



# WALK THE TALK

**SUSTAINABILITY DAY 2022**

Becoming the leading global  
digital and sustainable telco



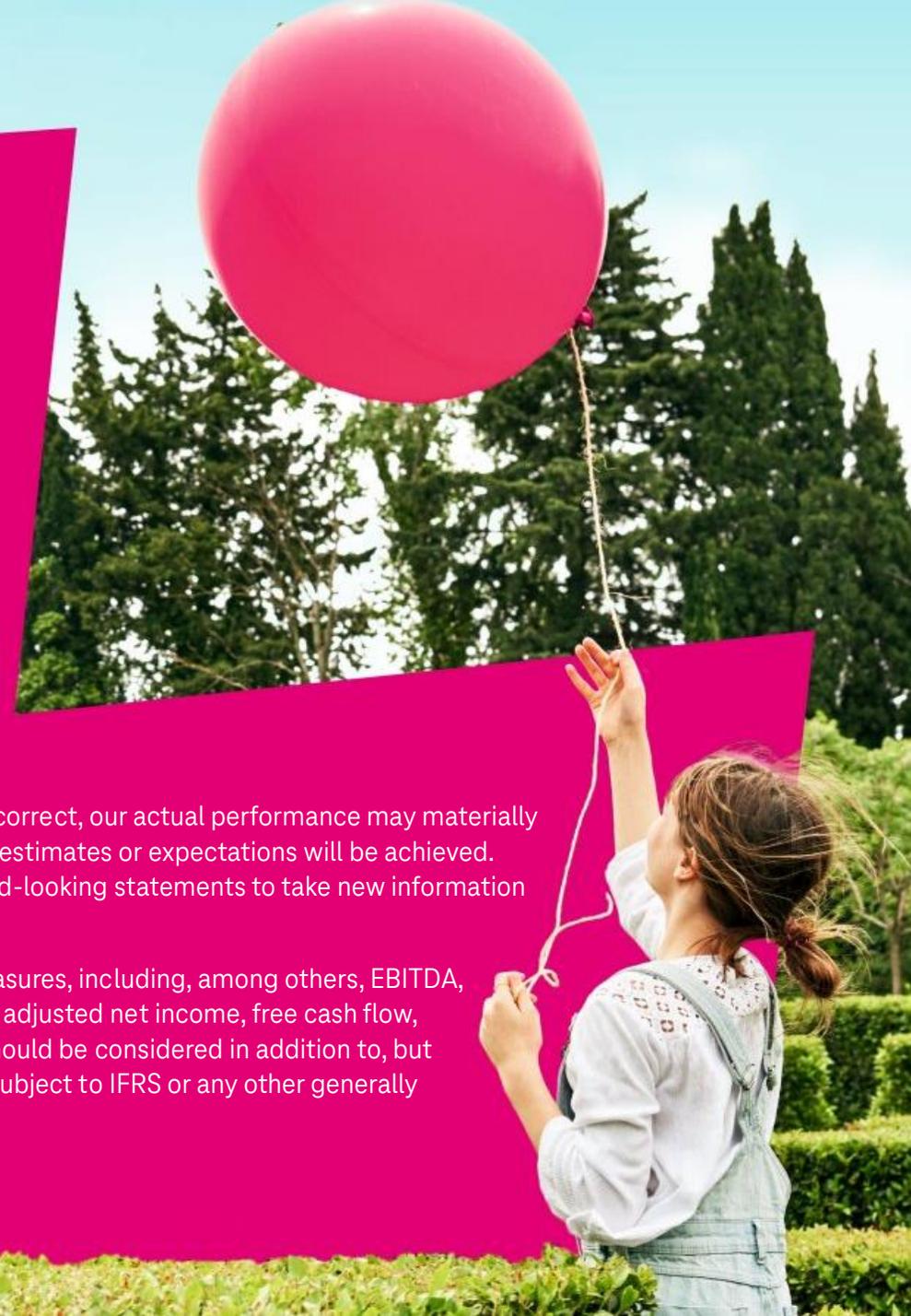
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# WHAT DOES OUR WORLD LOOK LIKE TODAY?



**SUSTAINABILITY  
IS CEO MATTER**



TOGETHER WE  
**WALK  
THE TALK**

ON OUR WAY TO BECOMING  
THE LEADING GLOBAL DIGITAL  
AND SUSTAINABLE TELCO



# ESG FRAMEWORK

**ENVIRONMENT**

**SOCIAL**

**GOVERNANCE**

# ESG FRAMEWORK WITH OUR KEY AMBITIONS

## ENVIRONMENT

### **BUILDING A CLIMATE NEUTRAL FUTURE**

Leading the way with **net-zero GHG emissions by 2040** and **enabling customers and society** to follow towards net-zero

### **STRIVING FOR FULL CIRCULARITY**

Becoming **fully circular around technology and devices by 2030** taking the **whole value chain** along

## SOCIAL

### **BEING THE BEST TEAM IN THE INDUSTRY**

Becoming an **employer of choice, promoting diversity equity & inclusion (DE&I)** in our teams and **investing into future skills**

### **SHAPING THE DIGITAL SOCIETY**

**Overcoming the digital divide** and enabling society, while **making the digital world a safe and tolerant space for everyone**

## GOVERNANCE

### **GOOD CORPORATE CONDUCT & INTEGRATED INTO STRATEGY, TARGETS AND GOVERNANCE SYSTEMS**

**You manage what you measure** – constant steering & measuring of progress towards sustainability targets

# OUR ESG COMMITMENTS

	<b>AMBITION</b>	<b>YEAR</b>
<b>CLIMATE</b>	<ul style="list-style-type: none"><li>▪ 100% renewable electricity for DT Group</li><li>▪ Double energy efficiency in DE&amp;EU</li><li>▪ Net-zero for direct and indirect energy consumption (Scope 1 &amp; 2)</li><li>▪ 25% emission reduction per customer for value chain emissions (Scope 3)</li><li>▪ Reduction in energy consumption ex US</li><li>▪ Net-zero emissions (Scope 1-3)</li></ul>	<ul style="list-style-type: none"><li>▪ From 2021 onwards</li><li>▪ 2024 vs 2020</li><li>▪ 2025 vs 2017</li> <li>▪ 2030 vs 2017</li> <li>▪ 2020-24</li><li>▪ Latest 2040</li></ul>
<b>CIRCULARITY</b>	<ul style="list-style-type: none"><li>▪ Zero ICT waste to landfill in Europe</li><li>▪ 100% circular around technology and devices</li><li>▪ Sustainable packaging in DE &amp; EU:<ul style="list-style-type: none"><li>▪ 100% for all new T-branded devices</li><li>▪ ~100% for all devices</li></ul></li></ul>	<ul style="list-style-type: none"><li>▪ In 2022</li><li>▪ In 2030</li> <li>▪ In 2022</li><li>▪ In 2025</li></ul>

# OUR ESG COMMITMENTS

	<b>AMBITION</b>	<b>YEAR</b>
<b>BEST (DIVERSE) TEAM &amp; DIGITAL INCLUSION</b>	<ul style="list-style-type: none"><li>▪ 30% female executives</li><li>▪ Maintain employee satisfaction at 79%</li><li>▪ Increase share of digital experts</li></ul>	<ul style="list-style-type: none"><li>▪ In 2025</li><li>▪ 2023 vs 2021</li><li>▪ From 2022 onwards</li></ul>
<b>GOVERNANCE</b>	<ul style="list-style-type: none"><li>▪ Increase beneficiaries on digital inclusion activities</li><li>▪ Stay connected in crisis</li></ul>	<ul style="list-style-type: none"><li>▪ Until 2025</li><li>▪ Ongoing</li></ul>
	<ul style="list-style-type: none"><li>▪ Further integrate ESG into financial steering systems and company decisions</li></ul>	<ul style="list-style-type: none"><li>▪ Ongoing</li></ul>

