



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



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## 1 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.

## 2 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.

## 3 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.



## 4 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.

### 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.

### 4.3. Equity, 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 and give them a sense of belonging and value within our organization. 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.

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!](#)" as a reporting office. It is also possible to submit information anonymously to "Tell me!"

#### 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.

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.

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.



## 5 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

### 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

#### 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.

## 6 Review of this Group Policy

In three years at the latest, the contents of this Group Policy will be reviewed by the responsible HR department for any changes and adjusted if necessary.

## 7 Enforcing this Group Policy

This Diversity, Equity and Inclusion Group Policy enters into force for Deutsche Telekom AG on December 1<sup>st</sup> 2021 following a resolution by the Board of Management of Deutsche Telekom AG on July 6<sup>th</sup> 2021 and replaces the Diversity Group Policy from April 1<sup>st</sup>, 2005. In the group companies, this Group Policy enters into force in accordance with the resolution of the responsible management body or the decision of the responsible member of the management.

## Annex 1 for the Diversity, Equity and Inclusion Group Policy: Further information and contact persons

We provide all stakeholders with various communication channels through which they can raise questions or concerns regarding DE&I or draw attention to relevant grievances.

### 1. Global

In the first instance, our employees can seek confidential advice from their direct supervisor.

#### 1.1. Human Rights

Contact point for human rights: If you have concerns or information relating to protection of human rights, and, either directly or indirectly, to the Deutsche Telekom Group's business activities worldwide, report the matter(s) to your superior and/or via [TellMe](#) the Group-wide confidential whistleblower portal. If you are interested in knowing more about human rights at Deutsche Telekom, please visit our internal YAM page "[Human Rights & LkSG](#)".

#### 1.2. TellMe!

Before submitting tips via Tell me! please consider that your information may have serious consequences for people involved in the issue. Consider talking to your supervisor in person beforehand. Our experience has shown that that perceived misconduct and problems can be solved in the long term in a personal, trusting exchange with superiors. Therefore, please always consider talking to your manager in the event of a suspected violation. If this is not an option in your case, we will be happy to receive your information.

Your comments will be treated in strict confidence. If you still have reservations about giving your name, you can use the "Business Keeper Monitoring Systems" (BKMS) system. It works like an electronic mailbox. Anonymous dialog with us is also possible via this system. The IT system used for this purpose is certified and technically ensures the anonymity of our whistleblowers at all times.

### 2. Germany

#### 2.1. Threat management

If you receive information about an imminent or actual act of violence (e.g., in the form of sexual harassment, radicalization, stalking, etc.), please contact the threat management team directly. At [bedrohungsmanagement@telekom.de](mailto:bedrohungsmanagement@telekom.de), you will receive immediate support and relevant information from the relevant staff. All inquiries will be kept strictly confidential.

#### 2.2. Fürstenberg Institut

Our employees and managers may also seek strictly confidential counseling and support in difficult professional and private life situations (e.g., in the event of personal crises or stressful situations in the context of employee management). For such personal counseling, please contact our external employee and executive advisory service by the Fürstenberg Institut free of charge by phone at +0800 3301699. Furthermore a client service platform is available 24/7 via [myFürstenberg](#) or you can send an email to [beratung@fuerstenberg-institut.de](mailto:beratung@fuerstenberg-institut.de): For more information, please visit the [HR portal](#) or: <https://yam-united.telekom.com/pages/health-safety-im-konzern/apps/content/home-7>.

#### 2.3. Sexual harassment in the workplace

In Germany, there is a legal ban on sexual harassment in the workplace. The General Equal Treatment Act (AGG) is relevant for protection against sexual harassment. Furthermore, the General Equal Treatment Act (AGG) prohibits any form of discriminatory treatment under the AGG, if such discrimination is based on reasons of racial discrimination, ethnic origin, gender, religion or belief, disability, age, or sexual identity.

In case of violations or suspected violations, please contact your supervisor or the above-mentioned complaint channels.





### 3. Further information

For further understanding of measures related to DE&I, comprehensive information is available on the intranet or Internet:

- <https://www.telekom.com/de/konzern/mitarbeiter>
- <https://yam.telekom.de/docs/DOC-562408>

Deutsche Telekom Group policy database: <https://richtlinien.telekom.de>