



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

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

CLIMATE

AMBITION

- 100% renewable electricity for DT Group
- Double energy efficiency in DE&EU
- Net-zero for direct and indirect energy consumption (Scope 1 & 2)
- 25% emission reduction per customer for value chain emissions (Scope 3)
- Reduction in energy consumption ex US
- Net-zero emissions (Scope 1-3)

YEAR

- From 2021 onwards
- 2024 vs 2020
- 2025 vs 2017
- 2030 vs 2017
- 2020-24
- Latest 2040

CIRCULARITY

- Zero ICT waste to landfill in Europe
- 100% circular around technology and devices
- Sustainable packaging in DE & EU:
 - 100% for all new T-branded devices
 - ~100% for all devices

- In 2022
- In 2030
- In 2022
- In 2025

OUR ESG COMMITMENTS

BEST (DIVERSE)

TEAM

&

DIGITAL
INCLUSION

GOVERNANCE

AMBITION

- 30% female executives
- Maintain employee satisfaction at 79%
- Increase share of digital experts

- Increase beneficiaries on digital inclusion activities
- Stay connected in crisis

- Further integrate ESG into financial steering systems and company decisions

YEAR

- In 2025
- 2023 vs 2021
- From 2022 onwards

- Until 2025
- Ongoing

- Ongoing

DEEP DIVES TOPICS TODAY



CLIMATE



CIRCULARITY



BEST TEAM AND
DIGITAL INCLUSION



GOVERNANCE

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 CO₂ EMISSIONS

SCOPE 1

Own activities



219 ktons
(- 7% since 2020)

SCOPE 2

Purchased activities

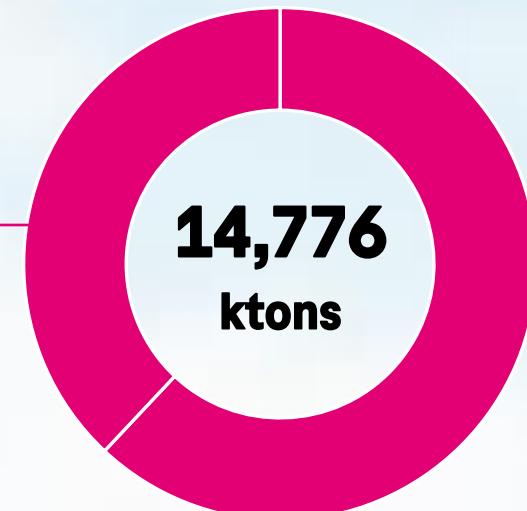


28 ktons
(-98% since 2020)

SCOPE 3

Value chain
emissions

38%
downstream
customers



62%
upstream
supply chain

OUR NEW eMOBILITY COMMITMENT



EARLY MOVER IN eFLEET

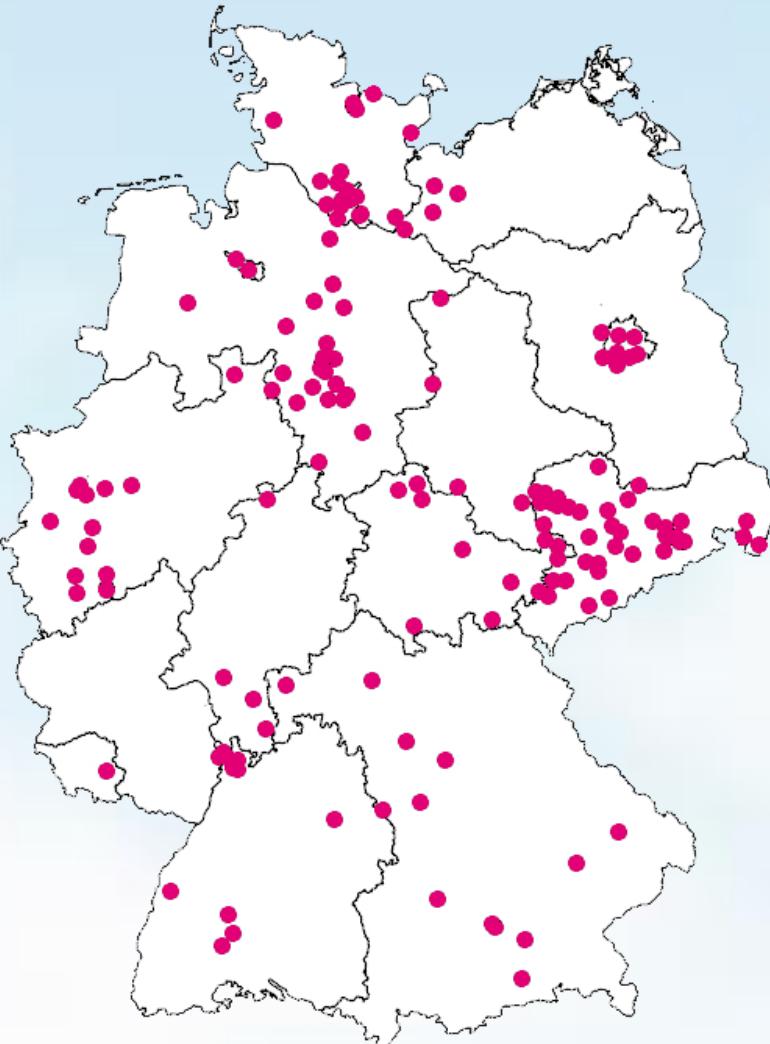
As of **2023** obligatory for all **newly ordered business cars DE...**