# DEEP DIVES TOPICS TODAY



**CLIMATE**



# OUR CARBON FOOTPRINT & OUR TARGETS



## CLIMATE AMBITIONS

**2021** Renewable electricity for DT Group as of 2021



**2025** Reduction **direct and indirect emissions** from within our company to net-zero (Scope 1-2)

**2040** **Climate-neutral company**  
Total elimination of DT's carbon footprint (Scope 1-3)

## DRIVERS OF CO<sub>2</sub> EMISSIONS

### SCOPE 1

Own activities



### SCOPE 2

Purchased activities



### SCOPE 3

Value chain emissions



**14,776**  
**kttons**



# OUR NEW eMOBILITY COMMITMENT



## EARLY MOVER IN eFLEET

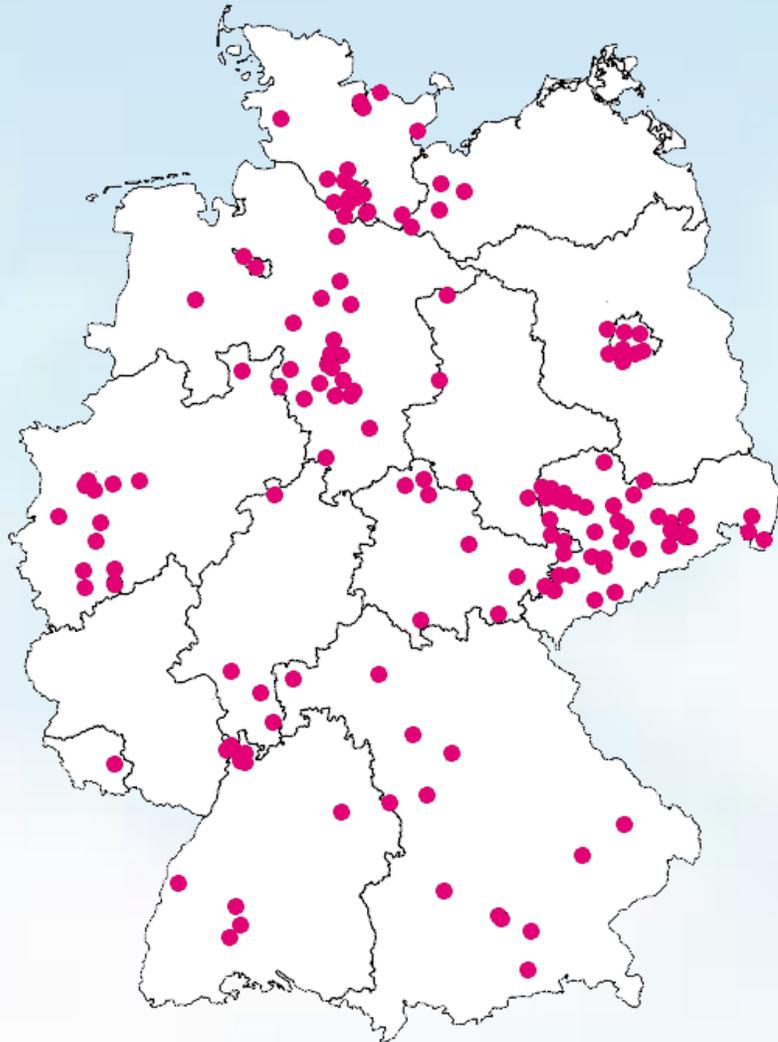
As of **2023** obligatory for all **newly ordered business cars DE...**

... and we keep on pushing **beyond Germany** and with **service cars** depending on portfolio availability and charging infrastructure



**CAN REDUCE UP TO 40% OF GLOBAL SCOPE 1+2 EMISSIONS**

# CONTRIBUTION TO E-MOBILITY IN GERMANY



## FAST CHARGING STORY 2022

- #sites: 160 to **200+ eoy**
- Power: **150 KW+**
- Urban and suburban

## CHARGE@WORK

- **89 T-sites with 329 charging points enabled** by YE 2022
- Further planned: **up to 2,000**

## CHARGE@HOME

- Attractive charging model **for employees**



**Comfort Charge GmbH contributes since 2017 to DTs sustainability ambitions with own growing business model**

# SUSTAINABILITY MATTERS FOR CUSTOMERS



## A MATTER OF FACT

customers/stakeholders demand environmental responsibility from businesses

**83%**

...advocate corporate action to tackle climate change<sup>1</sup>

**90%**

...say that companies don't live up to their responsibility for sustainability and climate protection<sup>2</sup>

**Gen Z**

...has the greatest concern about climate change & protecting the environment<sup>3</sup>

<sup>1</sup> McKinsey, 2021

<sup>2</sup> Utopia Study April 2022, Die Grüne Mitte, N=9967

<sup>3</sup> eMarketer: Top 10, Leading Personal Concerns of Gen Z\* Adults Worldwide, Feb 2021

# OUR NETWORK IS GREEN



## CHALLENGES

Increase of number of 5G sites and IP Traffic increases energy demand



**GREEN ENERGY**

**100%**

since 2021 worldwide



**SCALE GREEN PPA**

**50%**

PPA until 2025



**ENERGY EFFICIENCY**

**Legacy retirement**



**DRIVE INNOVATIONS**

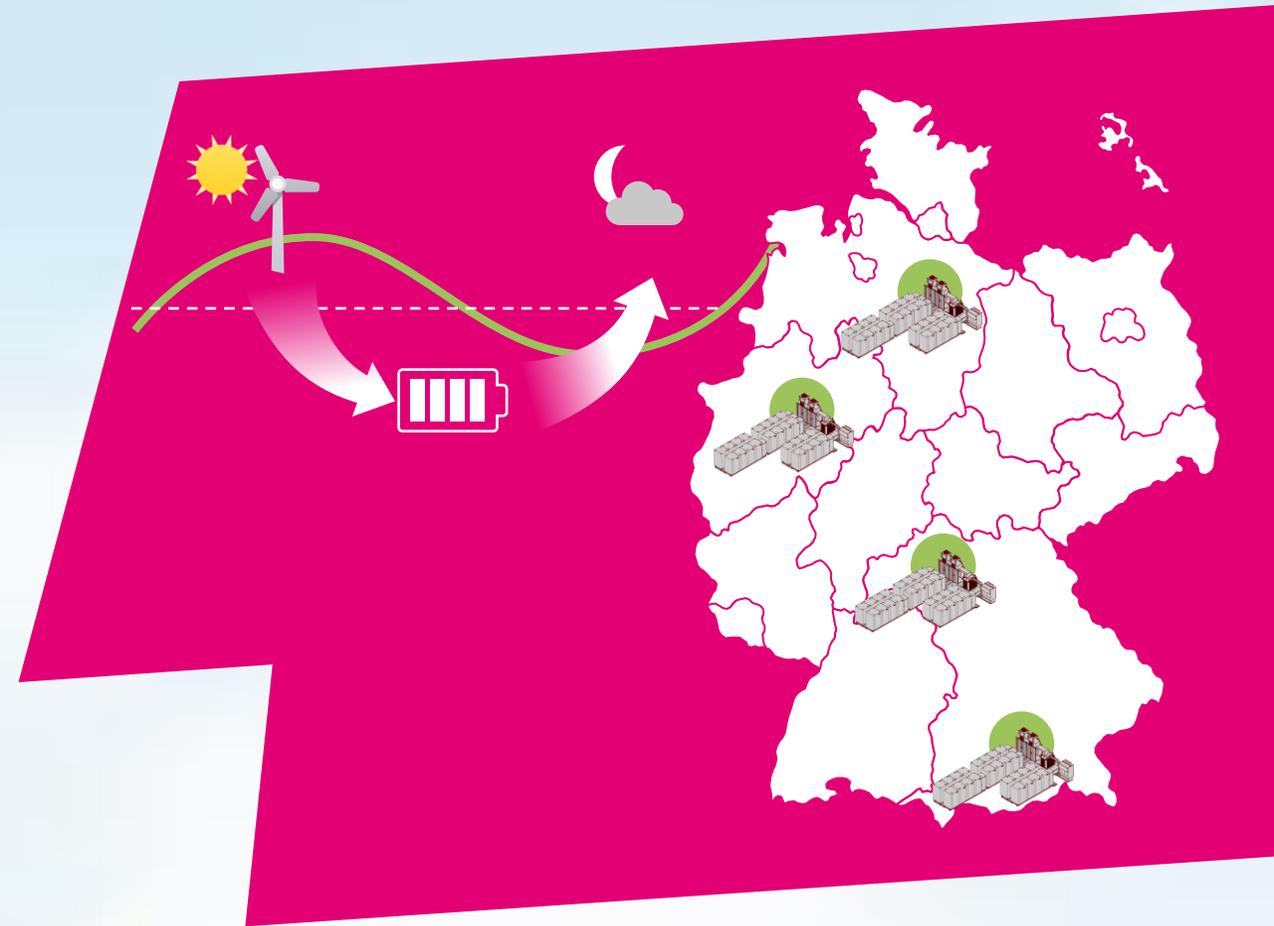
Own energy **production**

**Storage** solution

# INNOVATION WITH STORAGE SOLUTIONS



- **Local storage solutions** at T-locations for decades
- **Now:** build up storage solutions **across Germany**
- **Store green electricity** from PPA and own production for self consumption.
- Support to and **sustain the electricity grid** in Germany
- Ambition **until 2030: store 300 MWh in total.**  
= 30,000 household electricity need for one day
- **Until end of 2023: implement the first 20%**



