



Diversity in the Deutsche Telekom Group.

April 2007
Transnational Meeting EQUAL II Bratislava/Vienna
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Contents.

- **Brief portrait of Deutsche Telekom**
- **From women's officers to diversity management**
- **What does diversity mean to Deutsche Telekom?**
- **Why is diversity crucial to our success?**
- **What are the aims of diversity management?**
- **Diversity management at Deutsche Telekom: Foundations and structure**

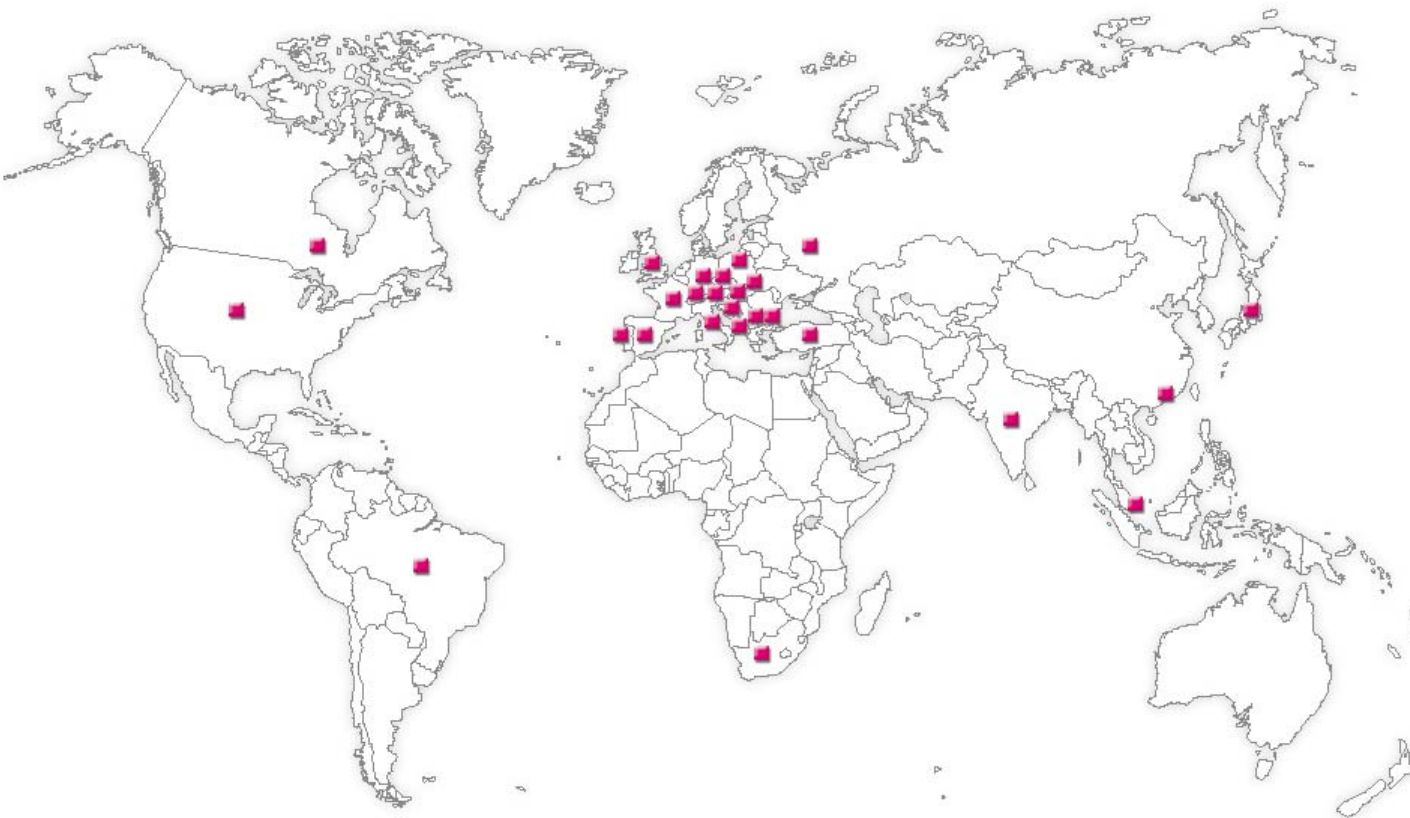
The Group's three strategic business areas.

Deutsche Telekom.