... 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 change¹

90%

...say that companies don't live up to their responsibility for sustainability and climate protection²

Gen Z

...has the greatest concern about climate change & protecting the environment³

¹ McKinsey, 2021

² Utopia Study April 2022, Die Grüne Mitte, N=9967

³ 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**



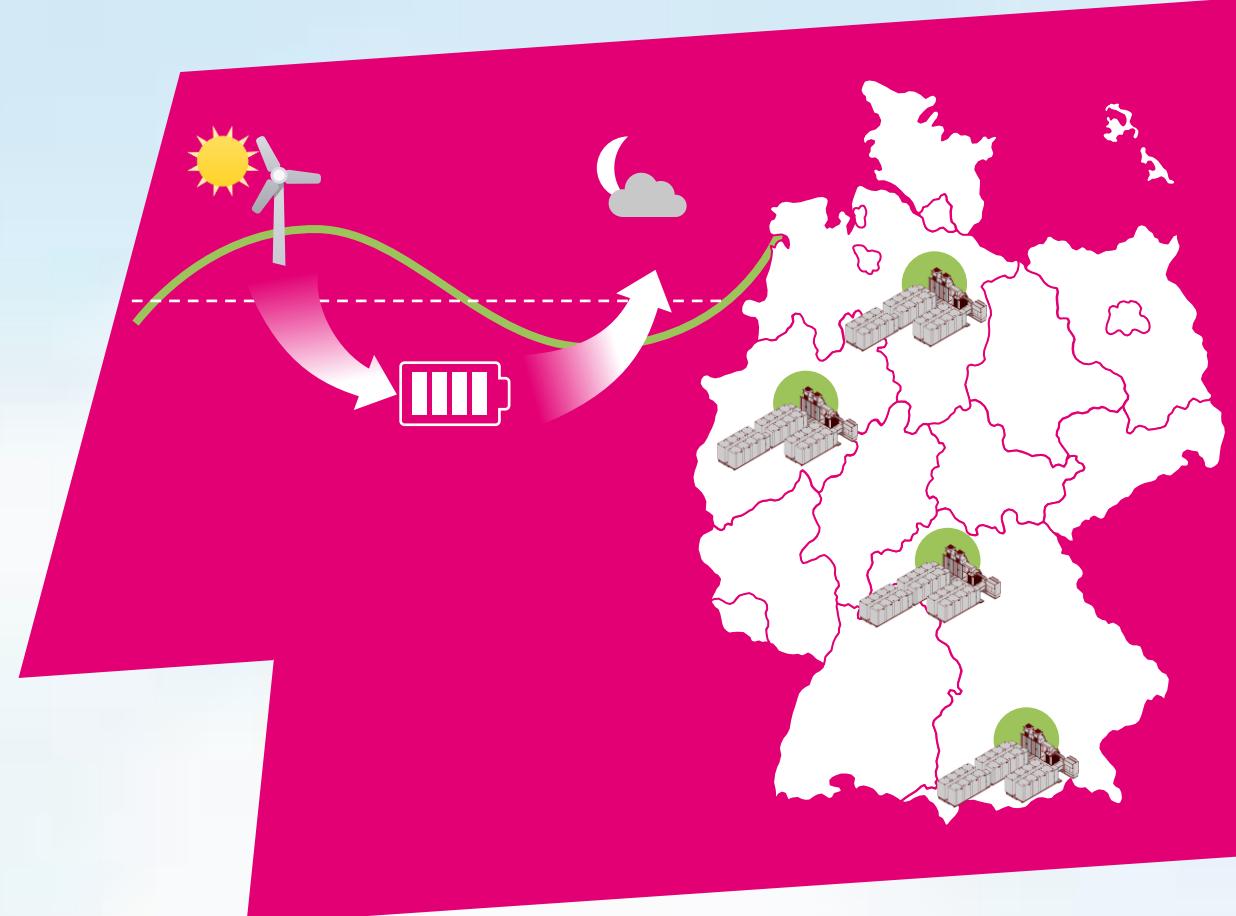
**DRIVE
INNOVATIONS**

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

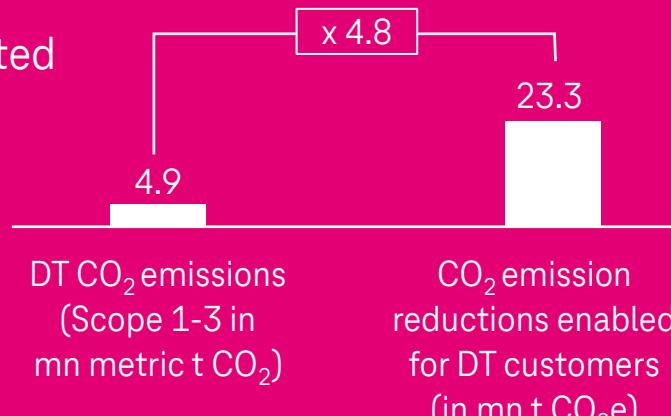


DIGITIZATION IS A KEY ENabler
FOR SUSTAINABILITY



DT's enablement factor

4.8x more CO₂e
avoided than emitted
23.3 mn t CO₂e
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

