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			
	2016	2017	2017 (min.)	2017 (max.)
Fixed remuneration	1,450,000	1,450,000	1,450,000	1,450,000
Fringe benefits	156,742	29,061	29,061	29,061
Total fixed annual remuneration	1,606,742	1,479,061	1,479,061	1,479,061
One-year variable remuneration	1,342,000	1,342,000	0	2,013,000
Multi-year variable remuneration	1,725,809	1,723,941	0	4,026,000
Of which: 2016 Variable II (4-year term)	1,342,000			
Of which: 2017 Variable II (4-year term)		1,342,000	0	2,013,000
Of which: 2016 Share Matching Plan (4-year term)	383,809			
Of which: 2017 Share Matching Plan (4-year term)		381,941	0	2,013,000
Total	4,674,551	4,545,002	1,479,061	7,518,061
Service cost	1,030,510	1,129,225	1,129,225	1,129,225
TOTAL COMPENSATION	5,705,061	5,674,227	2,608,286	8,647,286

	Srini Gopalan			
	Function: Europe			
	since Jan. 1, 2017			
	2016	2017	2017 (min.)	2017 (max.)
Fixed remuneration		700,000	700,000	700,000
Fringe benefits		1,139,610 ^a	1,139,610 ^a	1,139,610 ^a
Total fixed annual remuneration	-	1,839,610	1,839,610	1,839,610
One-year variable remuneration		550,000	0	825,000
Multi-year variable remuneration	-	706,533	0	1,650,000
Of which: 2016 Variable II (4-year term)				
Of which: 2017 Variable II (4-year term)		550,000	0	825,000
Of which: 2016 Share Matching Plan (4-year term)				
Of which: 2017 Share Matching Plan (4-year term)		156,533	0	825,000
Total	-	3,096,143	1,839,610	4,314,610
Service cost		305,625	305,625	305,625
TOTAL COMPENSATION	-	3,401,768	2,145,235	4,620,235

^a This amount includes a one-time sign-on bonus of EUR 500,000 and a payment of EUR 620,000 to compensate for the loss of share-based compensation he would have been entitled to at the previous employer. Srini Gopalan was obligated to invest the net amount paid out from the compensation payment in shares of Deutsche Telekom AG. Upon expiry of lock-up period, he can freely dispose of these shares.

24	Deutsche Telekom at a glance	77	Corporate responsibility and non-financial statement
31	Group organization	89	Innovation and product development
34	Group strategy	96	Employees
38	Management of the Group	101	Significant events after the reporting period
42	The economic environment	101	Forecast
49	Development of business in the Group	111	Risk and opportunity management
61	Development of business in the operating segments	127	Accounting-related internal control system
73	Development of business at Deutsche Telekom AG	128	Other disclosures

Reinhard Clemens				Niek Jan van Damme				Thomas Dannenfeldt			
Function: T-Systems				Function: Germany				Function: Finance (CFO)			
until Dec. 31, 2017				until Dec. 31, 2017				since Jan. 1, 2014			
2016	2017	2017 (min.)	2017 (max.)	2016	2017	2017 (min.)	2017 (max.)	2016	2017	2017 (min.)	2017 (max.)
840,000	840,000	840,000	840,000	850,000	850,000	850,000	850,000	860,000	860,000	860,000	860,000
25,221	20,387	20,387	20,387	28,913	27,040	27,040	27,040	26,711	24,631	24,631	24,631
865,221	860,387	860,387	860,387	878,913	877,040	877,040	877,040	886,711	884,631	884,631	884,631
650,000	650,000	0	975,000	644,000	644,000	0	966,000	670,000	670,000	0	1,005,000
835,899	834,994	0	1,950,000	828,183	827,286	0	1,932,000	861,619	860,686	0	2,010,000
650,000				644,000				670,000			
	650,000	0	975,000		644,000	0	966,000		670,000	0	1,005,000
185,899				184,183				191,619			
	184,994	0	975,000		183,286	0	966,000		190,686	0	1,005,000
2,351,120	2,345,381	860,387	3,785,387	2,351,096	2,348,326	877,040	3,775,040	2,418,330	2,415,317	884,631	3,899,631
737,710	797,142	797,142	797,142	303,289	302,706	302,706	302,706	276,804	281,578	281,578	281,578
3,088,830	3,142,523	1,657,529	4,582,529	2,654,385	2,651,032	1,179,746	4,077,746	2,695,134	2,696,895	1,166,209	4,181,209

