--------------------------------------------------------------------------------------- Deutsche Telekom 2004

Dear Readers,

The central theme of this year’s Deutsche Telekom Human Resources and Sustainability Report is “Living sustainability – in every respect”. This theme is one of the key inspirational forces behind all of Deutsche Telekom’s dealings and actions. We are convinced that our commitment to sustainability directly benefits the environment, the economy and society as a whole. We also feel that a proactive stance in this area greatly strengthens our competitive positioning, motivates our employees and helps to raise general standards in the company.

A company that lives the value of sustainability is sending out an important message. By mapping out the long-term roadmap of its strategies, it is laying the foundation for the future viability of its business and social activities. Deutsche Telekom is firmly established as a key driving force for innovation in the telecommunications industry. Again and again, our products and services shape the evolution of telecom applications and solutions. To ensure we maintain our lead in this area, we turn to our employees. No one is more aware than Deutsche Telekom that we rely on our employees to turn innovative ideas into innovative products and business processes. Which is why we actively foster a spirit of innovation among our employees. For us, innovativeness and sustainability are inextricably linked.

All of our business activities are centered around our customers’ needs. We deliver value to our customers by offering IT and telecommunications products and services that make their lives easier and leave them better positioned to capitalize on change. Which is why, for example, we are driving broad- band communications. With T-DSL, we have brought the benefits of broadband access to a massive customer base, opening up a whole new world of telecom opportunities at work and in the home. Our services and solutions are designed to help our customers improve their competitiveness and ensure their long-term success. Residential customers turn to us to explore new ways of using the Internet and reap the benefits of mobile communications.

Our telecom services support sustainable development in various areas of society. We promote new working models that allow employees to better harmonize their professional lives with their family commitments. In addition, we look at ways of enhancing education through the latest information and communication technologies. Telecommunications can be an important enabler for the elderly, the sick and the disabled, empowering them to participate more fully in society. Our customized solutions streamline operations among government bodies, at the same time bringing municipal services closer to the citizen. Videoconferencing not only saves costs, it also reduces the environmental burden of business travel.

Our innovative spirit also extends to our human resources strategy. We have set ground-breaking standards with our Employment Alliance. By introducing a shorter working week with partial wage compensation, we have created around 9,800 new job opportunities. This means we can share the work between more employees, at the same time cutting HR costs. This initiative was a key milestone in ensuring the Group’s sustainability and long-term competitiveness.

Always looking to the future, we are determined to give ourselves as much headroom as possible to ensure we are ideally positioned to master change and capitalize on new market opportunities. This includes continuing to reduce our debt and realigning the Group to focus on strategic growth fields, namely broadband/fixed network, mobile communications and business customers, which is planned for 2005.

The telecommunications industry offers vast possibilities and growth potential both now and in the future. Our vision is as follows: “As the leading services company in the telecommunications and information technology industry, we network society for a better future. With top quality, efficiency and in- novation, to the benefit of our customers. In every respect.” We are striving for sustainable success – for our customers, our society, the environment – and for our Group and its people.

Kai-Uwe Ricke

Chairman of the Board of Management

Dr. Heinz Klinkhammer

Board Member Responsible for Human Resources

--------------------------------------------------------------------------------------- Deutsche Telekom 2005

Dear readers,

Those who wish to make the best use of their opportunities can't afford to remain passive and see what the future brings. They must act. That's why at Deutsche Telekom we're helping to shape the future.

In our entrepreneurial and social actions, we never lose sight of the future. The telecommunications sector is among the most dynamic of all sectors, and it is virtually unparalleled in influencing trends and developments in all areas of social and economic life. The Internet, the best example of such influence, has ushered in completely new forms of communication and profoundly changed a wide array of processes – in the home and in the workplace, in education and health care, in public administration and finance. As one of the sector's innovation leaders, we know we have a special responsibility not only for our own company, but also for our society as a whole – and we act accordingly. The future of telecommunications isn't just going to happen – we're helping to shape it.