> 40 sustainability related offerings
and successful implementations

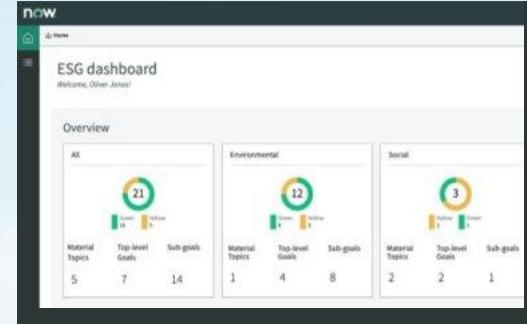
SUSTAINABILITY ADVISORY & CONSULTING



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 Suite¹

to comply with supply chain transparency act

SUSTAINABILITY INDUSTRY SOLUTIONS



Airport Collaborative Decision Making

punctuality and fuel savings through optimized collaboration for airports worldwide



"Leader" Ranking in Sustainability & Decarbonization Services in GER and Nordics in the ISG 2021 Study

SUSTAINABLE IT SERVICES



SAP Cloud Services

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



ACTIVELY DRIVING TOWARDS T-SYSTEMS NET-ZERO TARGET

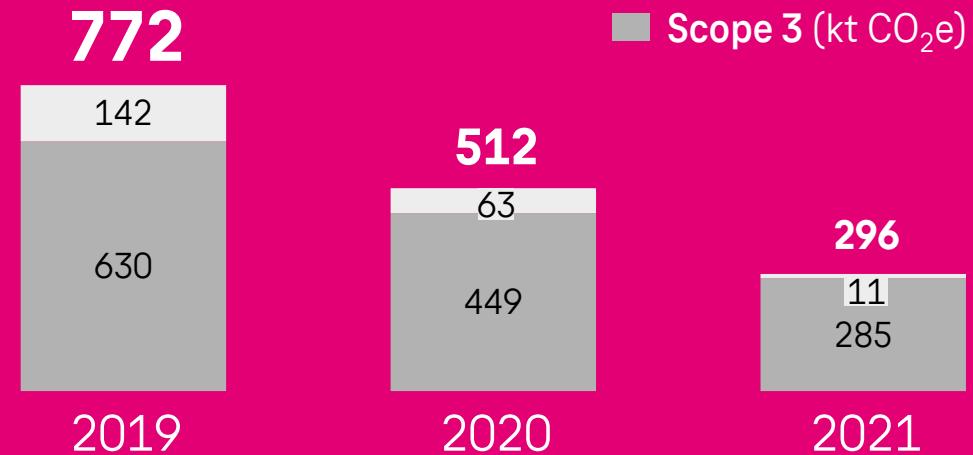
Continued invest in our **carbon footprint understanding & management**

In Germany **~70,000m²**

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

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

- Scope 1+2 (kt CO₂e)
- Scope 3 (kt CO₂e)



-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 2008¹



GREEN
ENERGY



GLOBAL
CONSOLI-
DATION



DRIVE
INNOVATIONS

100%
since 2021²

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

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

VOLUNTARY COMMITMENT &
STRONG IN COLLABORATION



Umwelt
Bundesamt

Fraunhofer

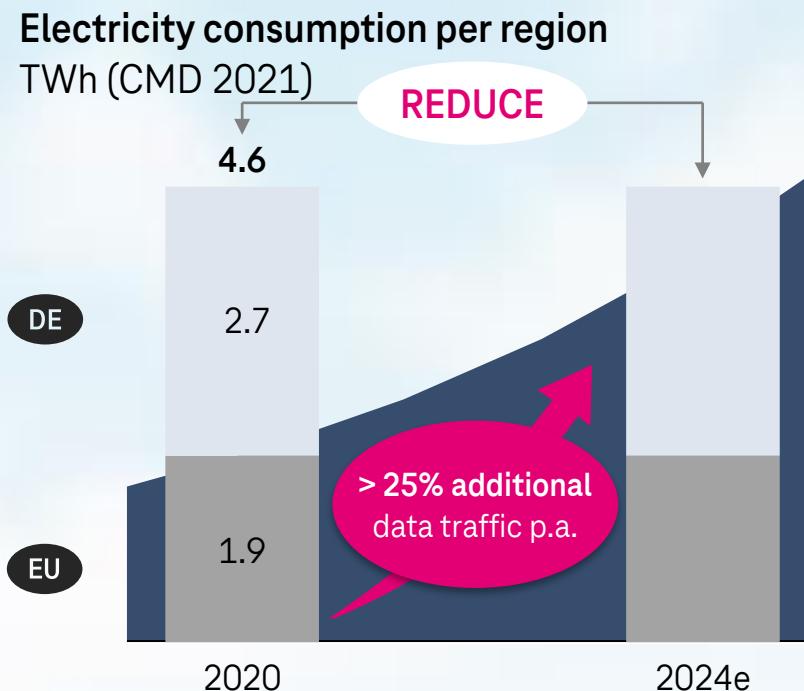


¹ PUE = Power Usage Effectiveness, Average Datacenter global,
² Own Datacenter

EXCEEDING OUR CMD COMMITMENT



We will **double**
our energy efficiency!