- **T-Mobile International: Mobile communications**
One of the world's leading supplier of mobile communications has more than 100 million customers in Europe and the USA. Mobile communications and packages for rapid information supply.
- **T-Com and T-Online: Broadband/fixed network**
Provide support to Deutsche Telekom's residential customers and small business customers in Germany and Europe. Narrowband and broadband lines, build-up of a high-speed network.
- **T-Systems: Business customers**
Information technology and telecommunications solutions for small and medium-sized enterprises, key accounts and multinational groups from a single source: High-performance telecommunications networks and state-of-the-art information technology via the Telekom Global Net.

Deutsche Telekom – Global Player.

Our international presence.



- * Belgium
- Bulgaria
- Brazil
- Denmark
- Germany
- France
- UK
- Hong Kong
- Italy
- India
- Japan
- Canada
- Croatia
- Macedonia
- Montenegro
- Netherlands
- Austria
- Poland
- Portugal
- Russia
- Switzerland
- Singapore
- Slovakia
- Spain
- Czech Republic
- Turkey
- Hungary
- USA

* Selected countries with majority shareholdings

Development of the Group.

Deutsche Telekom in figures.

- Represented in over 50 countries worldwide: as the no. 1 in Europe and one of the leading information and telecommunications companies in the world, Deutsche Telekom is present in all principal markets throughout Europe, Asia and the USA
- Around 40 million fixed-network lines in operation
- More than 11 million broadband lines in operation
- More than 100 million mobile subscribers
- 557 patent registrations in 2006
- The Deutsche Telekom Group generates approximately 46 percent of its sales outside of Germany

Our principal success factor.

The Group's employees.

- **Our employees are the company's most important asset, and our principal success factor.**
- **Around 250,000 employees work for the Group, of whom around 160,000 work in Germany and 89,000 are employed by subsidiaries and shareholdings outside of Germany.**
- **Deutsche Telekom has a history of being one of the largest training providers in Germany, and takes on trainees in the IT and telecoms sector, as well as in the commercial sector. In 2006, the total number of trainees was around 11,700.**

From equality, to equal opportunities, to diversity. Deutsche Telekom is a pioneer.

Our evolution: "Equality - Equal Opportunities - Diversity"

1990 Women's officers

1992 Board of Management resolution to adopt a program for the vocational advancement of women (basis for equal opportunities work)

2000 Conclusion of a framework contract: agreement on equal opportunities

2001 Group Works Agreement on equality and equal opportunities with a catalog of measures

Contents:

- Focus on female customers
- Women in management positions
- Women for IT
- "Work & life balance"
- Equality and equal opportunities as a quality factor
- Benchmarking of equality and equal opportunities

2004 Launch event on diversity

What does diversity mean to Deutsche Telekom?

Diversity is a way of describing human individuality.