# GREEN NETWORK ENABLES GREEN PRODUCTS

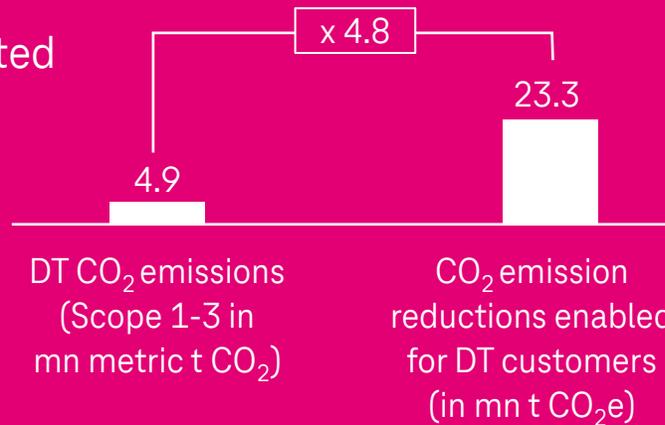


**DIGITIZATION IS A KEY ENABLER FOR SUSTAINABILITY**

**DT's enablement factor**

**4.8x more CO<sub>2</sub>e**  
avoided than emitted

**23.3 mn t CO<sub>2</sub>e**  
avoided (DE only)



## **SMART BUILDING & ENERGY MANAGEMENT**

Partner Crem Solutions

## **THE LEVEL METER/SENSOR**

Partner Waste Disposal Experts Remondis

## **SMART ILLUMINATED ADVERTISING**

Partner LichtWART

## **TELEKOM NACHHALTIGKEITS-MANAGER**



TSI

EU

DE

# SUSTAINABILITY PORTFOLIO FOR B2B CLIENTS



**+300 ambassadors**  
in all functions, further ramping up



**Process integration** through  
sustainably designed offerings  
**ecological footprint per deal**



**Double digit investments**  
planned

**SUSTAINABILITY  
ADVISORY & CONSULTING**

**Beyond environmental**

**SUSTAINABILITY  
MANAGEMENT SOLUTIONS**

**End-to-end**

**SUSTAINABILITY  
INDUSTRY SOLUTIONS**

**Deep industry know-how**

**SUSTAINABLE  
IT SERVICES**

**Vendor-independent**

# ENABLING CLIENTS TO BE BEST IN CLASS IN ESG PERFORMANCE



**ISG** “Leader” Ranking in Sustainability & Decarbonization Services in GER and Nordics in the ISG 2021 Study

> **40** sustainability related offerings and successful implementations

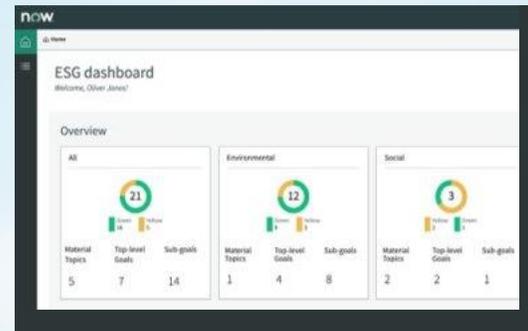
## SUSTAINABILITY ADVISORY & CONSULTING



### Strategic Detecon Sustainability Consulting

+70 projects, for +25 clients across all industries – incorporating sustainability in client’s digital DNA

## SUSTAINABILITY MANAGEMENT SOLUTIONS



### Supply Chain Transparency Suite<sup>1</sup>

to comply with supply chain transparency act

## SUSTAINABILITY INDUSTRY SOLUTIONS



### Airport Collaborative Decision Making

punctuality and fuel savings through optimized collaboration for airports worldwide

## SUSTAINABLE IT SERVICES



### SAP Cloud Services

sustainable business and production with emission free cloud services for more than 300 clients

<sup>1</sup> Based on ServiceNow

# ACTIVELY DRIVING TOWARDS T-SYSTEMS NET-ZERO TARGET



Continued invest in our **carbon footprint understanding & management**

In Germany **~70,000m<sup>2</sup>**

**Saved** reducing **heating\*** emissions/employee by **> 50%**

**> 90% e-orders** since launch of **E-Car policy** on May 1<sup>st</sup>

1 incl. district heating



**-60%**  
**Absolute Carbon Emission Reduction**

**-90%**  
**Absolute Carbon Emission reduction in Scope 1+2**

# GREEN DATACENTERS @ T-SYSTEMS



Power Usage Effectiveness

PUE **1.49** in 2021

vs

PUE **1.85** in 2008<sup>1</sup>



**GREEN ENERGY**

**100%**  
since 2021<sup>2</sup>



**GLOBAL CONSOLIDATION**

**< 30**  
in 2018 from #89 in 2011



**DRIVE INNOVATIONS**

AI supported **Well Water Cooling**  
**Waste heat recovery, solar & wind**

**VOLUNTARY COMMITMENT &  
STRONG IN COLLABORATION**



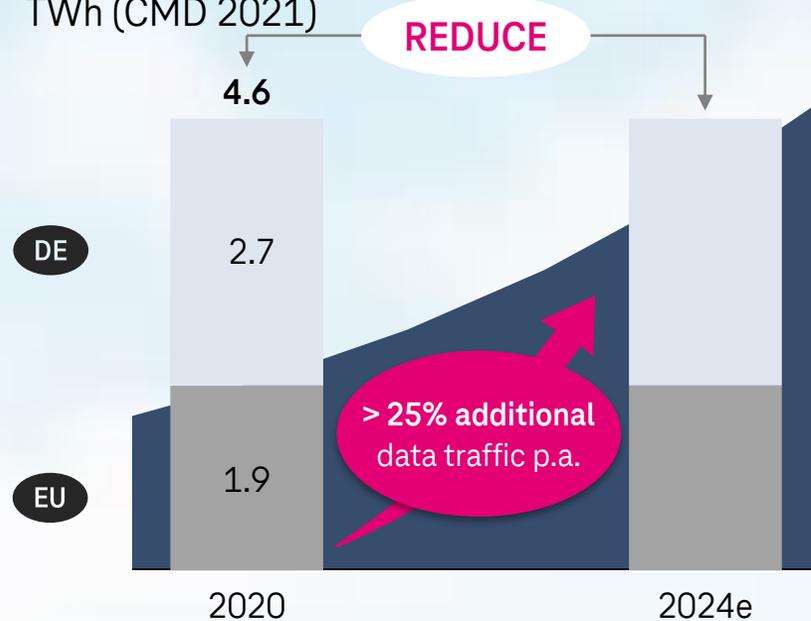
<sup>1</sup> PUE = Power Usage Effectiveness, Average Datacenter global,  
<sup>2</sup> Own Datacenter

# EXCEEDING OUR CMD COMMITMENT



We will **double**  
our energy efficiency!

Electricity consumption per region  
TWh (CMD 2021)



... to counterbalance effects of data traffic increase of  
> 25% p.a. and densification



## RETIRE

Recently PSTN, near-term future SDH, long-term switch from BNG to A4 and potential copper platform retirement



## MODERNIZE

- Technology updates, e.g., rectifiers
- 3G frequency re-use for 4G/5G
- Cloud transformation in NT/IT



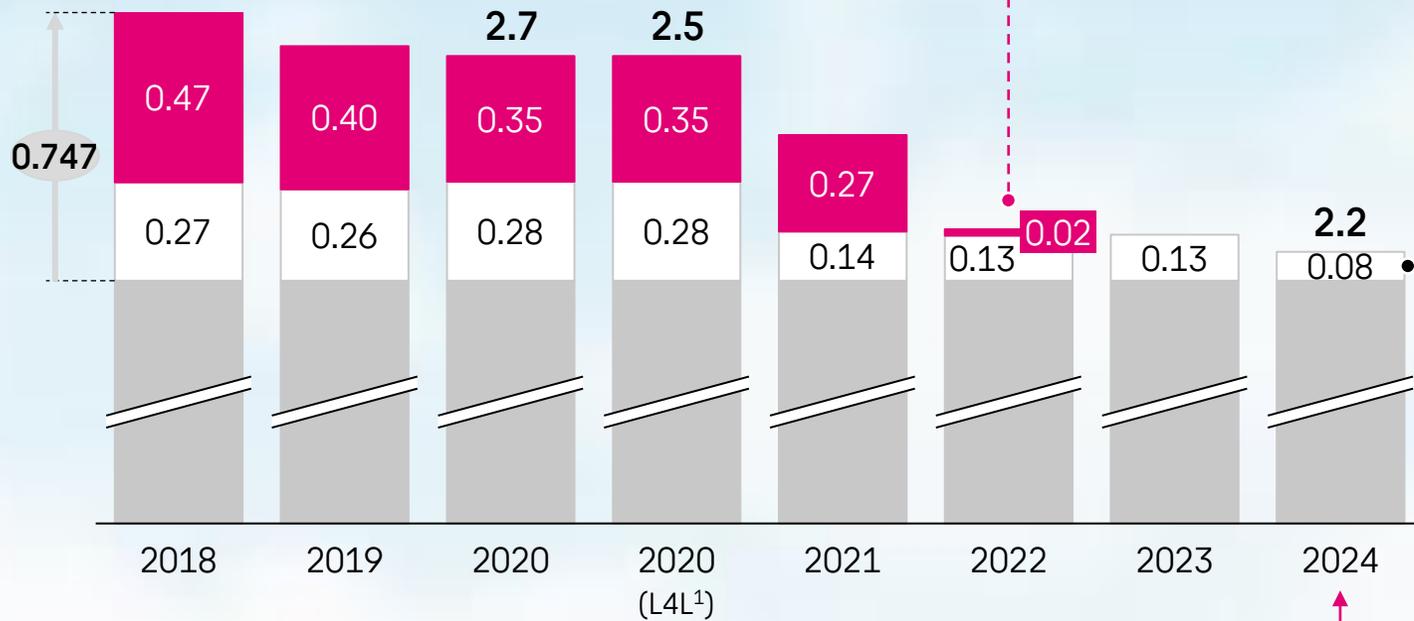
## INNOVATE

Network measures, including site sharing & AI steering

# REDUCING ELECTRICITY CONSUMPTION SIGNIFICANTLY...



**DE** Electricity consumption region Germany  
TWh



**Retirement PSTN** 

completed in **2022**  
with saving of **~470 GWh p.a.** in 2023  
(vs. 2018)

**Retirement SDH** 

completed in **2025**  
with saving of **~270 GWh p.a.** in 2026  
(vs. 2018)

1 adjustment for structural effects in the group (excl. DFMG, incl. I.T.E.N.O.S., Orbit)

