

# Diversity, Equity and Inclusion (DE&I) Group Policy



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**AS ONE**

**DIVERSITY,  
EQUITY  
& INCLUSION**

# Foreword

**Dear colleagues,**

The term “diversity” is on everyone’s lips right now. And this is also the case in our company. But what does diversity actually mean for us? And are we really doing everything at Deutsche Telekom to be a diverse Group in all cases and on all levels?

Well it’s beyond doubt that we have achieved a lot in recent years. Our purpose and our Guiding Principles are put into practice by our employees and represent a significant cornerstone for diversity in the Group. Nevertheless, diversity and inclusion shouldn’t be taken for granted. Therefore, we want to profoundly sensitize our managers and employees to this topic and, with exactly this in mind, have created our new Group Policy on Diversity, Equity, and Inclusion.

When we speak about diversity, we refer to a balanced mix of people of different ages, gender identity and expression, a range of social and ethnic origin, nationality, social standing, health status, religion and beliefs, sexual orientation and identity. All employees and applicants should be given equal opportunities in terms of access and development irrespective of individual backgrounds. Our objective is inclusion for everyone without any type of discrimination because we want to overcome barriers and create equal opportunities for everyone.

The implementation of our new Group Policy on diversity is also of utmost importance for the Board of Management. All Group-wide work and decision-making processes should take place using the implemented guidelines on Diversity, Equity, and Inclusion thus creating the basis for fair and diverse cooperation.

As an international Group, issues such as diversity, an integrative approach, and fair conduct with one another are a central part of our corporate culture and, at the same time, a prerequisite for our long-term success.

However, working in diverse teams is not always easy. It is necessary for us to rethink, to change our perspectives, actively listen to others, and to speak up. But it is rewarding and makes us stronger, innovative, and more successful. Diversity simply makes us better.

Sounds exciting? It is. So: Make sure you #takepart

Yours,  
**Birgit Bohle**

More than just a PS: Help us to become better! Where can we improve in terms of diversity, equity, and inclusion?

Feel free to contact us at [diversity.inclusion@telekom.de](mailto:diversity.inclusion@telekom.de) and we can work together to find a solution!