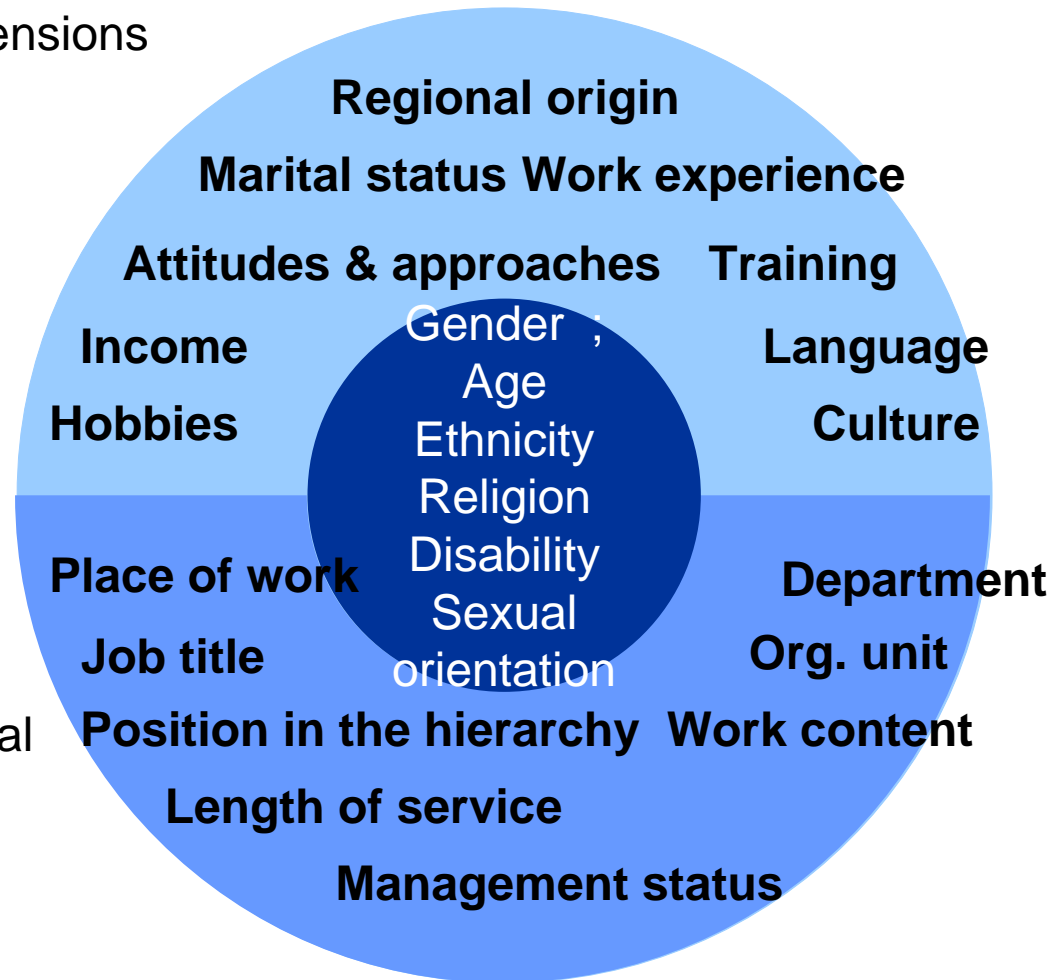
■ Core dimensions



What does diversity mean to Deutsche Telekom?

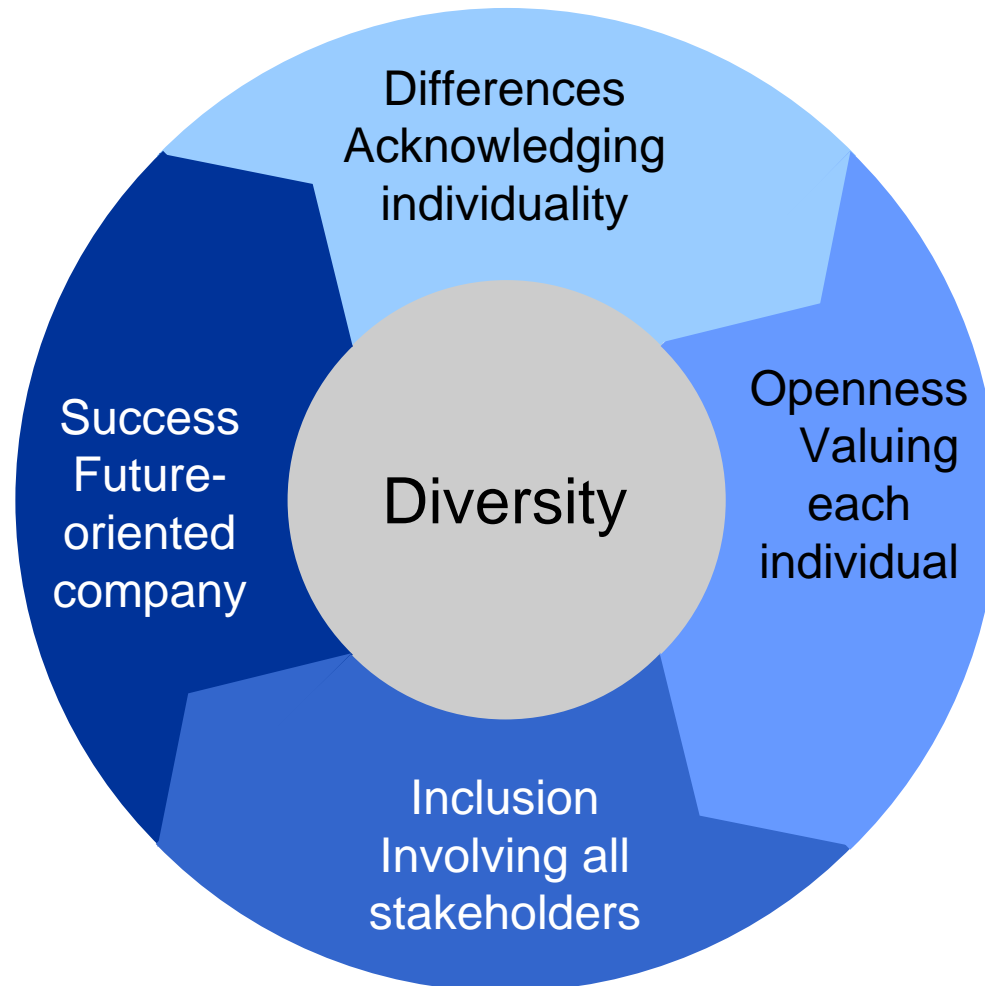
Diversity is a way of describing human individuality.