# EXPLORING DECENTRAL POWER SUPPLY...



... TO BE RESILIENT AND SHAPE DEMAND PEAKS

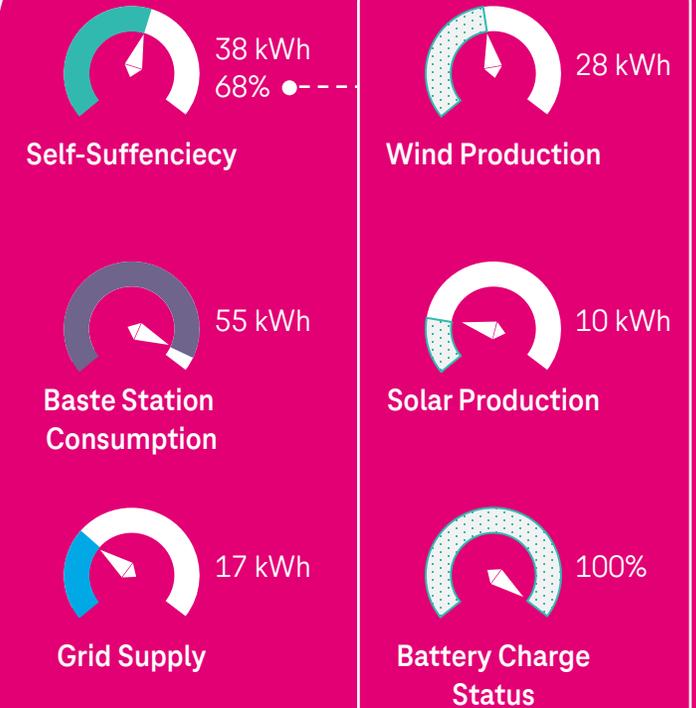
## INTEGRATION OF SOLAR, WIND, BATTERY AND FUELCELL

Trials in Dittenheim and Meissen



## LEVERAGING AI WE ADJUST SUPPLY AND DEMAND SMARTLY

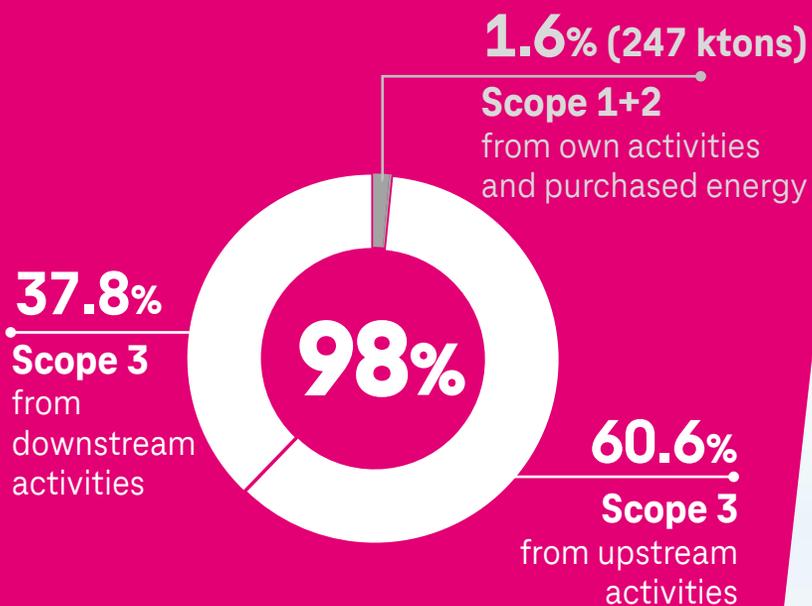
together with leading partners like Bosch and Siemens Energy



# BIGGEST CHALLENGE SCOPE 3



## SCOPE 3



### BIG BUCKETS FROM UPSTREAM

**26%**

Purchased goods & services

**16%**

Capital goods

**6%**

Fuel & energy-related

**14%**

Others, e.g., transport and recycling, commuting, travel

### BIG BUCKETS FROM DOWNSTREAM

**30%**

Usage of sold products

**8%**

Leased assets

## TARGET

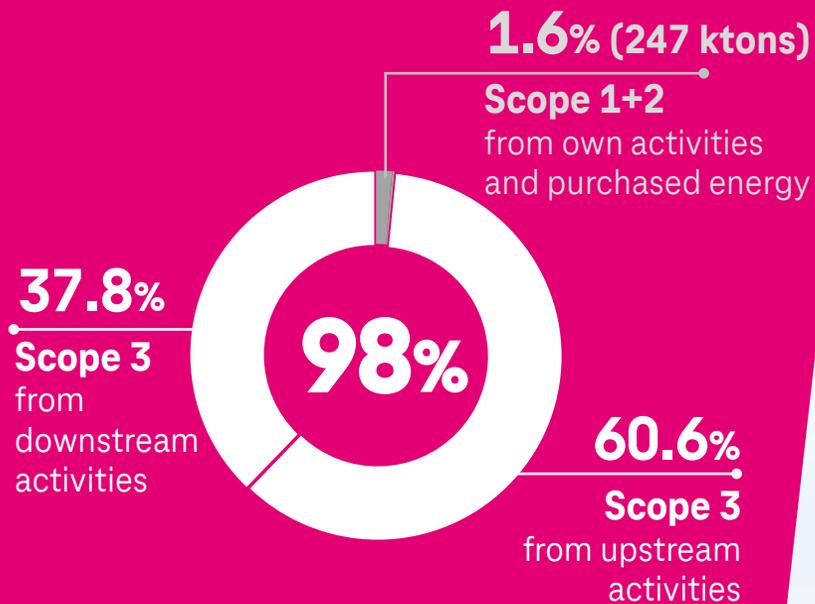
# 0%

Net-zero emissions for Scope 1-3 at the latest by 2040

# ADDRESSING THIS CHALLENGE



## SCOPE 3



## SUPPLY CHAIN RESILIENCE

### “SUPPLY CHAIN TIER DOWNS”

- **In-depth analysis** with strategic vendors along the entire supply chain – down to spare parts levels and country of origin.
- Agreements on **direct commercial contracts** with preproduct suppliers, like chipset manufacturers.

### ECOSYSTEM STANDARDS

- **Push for standardization** - everywhere: open interfaces for more choice, network APIs for monetization and common green KPIs for better transparency and comparability.

### “RESILIENCE BY DESIGN”

- Decision to **weight green criteria** as relevant as TCO criteria and technical performance features.

# SUSTAINABILITY INTEGRATED IN PROCUREMENT



## KEY CHALLENGES

Gain Transparency on approx. 7,000 suppliers and their CO<sub>2</sub> reduction targets

Ensure data quality to assess suppliers' performance

Incentivize supplier commitment

## KEY MEASURES

NEW	<b>Automated Dashboard</b>	Monitor <b>suppliers</b> for sustainability data to gain transparency
UPDATED	<b>Supplier Qualification</b>	Integrate <b>mandatory information</b> to ensure transparency from the start
NEW	<b>Supplier Sustainability Scorecard</b>	Apply <b>sustainability weighting</b> of at least <b>20%</b> in <b>tender</b> processes, make it transparent to suppliers
UPDATED	<b>Supplier Code of Conduct</b>	<b>Sustainability commitment</b> in <b>mandatory</b> Supplier Code of Conduct for all suppliers
UPDATED	<b>Reduction Projects</b>	Concrete <b>joint emission reduction projects</b> with suppliers

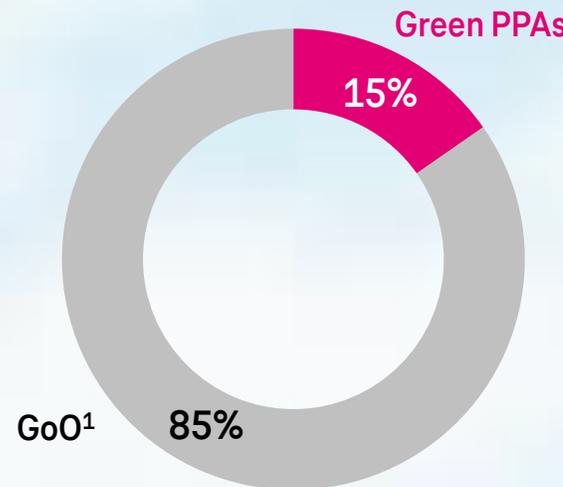
# DT EX US: CONTRIBUTION TO RENEWABLE ENERGY PRODUCTION



**STABLE,  
EFFICIENT AND  
GREEN ENERGY  
DELIVERY IS KEY**

## CURRENT STATUS

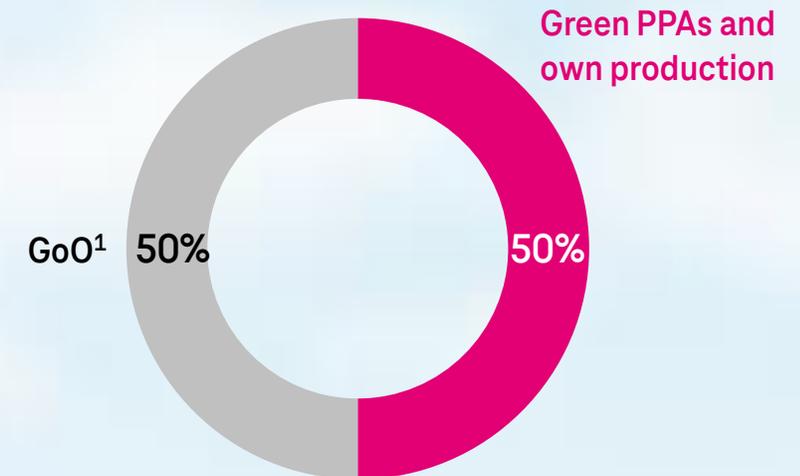
Already 100% renewable electricity



- DE** already 25% green PPAs
- EU** first green PPA starting 2023 (PL)