... 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

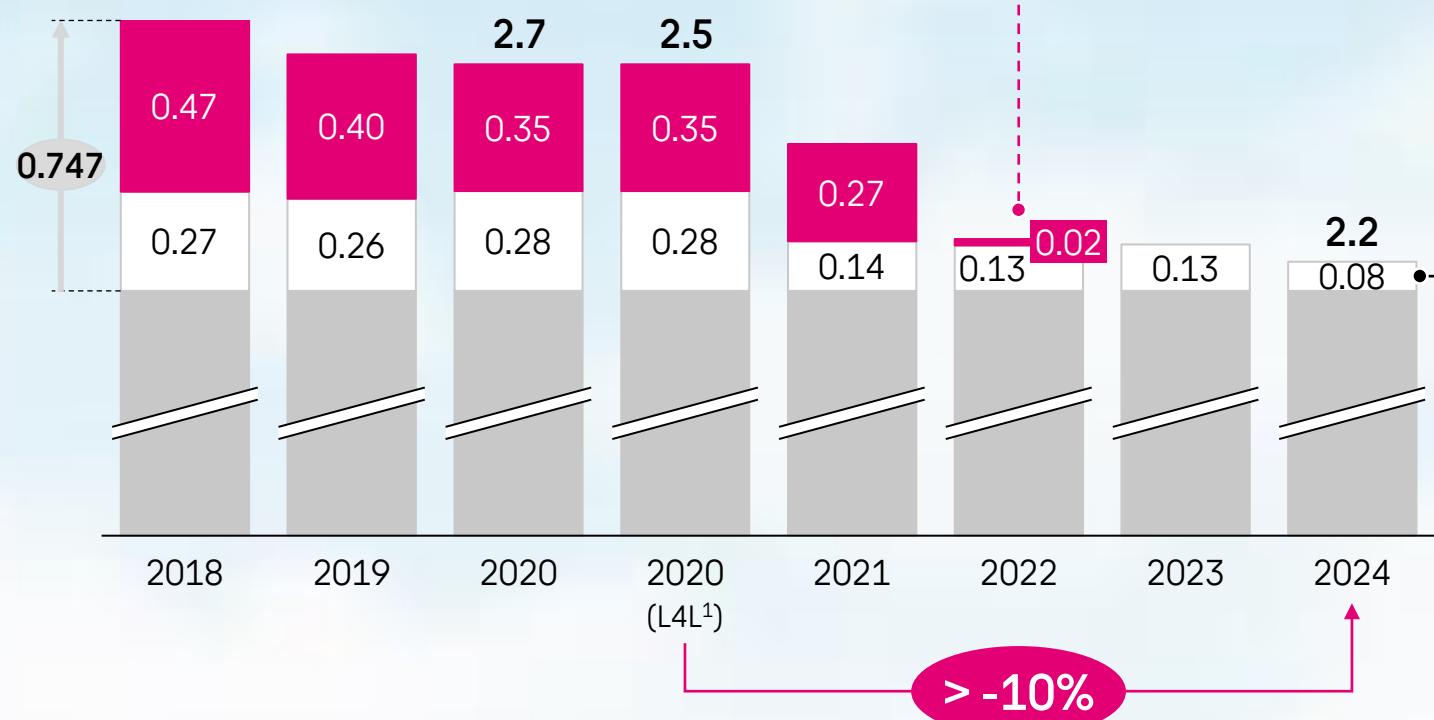
Network measures, including site sharing & AI steering

REDUCING ELECTRICITY CONSUMPTION SIGNIFICANTLY...



DE Electricity consumption region Germany

TWh



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



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



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

EU

DE

EXPLORING DECENTRAL POWER SUPPLY...