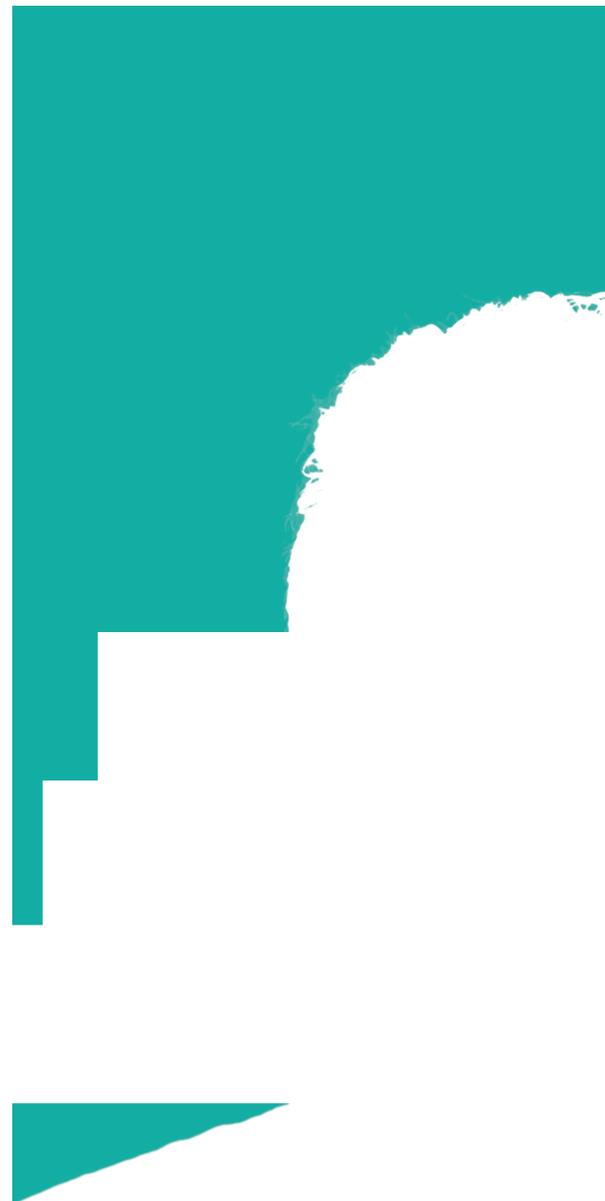
# Table of contents

<b>01</b>	<b>Introduction</b>	<b>4</b>
<b>02</b>	<b>Addressees and scope of this Group Policy</b>	<b>6</b>
<b>03</b>	<b>Local adaption of this Group Policy</b>	<b>6</b>
<b>04</b>	<b>Diversity, Equity and Inclusion in the Deutsche Telekom Group</b>	
4.1	Definition, Strategies, Goals and Benefits of DE&I	7
4.2	Recognition of Diversity	8
4.3	Equity and equal opportunities and inclusion	8
4.4	Inclusion is inherent in our company purpose	9
4.5	Act with Respect and Integrity	9
4.6	Internal and External Reference Framework	10
<b>05</b>	<b>Implementing Diversity, Equity and Inclusion</b>	
5.1	Implementing Diversity, Equity and Inclusion	11
5.2	Group Headquarters	11
5.3	National and International Group Business Units	12
5.4	Personal commitment	13

01

# Introduction

**Diversity, equity and inclusion (DE&I) are essential success factors for companies. As an internationally operating Group, we see the DE&I values as key to our long-term business success and as important elements of our corporate social responsibility.**



We unite a diverse corporate culture that reflects the various facets of society and thus addresses the different needs of our customers. We build on this diversity to achieve business success, because diverse workforces perform better and are more innovative. This allows us to stand out as an attractive employer and preferred business partner.

“We won’t stop until everyone is connected.” With this company purpose, as one of the world’s leading telecommunications companies, we want to meet the essential human need for connection and enable it technologically for everyone around the globe.

We reflect and strengthen our objective and our Guiding Principles amidst business and social changes, such as worldwide demographic change, globalization, and digitization. In our aspiration also lies the value of inclusion, which illuminates our purpose in a non-discriminatory, holistic and socially sensitive way, building on our long-standing guiding principle, “Act with Respect and Integrity.”

Across all diversity dimensions (see 4.1.), Deutsche Telekom values and promotes the innovative opportunities offered by diverse skills, opinions and ideas. We are committed to a work environment in which these come to fruition and foster a sense of belonging for all employees.

Achieving sustainable change and improvement for the company and its employees requires the full participation and personal accountability of all parties to this Diversity, Equity and Inclusion (DE&I) Group Policy.



*Digitalization of society is only possible if everyone is included.*

*Anja Zalewski & Christine Rößler,  
Deutsche Telekom Security GmbH*

## 02 Addressees and scope of this Group Policy

This Group Policy applies worldwide to all employees (members of the Board of Management, managing directors, executives as well as all employees of Deutsche Telekom and persons who are functionally equivalent to employees, such as temporary workers) of the Deutsche Telekom Group, insofar as the relevant management body or the relevant member of the management has resolved or decided that this Group Policy applies to his or her company. Third parties outside the group are not addressees of this Group Policy, therefore this Group Policy does not have any protective effect for them.

## 03 Local adaption of this Group Policy

When implementing this Group Policy in the international companies, the respective prevailing national and supranational law and the respective cultural practices as well as - if applicable - the rights of social partners must be observed. The necessary adjustments are to be made in consultation with the publisher of this Group Policy.

In the implementation in Germany, the prevailing German and supranational law as well as the existing collective-law regulations and participation rights of the competent employee representation bodies must be observed.

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*I think the new policy is a strong statement regarding the diversity of Telekom employees. We are leading the way and showing everyone who is still hesitant how it can be done. And it also supports those who already know how we live diversity in our company.*

*Steffen Klinzmann,  
Telekom Deutschland GmbH*

# 04 Diversity, Equity and Inclusion in the Deutsche Telekom Group

## 4.1. Definition, Strategies, Goals and Benefits of DE&I

**Diversity** is a term that describes the differences in our workforce based on demographic, personal or societal factors. This includes the diversity dimensions: Age, gender identity and gender expression, people with different physical and mental abilities, nationality, social and ethnic origin, social status, religion and belief, political opinion, health status, sexual identity and sexual orientation.

**Equity** describes the basic attitude that every person should have fair opportunities, access and development possibilities, regardless of individual circumstances.

**Inclusion** describes the way in which we consciously involve different people (employees and others such as customers) in work and decision-making processes and give them a sense of belonging and value within our organization.

We are changing the game: for us, DE&I is a concept that aims to make a significant contribution to the business success of the Deutsche Telekom Group through the recognition, appreciation, inclusion, fair treatment and promotion of our diverse individual stakeholders (employees, shareholders, customers, suppliers).