In applying our company strategy, we strive for innovation, quality and efficiency. The standard by which we measure our efforts is the judgment of our customers. We have further optimized our Group structure by setting up the three strategic business areas Broadband / Fixed Network, Mobile Communications and Business Customers, and we have been systematically orienting it to defined customer segments and growth markets. This realignment has strengthened our long-term competitiveness in the highly competitive telecommunications market. Our customers' real communications needs, in both fixed-network and mobile communications, remain the key basis for all of our innovation.

Our quality satisfies us only when it satisfies our customers. Rigorous customer orientation makes our entrepreneurial activities highly sustainable, while also providing the decisive basis for market success.

As a leading telecommunications company, we take a high-profile role in our society. We are clearly focused on our customers' needs, in order to be able to offer them the best possible services. As a major employer, and as a partner in many projects for the benefit of our society, we remain closely focused on people. A good corporate citizen, Deutsche Telekom also contributes actively to the positive development of our society and environment. We are committed to the principles of sustain- ability, and we see this commitment as central to our efforts to enhance our Group's competitive- ness and to train and motivate our workforce. This commitment is also the key to our involvement

in many different segments of our society. Sustainability isn't just going to happen either – we're helping to shape it.

Global telecommunications networks are key channels for globalization. These channels take our sustainability commitment far beyond the boundaries of our home market. We practice and promote sustainability in all countries in which we are active through subsidiaries and affiliates. In addition, we support a large number of national and international initiatives and projects intended to promote sustainable economic action. For us, the Global Compact's ten principles are a binding framework of values, a framework that defines our management decisions.

The men and women who work for Deutsche Telekom are the key to our sustainability policy. They live by the principles of sustainability every day. And they do so not only within our Group, in their contacts with customers and colleagues – they do so outside the Group as well, taking active roles in an enor- mous number of different public and social projects and positions. We take great pride in the ways our employees act as "sustainability ambassadors" throughout our society and fill the values we have established within the company with life. We express our thanks and our personal respect to all those who are actively committed to helping others, to enhancing our social coexistence and to protecting our environment. They all enrich our society and are helping to give us a brighter future.

Kai-Uwe Ricke Dr. Heinz Klinkhammer

Chairman of the Board of Management Board Member Responsible for Human Resources

--------------------------------------------------------------------------------------- Deutsche Telekom 2006

Dear Readers,

"Hello Future" - that is the motto of Deutsche Telekom's current image campaign. The catchy slogan is our way of showing what drives our Company in the face of increasingly fierce competition, on both the national and the global level. We help to shape the future actively and sustainably, to the benefit of our customers, our employees, our shareholders and our partners – in short, for the good of society as a whole.

Deutsche Telekom is one of the world's leading telecommunications companies. We are aware that the technological and corporate decisions that we make will have far-reaching effects. Telecommunications is a key technology for practically every industry. In many segments of society, the use of IT and telecommunications is bringing about profound changes. With this in mind, we accept responsibility for the world of today and tomorrow and are working systematically at smoothing the way toward this new tomorrow. It is necessary – particularly during difficult times, when the Deutsche Telekom Group is faced with ever tougher challenges – to be especially responsible, deliberate, credible and transparent in all of our actions, so as to retain the confidence of customers and investors.

Naturally, our focus is trained on the products and solutions that we implement for our customers. Whether this means broadband connections for a multimedia Internet experience, high-performance mobile communications networks for total freedom of communication on the go, or sophisticated turnkey IT and telecommunications solutions for our corporate customers – "We network society for a better future." Deutsche Telekom is clearly committed to its social mission. From it we derive our pledge and our obligation: to fulfill our responsibility towards the world in which our Group is active.