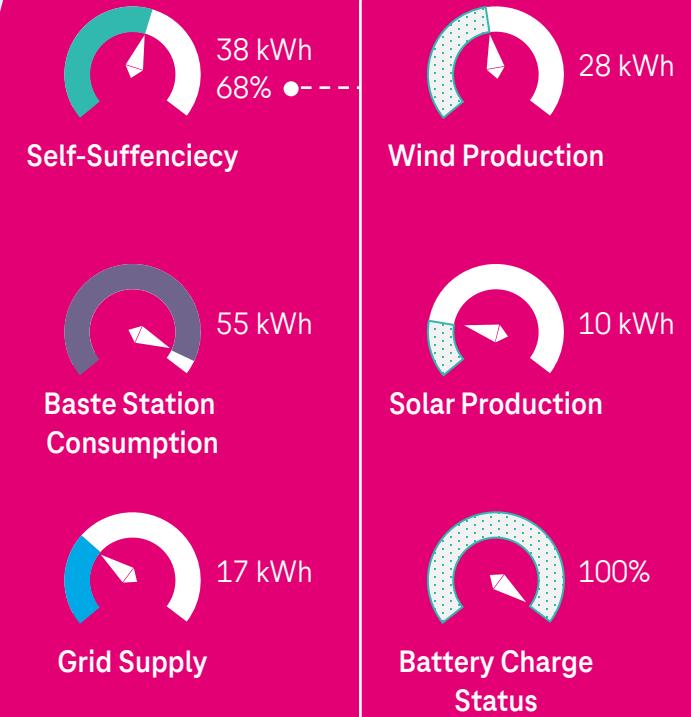
... TO BE RESILIENT AND SHAPE DEMAND PEAKS



INTEGRATION OF SOLAR, WIND, BATTERY AND FUELCELL

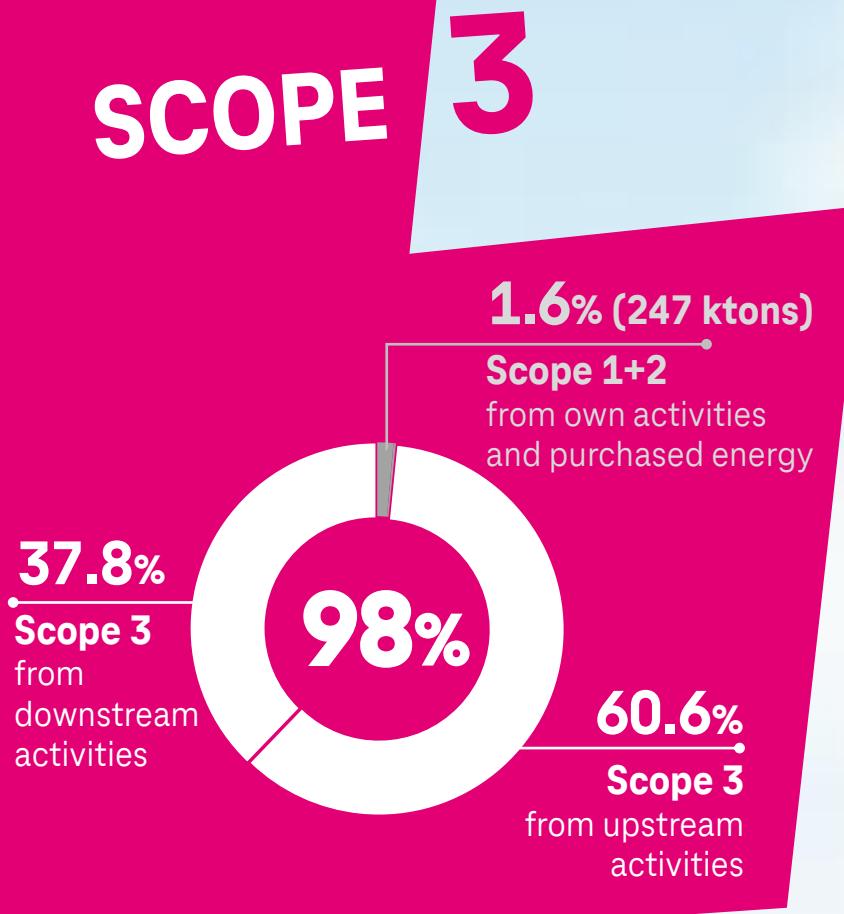
Trials in Dittenheim and Meissen

LEVERAGING AI WE ADJUST
SUPPLY AND DEMAND SMARTLY
together with leading partners like
Bosch and Siemens Energy





BIGGEST CHALLENGE SCOPE 3



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

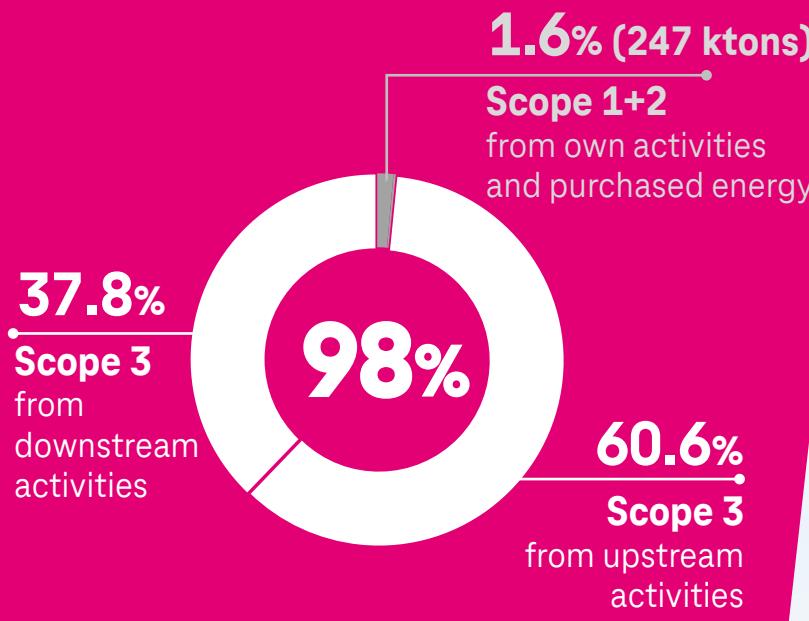
TARGET
0%

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 CO₂ reduction targets

Ensure data quality to assess suppliers' performance

Incentivize supplier commitment

KEY MEASURES

NEW

Automated Dashboard

Monitor suppliers for sustainability data to gain transparency

UPDATED

Supplier Qualification

Integrate mandatory information to ensure transparency from the start

NEW

Supplier Sustainability Scorecard

Apply sustainability weighting of at least 20% in tender processes, make it transparent to suppliers

UPDATED

Supplier Code of Conduct

Sustainability commitment in mandatory Supplier Code of Conduct for all suppliers