## TARGET PICTURE 2025

Improve quality of our electricity mix



**Increase contribution to Renewable Energy:**  
Expansion of **Green PPAs** and own production

1 GoO = Guarantees of Origin incl. local market energy mixes

# KEY TAKE AWAYS



## WHERE WE ARE TODAY



### Green Energy

100% renewable electricity and share of ca. 15% of PPA by 2022



### Scope 1+2

Scope 1+2 lowered already to 247 kT CO<sub>2</sub>  
eFleet shift already decided for Germany



### B2B Customer Enablement

First set of B2B solutions developed



### Energy Efficiency

Save up to ~ 750 GWh in GER alone until 2026  
Successful trials on decentral power supply



### Scope 3

Net-zero emission until 2040  
Incentivise suppliers on climate targets

## WHAT TO TACKLE NEXT



Complete PPA plan up to 50% of grid mix 2025

Push for climate neutrality until 2025  
Expand eFleet in Europe

Shape B2B portfolio and drive transparency and right partner identification

2X energy efficiency until 2024

Scale managed sites with integrated solar, wind and battery technologies

Get transparency and commitments from supplier base

# AGENDA





# CIRCULARITY

10:25 AM

STOCK EXCHANGE

MAIN INDEX GXX100

VALUE	CHANGE	HIGH	LOW	OPEN	PREV CLOSED
1,153.05	11.55	1,256.11	1,147.02	1,147.02	1,146.91

% CHANGE 1.00%

1,054.15

VOLUME 191,257.05

MARKET SUMMARY

TURNOVER	TRADES
257,288,120	12,524

EQUITIES

# CIRCULARITY IS A MUST



# 50%

contribution to  
climate target<sup>1</sup>

# 94%

linear economy today<sup>1</sup>

**Specific focus on e-waste**

**Fastest growing waste stream**

**Closely tied to core business**

**Low Recycling rates**

# by 2030

**fully circular around  
technology and devices**



<sup>1</sup> EU Monitor, April 2022

# FULL CIRCULARITY ACROSS EU



## ZERO ICT WASTE AND CIRCULARITY FOR DEVICES WITHIN OUR FOOTPRINT:

**2022:**

**ZERO ICT WASTE**

to landfill

### TAKE BACK SCHEMES- HY1 2022

~ **3 MN**

fixed devices: e.g. routers & set-top boxes collected for refurbishment/recycling

~ **300,000**

mobile devices collected

#### **Device-as-a-Service**

Circular business model – partnership with everphone in D

### GOOD CAUSE INITIATIVE

Educate & motivate customers & employees to bringing back old devices while contributing to local environmental initiatives

**Our aspiration by 2024:**

**500,000**

mobile devices collected



EU

DE

# GOOD CAUSE PROJECT @ EU COUNTRIES



ACTIVATING  
TAKE-BACK



Protection & restoration of  
**39 natural habitats**  
in Europe in 10 countries



**350,800 ha**  
of forest area & wetlands  
monitored & protected  
by ICT solutions



**22,000 trees**  
planted/protected



**7 ha**  
of forest area  
restored



**129 tons of waste**  
collected



**16 km**  
of coastline  
cleaned /restored



**312 tons of paper**  
recycled

# GOOD CAUSE PROJECT @ EU COUNTRIES



ACTIVATING  
TAKE-BACK

TELEKOM  
DEUTSCHLAND  
JOINS AS OF 2023



Protection & restoration of  
**39** natural habitats  
in Europe in 10 countries



**22,000** trees  
planted/protected



**129** tons of waste  
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**312** tons of paper  
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**350,800** ha  
of forest area & wetlands  
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**7** ha  
of forest area  
restored



**16** km  
of coastline  
cleaned /restored

# ECO PACKAGING IN ALL T PRODUCTS



## WELL PACKAGED IS HALF THE BATTLE

for all new T-branded products launched in Germany & EU



No plastics



No mineral ink



No unnecessary wrapping, cables, manuals etc.



Product to package ratio



**INNOVATIONS:**  
e.g. paper foam

**LESS IS MORE**



EU

DE

# CIRCULARITY WITH HIGHEST STANDARD



**#GREEN  
MAGENTA**

Certification of **> 30 products**, services, products and initiatives that **contribute to more climate protection & responsible use of resources.**



## ECO RATING

Pan-industry eco rating scheme launched for mobile phones by 17 vendors covering > 250 devices in 36 countries.



## SPEEDPORT SMART 4 & WLAN REPEATER SPEED HOME

Telekom Devices with “Green Product” certification from TÜV Rheinland.

# KEY TAKE AWAYS



## WHERE WE ARE TODAY



### Zero ICT Waste to Landfill

EU and DE will be on Zero waste for ICT to landfill by end of 2022



### Fixed Line Devices

Ca. 60% of fixed line devices already leasing, rental and/or refurbishing models



### Mobile Devices

Take-back initiative for 1 mn devices in EU until 2024



### Packaging

100% Eco packaging for T-branded new products already achieved

Ca. 60% of 3<sup>rd</sup> party devices until 2022

## WHAT TO TACKLE NEXT



Expand “zero waste” framework beyond landfill as well as to T-Mobile US and T-Systems.

Develop best circular model for remaining 40%

Win customers and partners for new circularity value-chains in DE and EU

Address 3<sup>rd</sup> party brands to close gap up to ~100% for all major products by 2025

Address roll-out to US

# AGENDA



# BEST TEAM AND DIGITAL INCLUSION



# ATTITUDE MATTERS



**1 IN 3** YOUNG PEOPLE  
have experienced online  
hate

**LOUD AGAINST  
HATE SPEECH**

**1.5 BN<sup>1</sup>**  
earned reach with our  
**#takepart – No Hate  
Speech campaign**

1 since July 2020



# EMPLOYER OF CHOICE



## EMPLOYER RANKINGS

DTAG:

#18  
2019 → #15  
2021

TSI HUNGARY:

#12  
2019 → #2  
2021

HT CROATIA:

#10  
2019 → #4  
2021

5 STARS AS ★★★★★  
“BESTER AUSBILDER”  
IN GERMANY

## EMPLOYEE SURVEY RESULTS

**80%** know and **understand** the **strategy** of our company.

**74%** would **recommend** our company as a **great place to work**.

**86%** feel their **work is meaningful**.

**84%** find that our **company acts responsibly** towards environment and society.

**2022**  
**EMPLOYEE SATISFACTION**  
is at

**79%**  
+7% since 2019

TSI

EU

DE

# EMPLOYER OF CHOICE



## ACTIVE EMPLOYEE RESOURCE GROUPS

300 active **Green Pioneers**

International **LGBTQIA+ communities**

**Female Networks** with 1,000 members



## WE WON'T STOP CULTURE



### **Customer Centricity:**

“Turning customers into fans”,  
“Win their hearts”

**AWAK3** festival with 24,000 employees

**Living Culture Day** and **Team Award**



## COMPETITIVE SALARIES AND INCENTIVES

**Sustainable tariff agreements**

€ 500 **Corona bonus**

**New executive compensation scheme** in 2022

**Launch Shares2You 2021:**  
**36,000** participants

TSI

EU

DE

# FUTURE TECH & DIGITAL SKILLS



2022

DIGITAL EXPERTS<sup>1</sup>

18.6%

5.6% up from 2020

## APPRENTICESHIP & HIRING

> **5,600** apprentices and dual students in Germany; **70% share of Tech & IT profiles** (class 2022)

> **3,500 Tech & Digital hirings** across the globe in 2022

**Global T-Hubs** as home for **Tech & Digital Talents**

**#ExpertsHireExperts**

## SKILLING & LEARNING

> **8,500** graduates of newskilling academies

> **4,500** graduates of group-wide explorer journey program

**YouLearn day** with **4,000** colleagues

**89.3%** digital learning rate (x2 since 2018)

# DIVERSITY, EQUITY & INCLUSION MAKES US STRONG AND SUCCESSFUL



## FACTS

Most diverse **board of management** in DAX,  
**37.5%** female and international

**Female share** of executives  
**22%** (+2% since 2020 excl. US)<sup>1</sup>

**33%** female placements in Q1+2 2022

**82%** of employees say they have  
**same opportunities**

**7.7%** **handicapped** employees in Germany

## ACTIONS

Renewed companywide  
**DE&I policy**

Diversity **implementation plans** for each segment

**Talent programs** and  
**succession pipelines** with  
focus on diversity

**Unconscious bias** workshops  
**Transgender** handbook

...