This responsibility extends to our role as employer. Deutsche Telekom employs more than 240,000 employees in 65 countries, 170,000 of whom are in Germany. The international telecommunications industry is currently under- going a far-reaching process of transformation, from a technology-centered business to one oriented towards service and towards the customer. We are reacting to the profound changes in economic structures and business models that result with a comprehensive workforce restructuring and a broad range of staff development measures. Our aim is to shape the skills of our employees in an ongoing process in such a way that the future of our company is secure even in an intensely competitive market. We also have another task before us: that of aligning our Group's organizational structures with the changing needs of our customers and the market, thereby redefining the focus of our business activities. The merger of T-Com and T-Online, for example, has led us to combine forces in the important market of broadband technology. We at Deutsche Telekom are developing a process of thoroughgoing change – a process that should help us become the leading service provider in our industry.

In our work, we are involved in social and economic change for the sake of a better future – and we are driving Deutsche Telekom's transformation into a customer-centered Group that offers ICT services of the highest caliber. "Leading change" is thus the logical title of our Company's 2006 Human Resources and Sustainability Report.

Through the structure and content of this report, we demonstrate that even during the transformation phase that our market is currently undergoing, we will continue to fill our role as one of innovation leader. Our innovative products and services impress our customers. Just as our innovative instruments and measures drive change at Deutsche Telekom.

The changes in the telecommunications industry pose huge challenges for us. It is our firm conviction that successful change can only be brought about if it is in line with tried-and-true constants. The corporate vision and values of our Group – T-Spirit – form the basis of our action. To translate this model into concrete terms, we have adopted a Code of Conduct that acts as a binding framework of values for personal and corporate involvement. This

Code of Conduct signals our commitment to sustainability, fairness and respect in all of our actions. For the sake of our customers, shareholders, business partners and employees, we draw both on the Code of Conduct and on our innovative spirit and creativity to shape the development of the information and knowledge society.

Another important point of departure for change in our international Group is a clear commitment to sustainable corporate development. Throughout the Deutsche Telekom Group, we put the principles of sustainability into daily action. These principles shape our work within Deutsche Telekom, for example by using resources with care or developing our staff. And these principles extend to our performance in the marketplace and to our social engagement.

Companies are not just participants in the economic life of the market, they are part of society. It is this conviction that drives Deutsche Telekom's commitment to the environment and to fulfilling our social responsibility. We owe it to those who follow us.

Kai-Uwe Ricke Dr. Heinz Klinkhammer

Chairman of the Board of Management Board Member Responsible for Human Resources

--------------------------------------------------------------------------------------- Deutsche Telekom 2007

CSR 보고서 없음.

--------------------------------------------------------------------------------------- Deutsche Telekom 2008

Dear Readers,

\*{Deutsche Telekom’s core business, providing, society, imaginable services, amenities required, connected life, work}

\*{no doubt, question, doing, job, responsible manner}

\*{success, depends, trust, confidence, customers, depends, responsibility, show, conduct, society}

\*{greatest challenges, face, combating, severe climate change, providing, equal opportunities, participate, IT world, enhanced services, connected life, work}

\*{achieve, intend, offer, new concepts, specific solutions, focused, corporate responsibility activities, purpose}

\*{Digitization of business processes, replacing, traveling, modern communication media, essentials, improved energy efficiency, global economy}

\*{latest Smart 2020 report, possible, reduce, CO2 worldwide, next decade, quantity higher, USA’

S current CO2 emissions, employing, information, communications technologies, targeted manner}

\*{intend, setting, example}

\*{striving, possible, irrespective, origin, level of education, share, IT world}

\*{owing, demographics, country, Germany, dependent, potential, senior citizens, people, grown up, amenities, internet, mobile communications}

\*{concerned, underprivileged, children, youth, expose, new technologies, learn, use, best networks of high-speed Internet connections worldwide}

\*{Future developments, Internet, greater challenges, network, line capacities}

\*{private sector, not be able, finance, investment required, overcome, challenges}

\*{social duty, preventing, regional digital, divide, long-term, new political, regulatory solutions, found}

\*{challenge, tackled, improving, quality of working, living, modern society, services}

\*{calls, developing, implementing, network, technologies, openly facing, consequences, example, constant virtual presence, working life}

\*{proud, Deutsche Telekom’s contributions, fields of sustainability, corporate responsibility, receive, international acclaim, committed, principles, United Nations Global Compacts}

\*{best, get, impression, commitment, services, field of corporate responsibility}

\*{grateful, receive, views, work}

\*{value, opinion, wish, happy reading, hoping, wealth of information, inspired}

--------------------------------------------------------------------------------------- Deutsche Telekom 2009

Dear Readers,

“We take responsibility.” – the motto of this year’s report takes on new meaning in the current crisis. We have already pledged our commitment to sustainable development and plan to help shape the future of our society on this basis.