By recognizing and promoting the diversity of our workforce, we at Deutsche Telekom strive to live and strengthen DE&I as part of our corporate culture. Deutsche Telekom also sees itself as an active member of society and takes responsibility when it comes to social issues. That is why we use our power to shape change in the areas we operate in and are committed to foster an open, diverse, digitally and physically inclusive and equal society.



*We live in a world that's shaped by countless different cultures, perspectives, and skills — our company should be formed of a similarly wide range of voices. At its heart, diversity is about welcoming different worldviews to our teams, our company and our hearts.*

*Elena Stassi,  
Hellenic Telecommunications Organization S.A.  
(OTE)*

#### 4.2. Recognition of Diversity

The Deutsche Telekom Group recognizes the aforementioned diversity dimensions and takes them fully into account when implementing the DE&I concept. Depending on context, further dimensions can be considered when appropriate. These include education, parenthood, family status, culture, language, way of thinking and working, company affiliation and experience. We consciously and with an open mind acknowledge the diversity of our stakeholders and our social environment. We promote this diversity by acting proactively in our social and business areas. As a result, we create and consolidate connections that enable us to grasp all opportunities and potential.

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#### 4.3. Equity and, equal opportunities and inclusion

Equity describes the basic attitude that every person should have fair opportunities, access and development possibilities, regardless of individual circumstances. Moreover, we recognize that we have to go to the extra mile to elevate underrepresented groups through special measures in order to provide a fair chance and break down barriers.

The aim of our efforts is to create and secure opportunities for people with disabilities to participate in working life at Deutsche Telekom and to promote their career advancement. To this end, we continue to promote inclusion through a wide range of measures. In the sense of active self-determination, they are to participate in working life on an equal footing without being passively subjected to caring activities.

To achieve a better work-life-balance, we offer a diverse portfolio of work-life-initiatives and adapt these to our constantly changing environment. Ever faster changes require an increasing flexibility of employees. We respect individual life plans and support high flexibility with innovative forms of remuneration, flexible working time models, flexible employment contracts (both temporary and permanent) and modern working conditions.



#### 4.4. Inclusion is inherent in our company purpose

Inclusion describes the behavioral pattern by which we consciously involve different people in work and decision-making processes. The unconditional, open and sensitive interaction with all stakeholders is the basic prerequisite for the optimal use of all operational potentials. Therefore, we strive for employee wellbeing and to ensure that all opinions can be heard. By committing to connecting everyone, we also create a culture and working environment in our company where everyone feels accepted for who they are and feels they belong.

#### 4.5. Act with Respect and Integrity

Deutsche Telekom takes accountability for sustaining the DE&I values. We expect our employees to conduct themselves in accordance with this Group Policy.

Respect and integrity are key to our long-term business success. We strive for diversity and act responsibly. We treat people the way we would like to be treated.

For us, integrity means doing the right thing. We not only comply with internal policies, regulations and the law, but always act in accordance with our guiding principle "Act with respect and integrity". We promote ethical awareness and strengthen value-based behavior to act appropriately in any situation. We are a courageous organization that stands against immoral and unethical behavior. Being courageous in everyday business requires a compass of values consisting of honesty, reliability, a sense of community and solidarity. We clearly name critical issues, unethical behavior or possible misconduct. All of our employees act with integrity and conviction.

Employees of Deutsche Telekom Group do not tolerate any form of direct or indirect violence, discrimination or harassment at work– neither online nor offline. We also do not tolerate any kind of racism or anti-Semitism. Consequently, when representing Deutsche Telekom, everyone shall refrain from behavior which could have a discriminatory and/or harassing effect on others, both inside and outside of the company. This includes Deutsche Telekom's external presentation (e.g. marketing measures).

We are committed to zero tolerance of any form of sexual harassment in the workplace. Throughout the Group, we treat all incidents seriously and investigate all allegations of sexual harassment. Any allegations of deliberate misconduct will be punished in accordance with the applicable statutory provisions and employment law, regardless of the rank and position of the person in question within the Group.



*I believe diversity ensures more creativity and innovations in our daily life.*

*Csaba Garay,  
Deutsche Telekom IT &  
Telecommunications  
Slovakia s.r.o.*

In the event of a violation or suspected violation of this Group Policy, employees should first contact their immediate supervisor. If this route is not possible, employees can turn to the complaint offices listed in Annex 1. If there are indications of non-compliant behavior, the Deutsche Telekom Group offers the portal "Tell me!" ([www.telekom.com/tell-me](http://www.telekom.com/tell-me)) as a reporting office. It is also possible to submit information anonymously to "Tell me!".