**#1 TOP EMPLOYER**  
**Diversity champions**<sup>2</sup>

**Best employer**  
**for women**  
2021 and  
2022<sup>3</sup>

<sup>1</sup> Female share in middle and upper management DT Group (incl. TMUS) 2022: 27.3%

<sup>2</sup> BCG Gender Diversity Index

<sup>3</sup> BRIGITTE survey top employers for women

# KEY TAKE AWAYS



## WHERE WE ARE TODAY



### Employer of Choice

Top Employer ranking positions such:  
#4–12 (EU), #15 (GER) or “Bester Ausbilder” (GER)

High employee satisfaction around 79% in 2022

Successful launch of Shares2You



### Tech & Digital Skills

Share of Digital Experts up to 18,6% in 2022

Successful re-/upskillings

High rate of digital trainings with 89,3%



### Diversity

Current share of Female Executives at 22% (+2% since 2020) and most diverse board in DAX (37,5%)

## WHAT TO TACKLE NEXT



Further improve Top Employer ranking by 2025: #5–10 (EU), #10–15 (GER)

New Employer Value Proposition (EVP)

Keep high employee satisfaction around 80% by 2025

International roll-out Shares2You

Further increase in share of Digital Experts beyond status quo

> 10,000 Re-/Upskillings 2022–2025

New T-Hubs in GRC, POL, ESP and RO

Share of Female Executives 30% by 2025

DE&I beyond gender, age and nationality

# DIGITAL INCLUSION FOR OUR SOCIETY



**ACCESS**

**AFFORDABILITY**

**ABILITY**

# WE OPERATE THE BEST FIXED AND MOBILE NETWORKS IN GERMANY



Rollout strategy with **89.9% fiber coverage**  
**>16mbps** based on good network for all  
rather than fiber for a few

**>650,000 km** of DT owned fiber network

Scale our FTTH rollout towards **>2.5mn**  
**homes** per year

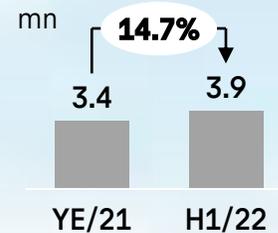
**~ 10mn Fiber homes passed by 2024;**  
plus additional 4mn rural homes by 2028 via  
JV with IFM

Agreements with Vodafone and  
Telefonica to **cover white spots in mobile**  
**networks** are progressing well

1 incl. district heating

## FTTH (1 Gbps)

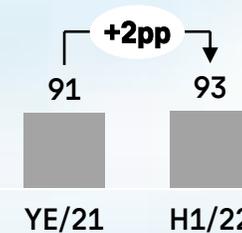
Homes passed<sup>1</sup>



**On track for CMD**  
**targets**

## 5G GERMANY

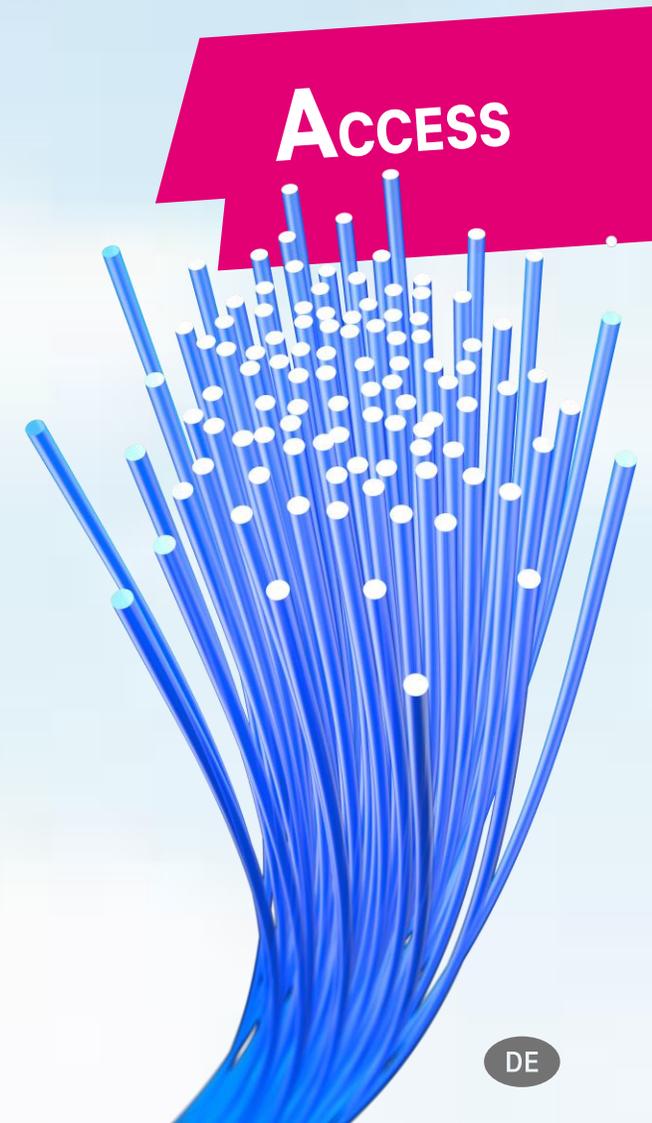
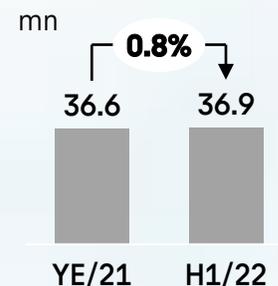
% of POPs



**6,000 antennas**  
**with 3.6GHz**

## FIBER NETWORKS

Homes passed<sup>1</sup>



# WE OPERATE FIXED AND MOBILE NETWORKS WITH THE WIDEST COVERAGE ACROSS EU FOOTPRINT



## CONTINUED STRONG INVESTMENTS INTO FIBER & 5G FOR BEST CUSTOMER EXPERIENCE

**Annual rollout of >1mn Fiber HHP** – well on track to reach CMD commitment of >10mn HHP in 2024

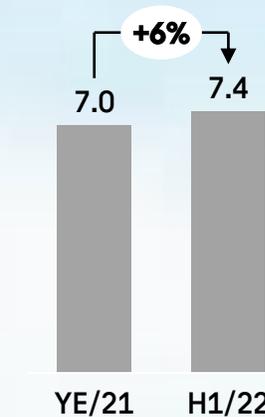
**Strong organic rollout** especially in Greece (~350k HHP planned in 2022), Hungary (~400k), Croatia (~100k) & Slovakia (~75k)

**Complemented by partnerships** (CETIN and Vodafone in CZ, Orange in PL) and **JVs** (FiberCo AT) to ensure fast & efficient coverage

1 FTTH/B & Docsis 3.1 (at least 1Gbit/s).  
2 EU DT NatCos w/o PL, RO

### FIBER NETWORKS

Homes passed<sup>1</sup>  
mn



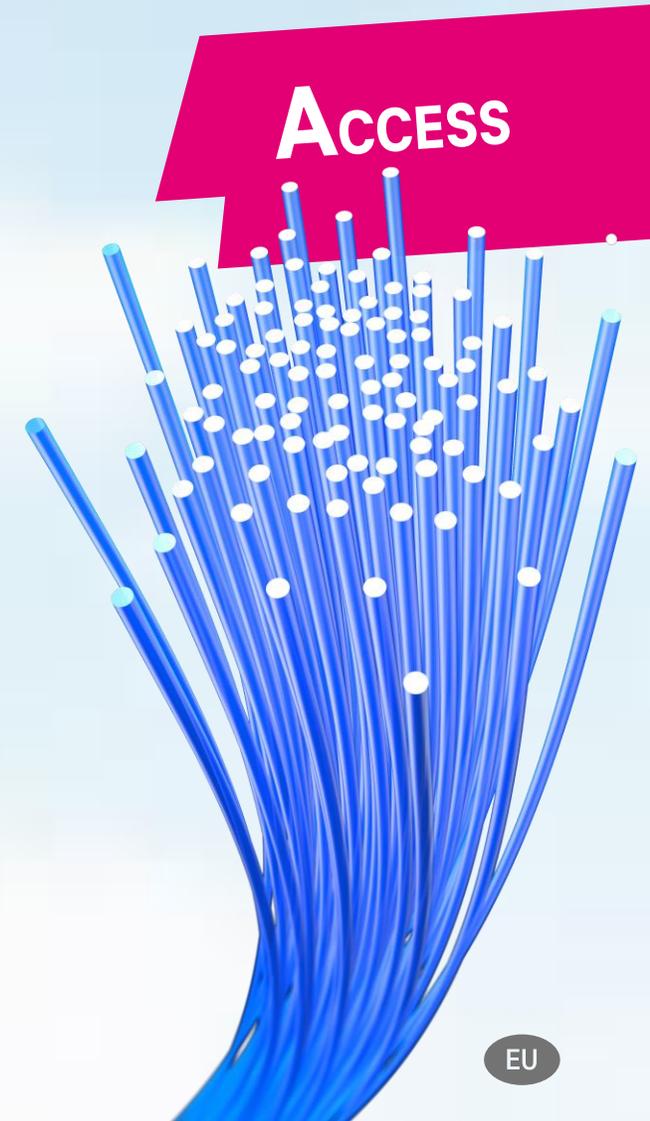
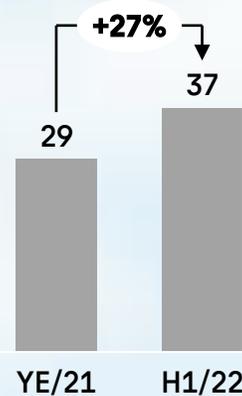
28%

30%

Fiber coverage<sup>2</sup>  
(% of HHs)

### 5G EUROPE

% of POPs



# ENSURING ACCESSIBILITY TO THE DIGITAL WORLD



## GREECE/COSMOTE:

**Free WiFi at 25 archeological museums & site**

Infrastructure design, installation, operation, and maintenance – free internet services for all visitors.



## TELEKOM DEUTSCHLAND: CZECH REPUBLIC/T- MOBILE:

**Deaf Hotline/E- Transcript:**

Accessible customer hotline for people with hearing disabilities.  
All T-shops in CZ accessible to hearing impaired people.