- External dimensions



- Organizational dimensions

Diversity in the Deutsche Telekom Group. Boosting our success.



What are the aims of diversity management?

To maximize productivity and market success by utilizing diversity.

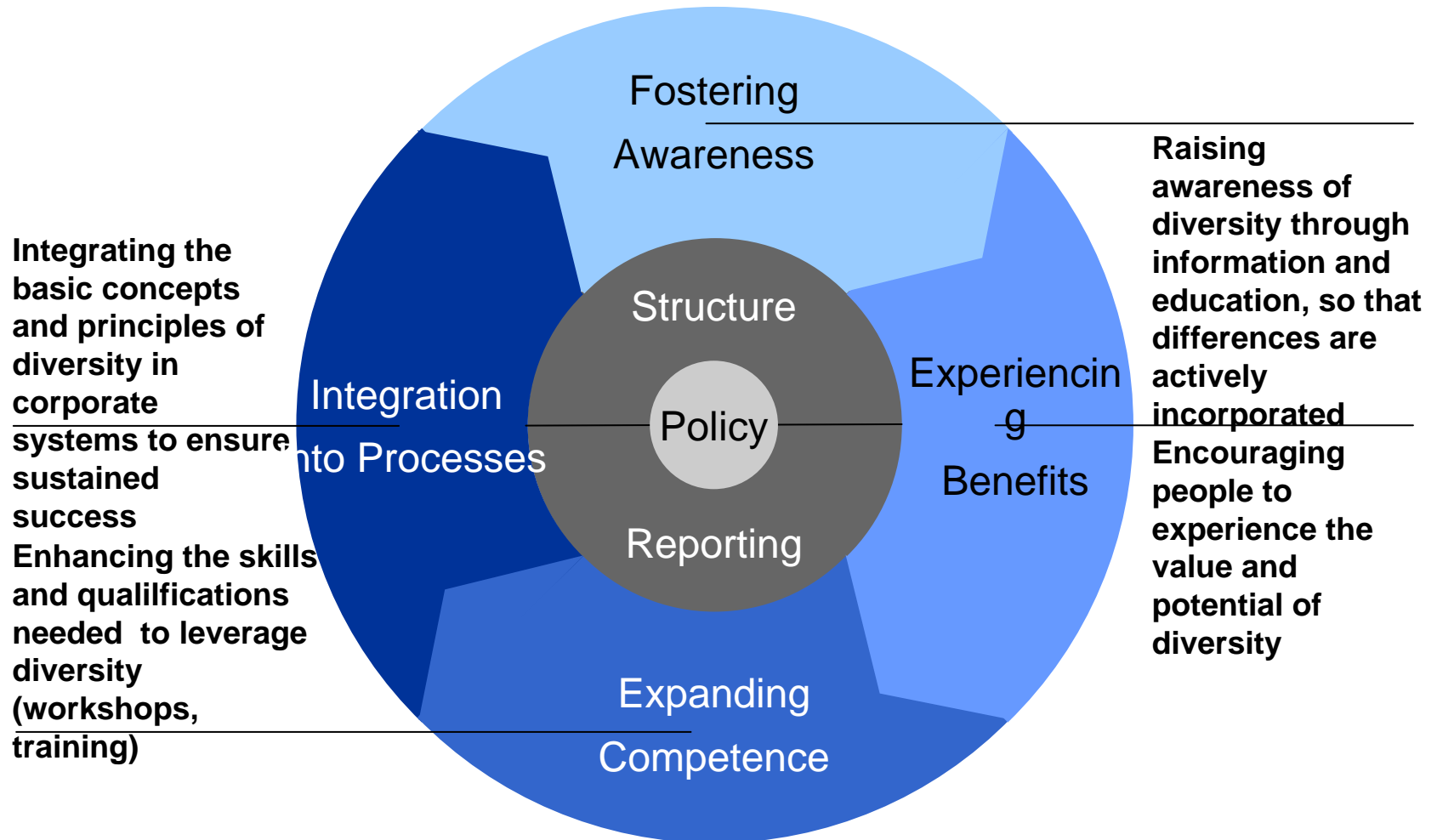
- Increasing employee satisfaction by fostering a respectful work environment
We acknowledge individual and cultural differences, create common values within the Group, and support each other to excel together.
- Tapping into new markets and target groups by showing awareness for customer diversity
We accommodate stakeholders from diverse backgrounds, and we promote and foster inclusive behaviour.
- Strengthening customer relationships through more differentiated approaches
We take diversity into account when making business decisions and in business processes.
- Enhancing our image through proactive "diversity management"
We position ourselves among the innovative companies committed to make progress in the area of diversity and equal opportunities in Europe and