Dr. Christian P. Illek				Dr. Thomas Kremer				Claudia Nemat			
Function: Human Resources				Function: Data Privacy, Legal Affairs and Compliance				Function: Technology and Innovation			
since Apr. 1, 2015				since June 1, 2012				since Oct. 1, 2011			
2016	2017	2017 (min.)	2017 (max.)	2016	2017	2017 (min.)	2017 (max.)	2016	2017	2017 (min.)	2017 (max.)
700,000	700,000	700,000	700,000	700,000	700,000	700,000	700,000	900,000	900,000	900,000	900,000
37,585	35,741	35,741	35,741	65,910	63,620	63,620	63,620	75,616	78,567	78,567	78,567
737,585	735,741	735,741	735,741	765,910	763,620	763,620	763,620	975,616	978,567	978,567	978,567
550,000	550,000	0	825,000	550,000	550,000	0	825,000	675,000	675,000	0	1,012,500
707,299	706,533	0	1,650,000	707,299	706,533	0	1,650,000	868,049	867,109	0	2,025,000
550,000				550,000				675,000			
	550,000	0	825,000		550,000	0	825,000		675,000	0	1,012,500
157,299				157,299				193,049			
	156,533	0	825,000		156,533	0	825,000		192,109	0	1,012,500
1,994,884	1,992,274	735,741	3,210,741	2,023,209	2,020,153	763,620	3,238,620	2,518,665	2,520,676	978,567	4,016,067
269,168	272,566	272,566	272,566	250,534	247,956	247,956	247,956	213,170	291,092	291,092	291,092
2,264,052	2,264,840	1,008,307	3,483,307	2,273,743	2,268,109	1,011,576	3,486,576	2,731,835	2,811,768	1,269,659	4,307,159

Benefits allocated for the reporting year

Unlike the table of benefits granted shown on the previous page, the table below contains not the target values for short- and long-term variable remuneration components, but rather the actual benefits allocated for 2017. 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		Reinhard Clemens	
	Function: Chairman of the Board of Management (CEO)		Function: T-Systems	
	since Jan. 1, 2014		until Dec. 31, 2017	
	2016	2017	2016	2017
Fixed remuneration	1,450,000	1,450,000	840,000	840,000
Fringe benefits	156,742	29,061	25,221	20,387
Total fixed annual remuneration	1,606,742	1,479,061	865,221	860,387
One-year variable remuneration	1,760,704	1,749,968	733,850	709,800
Multi-year variable remuneration	1,099,526	1,585,809	839,525	1,118,579
Of which: Variable II (4-year term) ^a	547,560	1,135,680	468,000	676,000
Of which: Share Matching Plan (4-year term) ^b	551,966	450,129	371,525	442,579
Other	0	0	0	0
Total	4,466,972	4,814,838	2,438,596	2,688,766
Service cost	1,030,510	1,129,225	737,710	797,142
TOTAL COMPENSATION	5,497,482	5,944,063	3,176,306	3,485,908

	Dr. Thomas Kremer		Claudia Nemat	
	Function: Data Privacy, Legal Affairs and Compliance		Function: Technology and Innovation	
	since June 1, 2012		since Oct. 1, 2011	
	2016	2017	2016	2017
Fixed remuneration	700,000	700,000	900,000	900,000
Fringe benefits	65,910	63,620	75,616	78,567
Total fixed annual remuneration	765,910	763,620	975,616	978,567
One-year variable remuneration	666,600	654,500	807,975	804,600
Multi-year variable remuneration	396,000	795,928	596,283	1,178,312
Of which: Variable II (4-year term) ^a	396,000	572,000	486,000	702,000
Of which: Share Matching Plan (4-year term) ^b	0	223,928	110,283	476,312
Other	0	0	0	0
Total	1,828,510	2,214,048	2,379,874	2,961,479
Service cost	250,534	247,956	213,170	291,092
TOTAL COMPENSATION	2,079,044	2,462,004	2,593,044	3,252,571

^a Variable II as shown in the column for 2017 relates to the payment of the 2014 tranche; the figure in the column for 2016 relates to the payment of the 2013 tranche.

^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 2012 or 2013.

^c This amount includes a one-time sign-on bonus of EUR 500,000 and a payment of EUR 620,000 to compensate for the loss of share-based compensation he would have been entitled to at the previous employer. Srinu Gopalan was obligated to invest the net amount paid out from the compensation payment in DTAG shares. Upon expiry of lock-up period, he can freely dispose of these shares.

24	Deutsche Telekom at a glance	77	Corporate responsibility and non-financial statement
31	Group organization	89	Innovation and product development
34	Group strategy	96	Employees
38	Management of the Group	101	Significant events after the reporting period
42	The economic environment	101	Forecast
49	Development of business in the Group	111	Risk and opportunity management
61	Development of business in the operating segments	127	Accounting-related internal control system
73	Development of business at Deutsche Telekom AG	128	Other disclosures

Niek Jan van Damme		Thomas Dannenfeldt		Srini Gopalan		Dr. Christian P. Illek	
Function: Germany		Function: Finance (CFO)		Function: Europe		Function: Human Resources	
until Dec. 31, 2017		since Jan. 1, 2014		since Jan. 1, 2017		since Apr. 1, 2015	
2016	2017	2016	2017	2016	2017	2016	2017
850,000	850,000	860,000	860,000		700,000	700,000	700,000
28,913	27,040	26,711	24,631		1,139,610 ^c	37,585	35,741
878,913	877,040	886,711	884,631	-	1,839,610	737,585	735,741
781,172	821,744	858,270	835,490		654,500	674,850	685,850
749,066	1,132,139	0	572,000	-	0	0	0
396,000	665,687	0	572,000		0	0	0
353,066	466,452	0	0		0	0	0
0	0	0	0		0	0	0
2,409,151	2,830,923	1,744,981	2,292,121	-	2,494,110	1,412,435	1,421,591
303,289	302,706	276,804	281,578	-	305,625	269,168	272,566
2,712,440	3,133,629	2,021,785	2,573,699	-	2,799,735	1,681,603	1,694,157