## MONTENEGRO/ CRNOGORSKI TELEKOM:

**Telecom services for schools:**

Support digitization of schools by providing free internet to schools



## N. MACEDONIA/ MAKEDONSKI TELEKOM

**Emergency button:**

Connecting elderly with hotlines in case of emergency situations

**ACCESS**



# ENSURING AFFORDABILITY FOR ALL



## INITIATIVES FROM NATCOS ACROSS EU:

- **Tariffs/ discounts** for seniors, unemployed, socially disadvantaged families and people with disabilities.
- **Free chat network** against loneliness for seniors
- **Toll free helplines** & national lines for addressing social issues
- **Discounts for NGOs** caring for: people with memory disorders, with mental & physical disabilities, children in children's homes

EU WIDE LAUNCHED  
5G T PHONE



EU

DE

# INCREASING THE ABILITY TO TAKE PART



## PROGRAMS FOR SENIORS



Croatia/Hrvatski  
**Generations Together**

Hungary/Magyar Telekom  
**Become A Member Of Generation Now!**

## PROGRAMS FOR CHILDREN



Germany & International  
**Teachtoday**

Poland/ T- Mobile Polska  
**In a winning position**

Magenta/Austria  
**Connectedkids**

Slovakia/Slovak Telekom  
**ENTER Program**

Romania/Telekom Romania  
**Online, being informed is being protected**

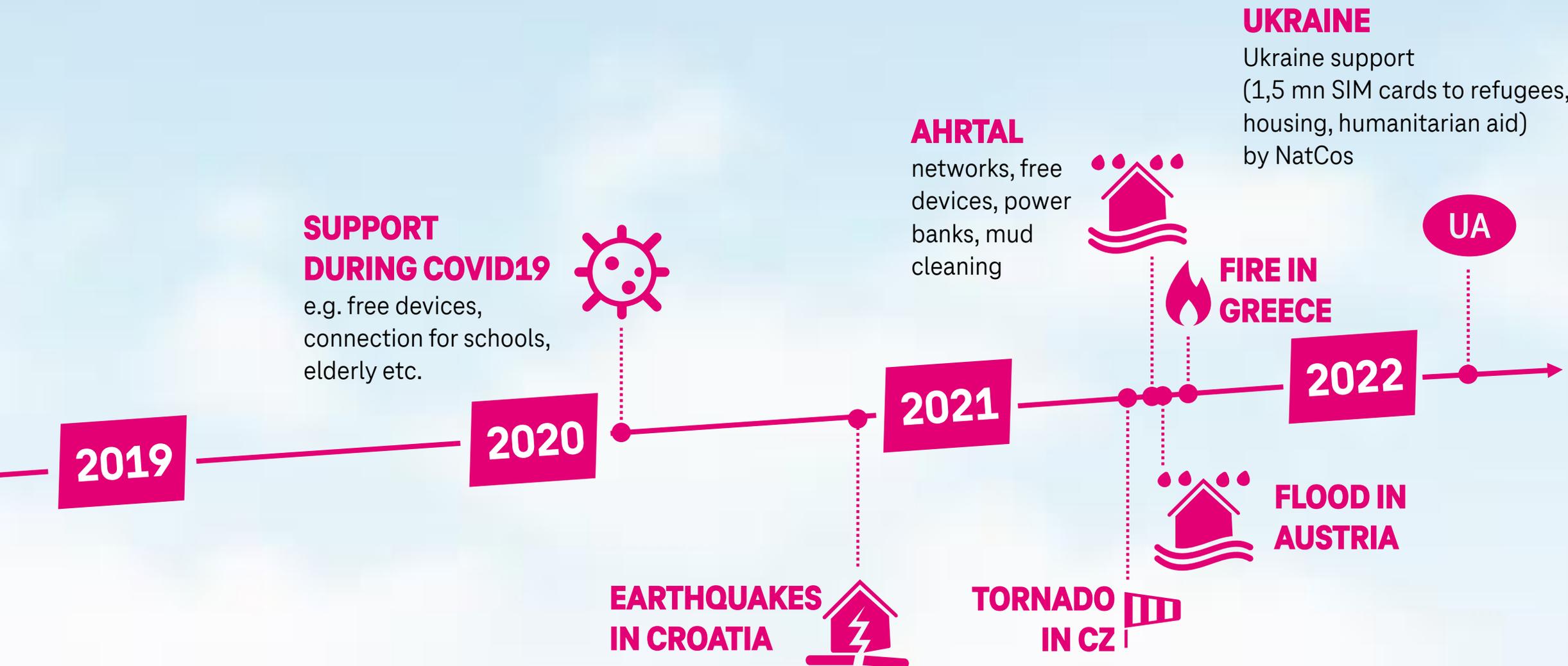
N. Macedonia/Makedonski Telekom  
**EDUINO School Platform Support**

**ABILITY**

EU

DE

# THERE WHEN WE ARE NEEDED



# KEY TAKE AWAYS



## WHERE WE ARE TODAY



### Digital Inclusion

180+ initiatives, 950 mn+ reach, 26 mn+ beneficiaries in EU and D in 2021



### Access & Accessibility

We are track tackling white and grey spots.  
Good single examples on accessibility.



### Affordability

Most Natcos have special tariffs for socially disadvantaged people.  
The T Phone tackles the affordability of devices.



### Ability

Wide reach with a clear stance against online hate.  
Numerous initiatives across EU enlarge media competency skills for children and seniors.



### Connected in Crisis

Crisis is part of our life. And it will be even more in the future.  
We will continue to support through connectivity.

## WHAT TO TACKLE NEXT



Overall increase of beneficiaries, additional 20mn in total by 2024

Drive “Design for all” approach to enhance even greater accessibility of our products

Keep pushing for more initiatives in line with upcoming societal challenges

Specifically address seniors in addition to children and increase overall number of beneficiaries.

Keep high level of fast and focused support and constantly improve based on experiences.

# AGENDA



# GOVERNANCE



# THE ESG FRAMEWORK AND OUR KEY AMBITIONS



## GOVERNANCE

### GOOD CORPORATE CONDUCT & INTEGRATED INTO STRATEGY, TARGETS AND GOVERNANCE SYSTEMS

ESG forms an integral part of our governance approach with dedicated cross-functional guidance and action

#### ESG RELATED GOVERNANCE MODEL

ESG incorporated into strategy & governance structures

#### COMPLIANCE & RISK MANAGEMENT

Holistic management system on legal requirements set up

#### DIGITAL RESPONSIBILITY

Human-centered technology is at the core of our framework of Digital Responsibility@DT.

#### DATA PRIVACY & SECURITY

Privacy & Security by Design guides our business culture and work processes.

### ESG STEERING INTEGRATED INTO FINANCIAL STEERING & PLANNING PROCESSES

You manage what you measure

# KEY ELEMENTS OF DATA PRIVACY



## DATA PRIVACY<sup>1</sup> – KEY FIGURES in 2021

**5,667** information requests  
according to art. 15 GDPR

**2,576** data privacy incidents,  
of which **862** reportable

“Schrems II”

**> 20,000** suppliers  
contacted

**> 3,000** systems  
checked

## MONITORING & ADVISORY

**4,356** privacy & security  
assessments

**174** data privacy  
controls

**ISO 27701** certification

**Data Privacy Advisory Board**  
experts advise the BoM

## TRAININGS & AWARENESS

**Group Data Privacy Audit<sup>2</sup>**  
Bi-annual survey on  
the level of data protection

**Training of all employees**

Mandatory training on data privacy and  
telecommunications secrecy every  
second year

## WE ARE CREATING TRUST

Our customers, shareholders, regulatory authorities and the general public  
rightly expect that we handle the data entrusted to us with the utmost care.

<sup>1</sup> excluding T-Mobile US  
<sup>2</sup> approx. 25.000 employees

# CYBERSECURITY IS THE BACKBONE OF OUR BUSINESS



## GLOBAL SITUATION IS WORSENING

**\$265 bn damage** by  
ransomware until 2031  
expected<sup>1</sup>

**10%** of smaller  
companies went  
**bankrupt**<sup>2</sup>

### WELL PREPARED WITH:

> **1,600** experts

> **€200 mn p.a.**  
investment in Security.

**Market leader** in Germany

**Cybersecurity** implemented  
at all levels: customers, employees  
and board

## OUR CUSTOMERS ARE SAFE

We operate Europe's largest  
integrated **Cyber Defense and  
Security Operation Center**  
(SOC) – analyzing **220 bn**  
**safety-related events** from  
more than 7,000 sources

**200,000** private  
customers notifications  
per month

<sup>1</sup> Cybersecurity Ventures, 6/2022

<sup>2</sup> according to 'Allianz für Cyber-Sicherheit'

Real-time situation report on attacks on DT honeypots: [www.sicherheitstacho.eu](http://www.sicherheitstacho.eu)

TSI

EU

DE

# “SECURITY BY DESIGN” ANYWHERE & ANYTIME



## SECURITY

~**4,000 security assessment**  
p.a. during design phase  
Highly automated checks  
independent **red team** attacks



## PRIVACY

**Clear design paradigm:**  
full transparency and control  
for our customers  
**Highest standard** on data  
management and security



## DIGITAL ETHICS

External certification of AI  
supported product **based on**  
**BSI standard AIC4**  
**Implementation Digital Ethics**  
Assessment tool to ensure  
discrimination-free algorithms

# INTEGRATED ESG STEERING AND REPORTING



## PART OF CORE PROCESSES: MEASURE WHAT YOU MANAGE

- Data collection in **all relevant business units** (> 110)
- Integrated in **Group planning and reporting**
- Pension fund and trust **geared towards ESG investing**

## INCENTIVIZED MANAGEMENT: ESG IN BOARD REMUNERATION

- **50% of LTI** since 2010: Employee & customer satisfaction
- **33.3% of STI** since 2021: Energy consumption & Scope 1/2 emissions
- **NEW:** Integrated in remuneration of **all executives** (ex US) and **non-tariff employees** (Germany)