Diversity is crucial to our success.

Our business environment is characterized by growing diversity.



Adding value through diversity. The Group diversity strategy.



The Group diversity strategy.

Group diversity policy + guidelines.

"Policy":

- Adopted at the end of 2004 for the Group by the Board of Management: Top down
- Defines the understanding of diversity
- Provides a fundamental framework: definition and objectives of diversity

Guidelines: "Promoting diversity, preventing discrimination".

- Includes Deutsche Telekom's model of diversity
- Describes the benefits of diversity (internally and externally as well as potential risks and costs)
- Explains different legal frameworks (General Act on Equal Treatment (AGG))
- Provides ideas for employees, managers and Works Councils
- Answers frequently asked questions and directs to further information

The Group diversity strategy.

Group diversity structure.

Group headquarters responsible for offering advice and accompanying the implementation of diversity:

- Defining diversity objectives (aligned with corporate and business targets)
- Setting up national and international councils (under development)
- Supporting and providing programmes and projects: central strategies, concepts
- Reporting: Annual diversity report

National and international Group units responsible for the implementation of diversity:

- Defining diversity objectives (aligned with corporate Diversity objectives and local business priorities)
- Appointment of diversity officers
- Exchange of "best practices" within the Group
- Setting up "diversity teams" and/or "diversity councils"

The Group diversity strategy.

Raising awareness of diversity through constant communication.

Events:

- Kick-Off Diversity 2004
 - Experiencing diversity together
 - Positioning diversity in the corporate context
 - Commitment of the Board of Management
- Diversity Congress 2005
 - Workshops
 - Options for implementing the Group diversity strategy
 - Further exchange on the Group-wide implementation of diversity
- Diversity Award „Building Values - Adding Value“ 2006/2007
 - Best Practice
 - Building and consolidating networks

Media:

- Separate homepage: <http://diversity.telekom.de>
- Information e-mails/SMS to employees
- Intranet: reports and articles in corporate media
- In-house publications: brochures
- Radio and newspaper articles

The Group diversity strategy.

Qualifications- and skills-building to capitalize on differences.

Sensitization through training

- "Train the trainer" measure with Telekom Training (Inhouse Training Company)
Trainers receive training
- Training unit in the Sales division: External customer interface
- Assignment for trainees: Knowledge and skills-building

Diversity modules:

- Concept for Telekom Training workshops
- Module in mentoring programmes

E-Diversity tool:

- Internet-assisted training tool
 - 📄 Teaching programme for managers and employees
 - 📄 Introduction to diversity and the General Equal Opportunities Act (AGG), also as inspiration for experts

The Group diversity strategy.

Diversity and its incorporation into all areas.

Internal examples:

Employee-oriented process:

- Employee survey reviewed and supplemented with regard to diversity
- Advanced training courses for women in management positions

Work & life balance

- Different work time models
- Creches in Bonn and Darmstadt; emergency childcare
- Family fund
- Intranet forum "Job & Family"

EQUAL

- Mentoring programmes
- Workshops, e.g.
 - How to cope with getting older and needing care
 - Use of skills acquired outside of the workplace
 - Parents Coaching

The Group diversity strategy.

Diversity and its incorporation into all areas

External examples:

Sponsoring activities

- Paralympics 2010

Social Responsibility

- Computer courses for disabled people

Products

- - „50+“ campaign: seniors on the web
- „women on the web“ campaign

Human Resources

- Internet recruiting:
 - Telekom Training online application feature analyzed and optimized in respect of diversity & the General Equal Opportunities Act
 - Career pages revised accordingly

A close-up photograph of four hands of different skin tones (light, medium, and dark) reaching up and interlocking their fingers to form a circle. The background is a soft, out-of-focus white. The text "Thank you very much for listening!" is overlaid in the center in a pink color.

Thank you very much for listening!