UPDATED

Reduction Projects

Concrete joint emission reduction projects with suppliers

TSI

EU

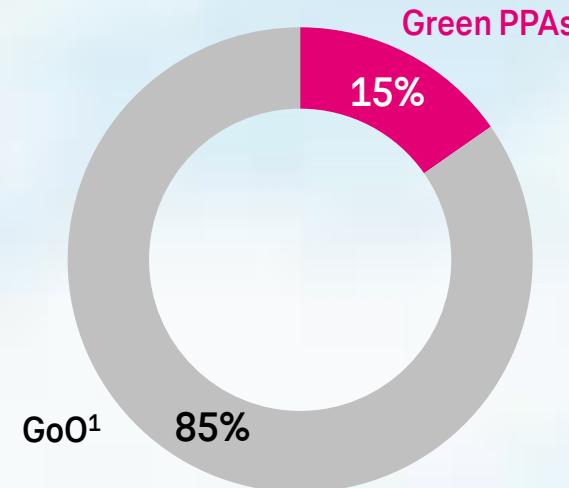
DE



DT EX US: CONTRIBUTION TO RENEWABLE ENERGY PRODUCTION

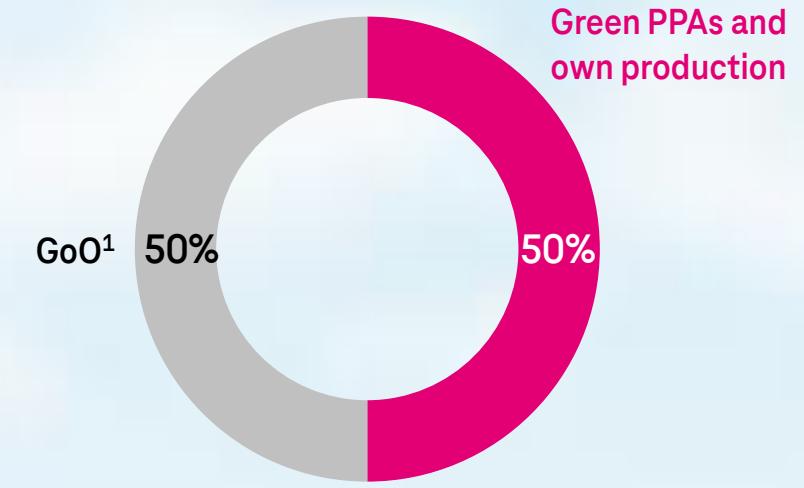
**STABLE,
EFFICIENT AND
GREEN ENERGY
DELIVERY IS KEY**

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 CO₂
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



CLIMATE



CIRCULARITY



**BEST TEAM AND
DIGITAL INCLUSION**



GOVERNANCE

CIRCULARITY



CIRCULARITY IS A MUST



50%

contribution to
climate target¹



94%

linear economy today¹

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**

1 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



22,000 trees
planted/protected



129 tons of waste
collected



312 tons of paper
recycled



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



7 ha
of forest area
restored



16 km
of coastline
cleaned /restored

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
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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



EU

DE

CIRCULARITY WITH HIGHEST STANDARD



#GREEN MAGENTA

ECO RATING

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



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



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 3rd 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 3rd 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 BN¹
earned reach with our
#takepart – No Hate
Speech campaign

1 since July 2020



EMPLOYER OF CHOICE

EMPLOYER RANKINGS

DTAG:

#18 → #15
2019 2021

TSI HUNGARY:
#12 → #2
2019 2021

HT CROATIA:
#10 → #4
2019 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

EMPLOYER OF CHOICE



ACTIVE EMPLOYEE RESOURCE GROUPS

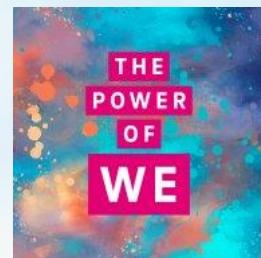
300 active **Green Pioneers**

International **LGBTQIA+** communities

Female Networks with 1,000 members



WE WON'T STOP CULTURE



AWAK3 festival with 24,000 employees

Living Culture Day and Team Award

Customer Centricity:

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

COMPETITIVE SALARIES AND INCENTIVES

Sustainable tariff agreements

€ 500 **Corona bonus**

New executive compensation scheme in 2022

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

FUTURE TECH & DIGITAL SKILLS



2022

DIGITAL EXPERTS¹

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)

¹ 5 Top Profiles: Software Engineer, Data Scientist, DevOps Engineer, Cloud System Engineer, Solution Architect



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)¹
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 champions²

Best employer
for women
2021 and
2022³

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

² BCG Gender Diversity Index

³ 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-/Upskilling's 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



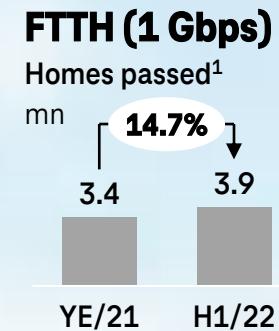
Rollout strategy with **89.9% fiber coverage**
>16mbps based on good network for all
rather than fiber for a few