## HIGHEST TRANSPARENCY: CSR REPORTING SINCE 2000

- **State-of-the art reporting** based on global standards and new requirements (TCFD, SASB)
- **Data and strategy audited**
- On track with **EU Taxonomy Alignment & Eligibility**
- **Awarded numerous times**

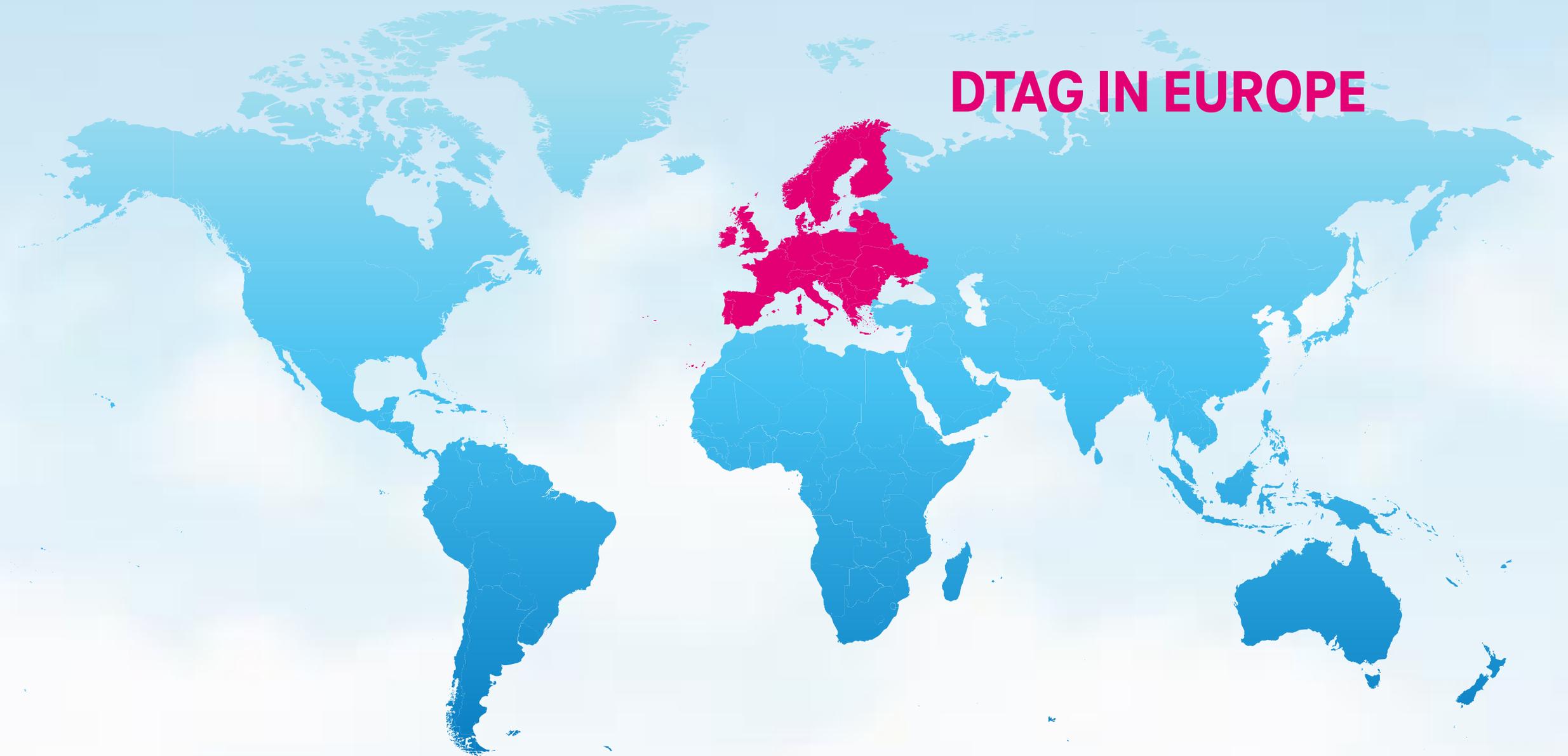
FOR MANY YEARS, BEST RATED IN MAIN ESG RATINGS:



S&P Global



# DTAG IN EUROPE



**T-MOBILE US**



# T-MOBILE'S ASPIRATION IS TO CREATE A CONNECTED WORLD WHERE EVERYONE CAN THRIVE BY



**SUSTAINABLY MANAGING  
OUR ENVIRONMENTAL  
FOOTPRINT**



**PROVIDING EQUITABLE  
ACCESS TO CONNECTIVITY  
TO EVERYONE WHO NEEDS IT**



**CHAMPIONING DIVERSITY,  
EQUITY, AND INCLUSION  
IN OUR WORKFORCE  
AND SOCIETY**

# SUSTAINABLY MANAGING OUR OWN FOOTPRINT

## RENEWABLE ENERGY

- In 2018, 1st in U.S. wireless to set a goal to source 100% renewable energy for our electricity by 2021.
- Goal achieved ahead of schedule in 2021, even after merger with Sprint.

## SCIENCE-BASED TARGETS

- In 2019, 1st in U.S. wireless to set science-based carbon reduction targets for 2025.
- Goals achieved in 2021 (early!)
- Reduced scope 1 and 2 emissions by 97%
- Reduced scope 3 emissions intensity by 16% (per customer from 2016 levels).

# CREATING A CONNECTED WORLD



## BRIDGING THE DIGITAL DIVIDE

Launched **project \$10 mn** in 2020 to get **10 mn students a free hotspot**, free or highly subsidized data plans, and access to laptops and tablets.

**\$3.65 bn invested** in services to connect more than 4.3 mn students to date... and that number is increasing.



## DIVERSE WORKFORCE TO DELIVER INCREDIBLE CUSTOMER EXPERIENCE

**Five-year Equity In Action plan** kicked off in 2020.

Continued increase of **diverse representation** on our **senior team & board of directors**.

Increase of **diverse supplier spending**.

### WE WON'T STOP!

T-Mobile will continue to use our expanded network, scale, and resources to help create a connected world where everyone can thrive.

# AGENDA



## WE'RE ON TRACK WITH...

Climate & renewable energy targets set (2025/2040)

Double energy efficiency while reducing energy consumption until 2024 in DE & EU

Trialling new storage and decentral power supply

Shift to eMobility started in DE for 2023

Enabling customers to reduce their emissions



## ...AND WILL PUSH FOR

Measurable interim milestones 2030/35  
Execution of 50% PPA plan

Network modernisation (e.g. copper to fibre, mobile network modernization)

Impactful innovations towards energy supply

100 % electrical cars for EU and Service cars

More solutions for green digitisation (ICT, smart Cities...)





## WE'RE ON TRACK WITH...

Circularity targets set (2030)

---

Zero waste initiatives for devices started, but low take back rate on mobile devices

---

Sustainable packaging on own devices achieved

## ...AND WILL PUSH FOR



Zero waste in technology with concrete action plan in 2023



---

Attractive customer programs on take back, esp. for mobile handsets



---

Sustainable packaging on all 3rd party devices





## WE'RE ON TRACK WITH...

Well positioned in employer of choice rankings including a high employee satisfaction rate at 79 %



Digital experts at 18.6 % in 2022



Female share at 22 % of executives ex. US



>180 Digital inclusion measures address accessibility, affordability & ability of children and seniors



Clear stand-point #againsthate on the internet



## ...AND WILL PUSH FOR

Stay on high satisfaction rate and in top quartile of employer of choice rankings

Close digital skill gaps and step-up number of experts

30 % female share & further diversity dimensions

New programmes for children and seniors

Outspoken on our core beliefs





## WE'RE ON TRACK WITH...

ESG is part of overall governance model and E and S targets have been set



Data privacy and cybersecurity are addressed with processes, trainings and part of our business model



Steering of ESG data is set-up



Scope 3 challenge accepted and first actions taken on supplier commitment



## ...AND WILL PUSH FOR

Full integration of ESG - DNA in daily business and business units

Privacy and cyber security by design

ESG steering equal to financial steering models and processes

Suppliers to be climate neutral latest 2040





# WALK THE TALK

**SUSTAINABILITY DAY 2022**

Becoming the leading global  
digital and sustainable telco



# GLOSSARY

AI	Artificial Intelligence	KPI	Key Performance Indicator
API	Application Programming Interface	LTI	Long-term incentive
B2B	Business-to-Business	NatCo	National Company
BNG	Broadband Network Gateway	NGO	Non-governmental organization
BSI	Bundesamt für Sicherheit in der Informationstechnik	NT	Network Technology
DC	Data Center	PPA	Power Purchase Agreements
DE&I	Diversity, Equity & Inclusion	PSTN	Public Switched Telephone Network
ESG	Environmental Social Governance	PUE	Power Usage Effectiveness
FTTH	Fibre To The Home	SASB	Sustainability Accounting Standards Board
GHG	Greenhouse gas	SDH	Synchronous Digital Hierarchy
GoO	Guarantees of Origin	SOC	Security Operation Center
ICT	Information and Communication Technology	STI	Short-term incentive
IP	Internet Protocol	TCFD	Task Force on Climate-related Financial Disclosures
IT	Information Technology	TCO	Total Cost of Ownership
JV with IFM	Joint Venture with IFM Global Infrastructure Fund	TSI	T-Systems International