One of the central issues for us here is education. Our modern knowledge society is not conceivable without a top-class educational system. Over the years, we have therefore provided support for schools and other educational institutions, above all through the Deutsche Telekom Foundation. We are giving increased backing to children and young people from difficult economic and social backgrounds. One example is our “Yes, I can!” initiative, which was launched in April 2009 and supports projects that help children and young people develop their talents so that they have greater chances of participating in the community and the world of work.

In addition to this, our products and services help us fulfill our responsibility towards society. This applies to climate protection as well as to designing connected life and work in a digital world. It is an approach that enables us to open up key future markets, with “Green ICT” as one example.

Our efforts are acknowledged by independent organizations. Numerous analysts see us in a top position in the socially responsible investment (SRI) rankings. oekom, for example, a well-known rating agency, classed us as a “prime invest” in its March 2009 rating.

This is the path we will continue to tread. For this reason, we commit our employees at all Group levels to the cause. Increasingly, we are incorporating sustainability in our day-to-day work all over the globe.

Any company that, like Deutsche Telekom, intends to take responsibility must know what society expects of it and promote an open dialog. This will include transparent reporting, which – like this document – complies with the high standards of the Global Reporting Initiative and the Global Compact, and also stands up to stringent inspection by external auditors.

We invite you to take a look at our social commitment in our 2009 CR Report. It is then completely up to you to judge the success of our efforts.

I hope you enjoy an exciting read. Bonn, June 2009

Sincerely,

René Obermann

Chairman of the Board of Management

Deutsche Telekom AG

--------------------------------------------------------------------------------------- Deutsche Telekom 2010

**10 questions.**

**10 answers.**

Telekom has declared sustainability as a top priority. In April 2010, René Obermann became the first CEO of a DAX company to sign the Change-maker Manifesto of Utopia, the Internet platform for strategic consumption. With this manifesto, we are committing our company to comprehensive sustainability targets. Below is an excerpt from the live chat with the members of Utopia, included here as a foreword.

1. Hello Mr. Obermann. Do you personally believe that man-made climate change can still be contained or stopped?

“Yes, more and more people understand how important it is and, in business, companies will be in a better position in the long term if they follow principles of sustainability. In any case, we have no choice, we just have to take an optimistic approach and do something.”

2. Why does Deutsche Telekom not use any green electricity from one of the four purely green electricity providers?

“It’s a complex issue. We don’t have one single electricity provider. The mix for Germany includes about 17 percent green electricity, which mainly comes from existing hydroelectric power plants. Looking ahead, we want to increase the proportion of green electricity. So we are watching technological developments such as fuel cells, combined heat and power plants and geothermal energy. However, we have been offsetting all energy emissions in Germany for some time now with RECS certificates.”

3. What is your stance on the topical issue of Green IT?

“That’s our issue! We are building and offering solutions for our customers: cloud computing (with dynamic resource allocation and better utilization of computer capacities), managed document services, smart metering, etc. It’s really a broad field and highly strategic for us.”

4. How can the massive expansion of your mobile communications networks and WLAN hotspots be reconciled with sustainability?

“Safety and environmental sustainability have top priority for us. We rely on the judgments of experts from recognized bodies (e.g., WHO). The same applies for WLAN. All our products and our mobile communications networks comply with limits and safety standards. We also support research to gain further clarity in this area.”

5. How do you reconcile shareholder value with sustainability?

“Very well, in the long term. Because society and customers demand it. And I believe they honor it too, at least increasingly so.”