>650,000 km of DT owned fiber network

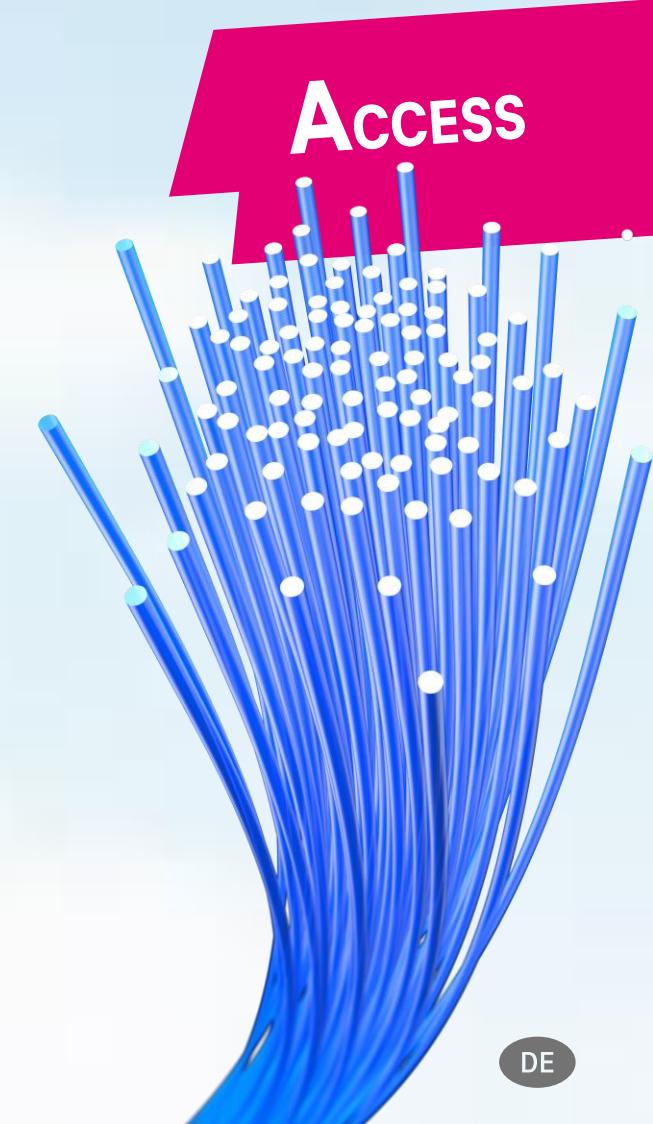
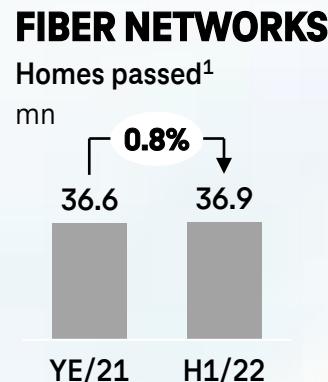
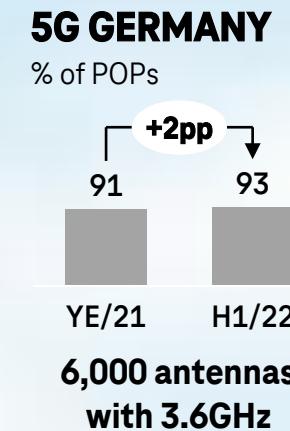
Scale our FTTH rollout towards **>2.5mn homes** per year

~ 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



On track for CMD targets



¹ incl. district heating



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

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

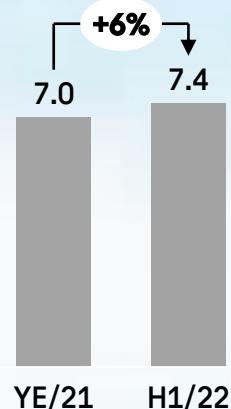
Annual rollout of >1mn Fiber HHP –
well on track to reach CMD commitment
of >10mn HHP in 2024

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

FIBER NETWORKS

Homes passed¹
mn

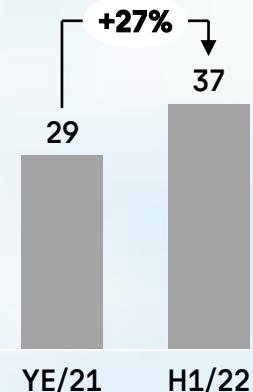


28% 30%

Fiber coverage²
(% of HHs)