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*Diversity, equity and inclusion go beyond legal requirements. They should be part of our cultural DNA, it's our social responsibility to be passionate about these values.*

*Miguel Blanca Dieste,  
T-Systems Iberia*

Furthermore, we are working on extending the principles of DE&I to our entire value chain through our Supplier Code of Conduct, which is intended to be the basis for any collaboration with suppliers and consultants at Deutsche Telekom.

#### **4.6. Internal and External Reference Framework**

With this global DE&I Group Policy, our intention is to foster the DE&I values as an addition to our corporate guiding documents such as our Group Code of Conduct, our Group Guiding Principles, our Group Code of Human Rights and our Digital Ethics Guidelines.

We are committed to the fundamental frameworks that comprise the issues of DE&I. These include the Universal Declaration of Human Rights, the International Labor Organization's Guidelines and Declaration of Principles for Multinational Enterprises, the Organization for Economic Cooperation and Development's Convention, the Guiding Principles for Multinational Enterprises, and the ten principles of the United Nations Global Compact. Furthermore, we observe guidance from the EU anti-discrimination directives and local law in the respective countries where we operate in.

# 05 Implementing Diversity, Equity and Inclusion

## 5.1. Implementing Diversity, Equity and Inclusion

In Deutsche Telekom AG, the board area Human Resources and Legal Affairs is responsible for the strategy and steering of all DE&I measures reflected in this Group Policy. The implementation of DE&I is aligned with our business goals and strategies. To achieve the sustainable integration of DE&I in Deutsche Telekom's business model and daily operations, the following recommendations and actions are to be observed.

## 5.2. Group Headquarters

In this section, we describe a non-exhaustive list of collaborative measures being taken by different areas, as the benefits of diversity, equity and inclusion can only be achieved with joint efforts.

### Governance and reporting

- Continue to foster DE&I in our highest corporate governance structures such as the Supervisory Board and the Board of Management of Deutsche Telekom AG, based on dedicated goals and approaches reflected in our Corporate Governance Statements
- Reporting based on legal obligations and replying to DE&I requests directed at Deutsche Telekom AG by other relevant stakeholders (i.e. investors)
- Collaboration of different units to enable DE&I accountability in the organization

### Implementation plans

- Ensuring a focus and strategy at the Top Management Level for each Board area
- Advising and supporting group measures to increase DE&I in leadership teams
- Monitoring the results in collaboration with those responsible for the respective area

### Training & Anchoring

- Providing transparency on training opportunities to employees on various DE&I topics
- Reducing risks of unconscious biases by reflecting DE&I principles in HR products & processes
- Continuously reflecting diversity ambitions for talent and succession lists

### Communication & Networking

- Continuously increasing visibility and recognition of underrepresented groups by special measures
- Celebrating Diversity events in order to promote DE&I principles internally and externally
- Maintaining strong ties with different DE&I communities internally and externally via various working groups

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### 5.3. National and International Group Business Units

The national and international Group business units in the Deutsche Telekom Group are responsible for further implementing DE&I in their respective organizations, based on the following non-exhaustive list of recommendations:

- Performing analyses of the current diversity situation based on the three most influential demographic factors related to team performance: gender, age and nationality, with the help of quantitative and/or qualitative data. The results are incorporated into the Group implementation plan.
- Continuously adapting realistic, yet ambitious, DE&I objectives that are aligned with their organization's business objectives and the Group's DE&I objectives.
- Establishing or appointing DE&I advocates and/or setting up DE&I teams and/or DE&I councils involving leaders from different functional areas.
- Exchanging best practices within the Group
- Annual progress monitoring and appropriate notification of management bodies



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#### 5.4. Personal commitment

Achieving change and improvement for the company and employees requires the full participation and personal accountability of all parties.

- The Group's board members and all people leaders are role models and multipliers. It is their responsibility to put diversity, equity and inclusion into practice and promote and honor commitment in these areas.
- Employees across all levels and areas in the Group, nationally and internationally, make diversity, equity and inclusion part of their working lives.

With this Group Policy, we establish a holistic DE&I management and renew our commitment and accountability for it through a strong culture of inclusion and belonging.



*Embrace equity in action by always possessing a creative mindset.*

*Jennifer Schaefer,  
T-Mobile US*

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