6. Sustainability as a top priority – does that mean the achievement of specific sustainability targets is anchored in management remuneration? “Sustainability must not be for sale. Managers who want a career in our company have to be committed to sustainable corporate governance without the promise of a special reward. Sustainability targets are ultimately measured, for example, in the SRI rating or in carbon reductions.”

7. How do you ensure sustainability is also anchored in the minds of employees?

“Through values that everyone must be aware of, through interactive tools, such as e-learning, through taking action, like carbon-offsetting business trips, through targeted driver training to reduce emissions, through converting our vehicle fleets (approximately 30,000 in Germany alone) to lower-emissions vehicles (long-term objective110 g per kilometer on average), and through programs, such as corporate volunteering.”

8. Is your participation just part of an image campaign, or is it genuine? I suspect the former, considering the fact that the work climate and working conditions are constantly deteriorating. Radical measures against your own workforce and sustain- ability – do they go together?

“Your representation doesn’t match my view of our company climate. Even if you talk to critical people, from Ver.di or the works council for example, you get a very differentiated picture. We act in a highly socially responsible way and offer better working conditions than many other companies. And we train more than 10,000 young people, take on new employees, support social projects, and invest in education, including for those who are disadvantaged.”

9. What is your personal, private attitude to sustainability?

“I’m careful to be energy efficient in using appliances, I don’t always take the car, and the car that I do drive isn’t that big these days, so I’m careful about fuel consumption and carbon emissions. I’m also involved in social activities, for example in youth work.”

10. Do you ever lose your patience because it seems to take so long to make real changes in a big company like Telekom?

“Yes, but then I go and get some fresh air and remind myself about all the good things our company has to offer, especially the great people who work for us.”

--------------------------------------------------------------------------------------- Deutsche Telekom 2011

Foreword by the Chairman of the Board of Management

René Obermann, Chairman of the Board of Management, Bonn, Germany.

**Dear Readers,**

Many decisions in the worlds of politics and business have to be made quickly, and they are aimed at the near future. But we should never lose sight of long-range challenges—such as the transition to renewable sources of energy, as approved by the German government. We still have a long way to go before we meet this goal. Not all of the requirements for a successful turnaround are in place—far from it, in fact, although many German companies are ready with good solutions.

Deutsche Telekom offers an intelligent control system for advanced electrical grids. It connects consumers and producers so that electricity producers can deliver power exactly when and where it is needed. Smart electricity meters help link together large numbers of decentralized energy producers to create a central, virtual power plant. This means it is economically viable for electricity producers to shift to decentralized production and renewable energy sources.

We also need to tackle challenges in society. Let's take demographic change as an example. Major firms like Deutsche Telekom need to have the right mix of employees: proven colleagues with experience and younger workers who move freely and comfortably in the digital world. But to us as a business, demographic change also means developing new products and solutions for the healthcare segment and getting them ready for the market. We are ramping up our commitment to helping patients live independently as long as possible—thanks in part to innovative new Telekom products.

The way we live and work is undergoing huge changes due to increasing networking. For companies, mobile working can increase cost-effectiveness, even as employees enjoy enhanced quality of life. In view of this increasing networking, however, we want to make sure that as many people as possible benefit from it. For that reason, we will continue to promote media skills, the use of filters to protect children and young people surfing on the Internet, and Internet seminars for seniors and immigrants.

Ever since the Global Compact was founded in 2000, we have championed the principles laid out in this United Nations initiative, in areas including human rights, climate protection, and combating corruption. Since January

2011, we have been the only German company active in the LEAD Steering Committee of the UN Global Compact.

Our CR Report provides information on the progress of our corporate commitment and involvement. Our new application "We care" also provides a good overview of our corporate responsibility activities. In a very playful, intuitive way, the application showcases the full breadth of our commitment and involvement.

We hope you enjoy reading it! Bonn, May 2012

Sincerely,

René Obermann

Chairman of the Board of Management of Deutsche Telekom AG