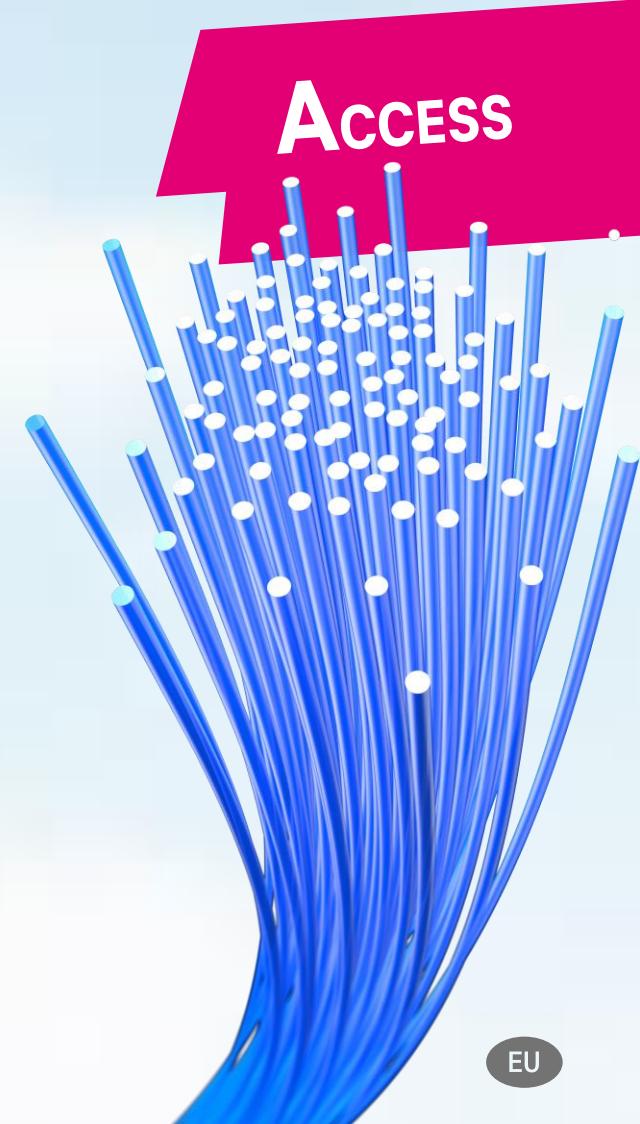
5G EUROPE

% of POPs



EU

Access



¹ FTTH/B & Docsis 3.1 (at least 1Gbit/s).

² EU DT NatCos w/o PL, RO

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 costumer 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



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**

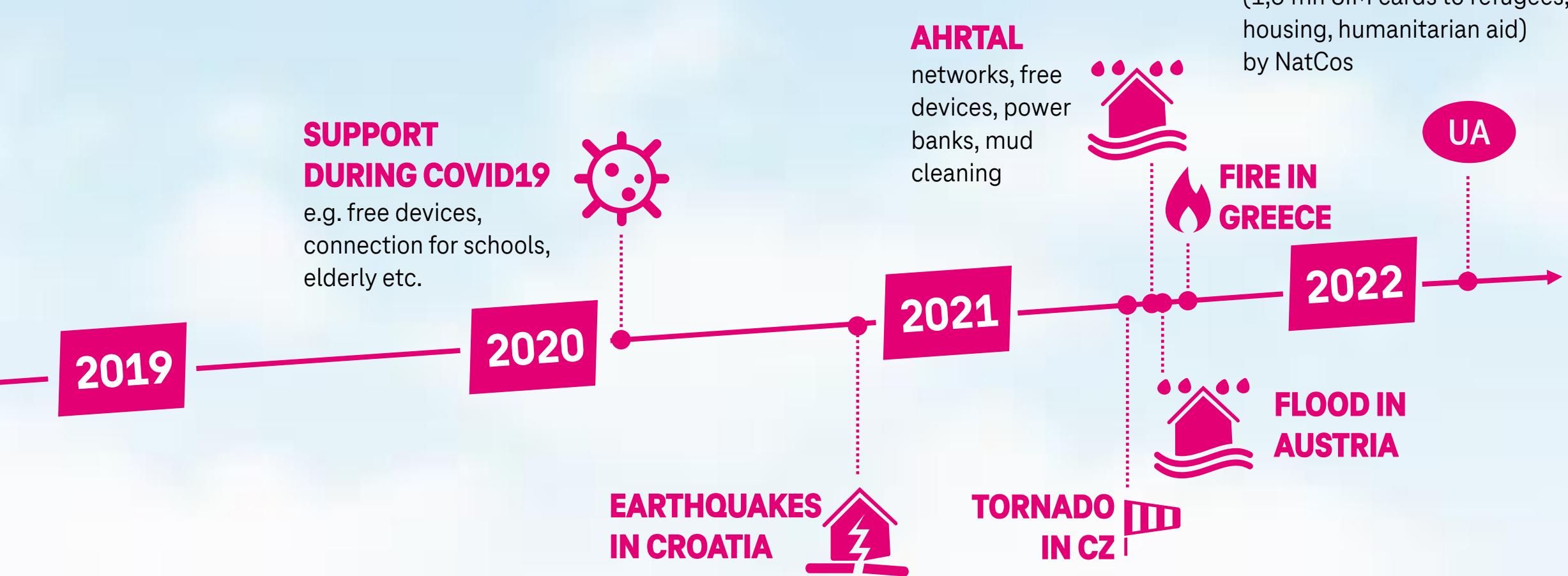
N. Macedonia/Makedonski Telekom
EDUINO School Platform Support

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



CLIMATE



CIRCULARITY



**BEST TEAM AND
DIGITAL INCLUSION**



GOVERNANCE

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 PRIVACY¹ – 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 Audit²
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.

¹ excluding T-Mobile US
² approx. 25.000 employees

CYBERSECURITY IS THE BACKBONE OF OUR BUSINESS



GLOBAL SITUATION IS WORSENING

\$265 bn damage by ransomware until 2031 expected¹

10% of smaller companies went bankrupt²

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

¹ Cybersecurity Ventures, 6/2022

² according to 'Allianz für Cyber-Sicherheit'

Real-time situation report on attacks on DT honeypots: www.sicherheitstacho.eu



“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:



A world map where the continents are colored in a gradient from light blue to dark blue. Europe is highlighted with a solid pink color. The text "DTAG IN EUROPE" is overlaid in bold, magenta capital letters.

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



CLIMATE



CIRCULARITY



**BEST TEAM AND
DIGITAL INCLUSION**



GOVERNANCE

WE'RE ON TRACK WITH...

Climate & renewable energy targets set (2025/2040)



Measurable interim milestones 2030/35

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



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

Trialling new storage and decentral power supply



Impactful innovations towards energy supply

Shift to eMobility started in DE for 2023



100 % electrical cars for EU and Service cars

Enabling customers to reduce their emissions



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