



Deutsche Telekom

The  
**2024**

**financial year**



Connecting  
your world.

# Contents

## **3 Deutsche Telekom at a glance**

## **5 To our shareholders**

- 6 Letter from the Chair of the Board of Management
- 9 Supervisory Board's report to the 2025 Shareholders' Meeting
- 19 Members of the Board of Management of Deutsche Telekom AG in 2024
- 21 Members of the Supervisory Board of Deutsche Telekom AG in 2024
- 25 The T-Share
- 28 Development of selected financial data
- 30 Highlights

## **36 Combined management report**

- 37 Introductory remarks
- 38 Group organization
- 42 Group strategy
- 52 Management of the Group
- 56 The economic environment
- 63 Development of business in the Group
- 79 Development of business in the operating segments
- 91 Development of business at Deutsche Telekom AG
- 95 Combined sustainability statement
- 179 Forecast
- 189 Risk and opportunity management
- 211 Governance and other disclosures

## **221 Consolidated financial statements**

- 222 Consolidated statement of financial position
- 223 Consolidated income statement
- 224 Consolidated statement of comprehensive income
- 225 Consolidated statement of changes in equity
- 227 Consolidated statement of cash flows

## **228 Notes to the consolidated financial statements**

- 229 Summary of accounting policies
- 261 Notes to the consolidated statement of financial position
- 295 Notes to the consolidated income statement
- 309 Other disclosures

## **358 Responsibility statement**

## **359 Independent auditor's and practitioner's reports**

- 359 Report on the audit of the consolidated financial statements and of the combined management report
- 365 Assurance report of the independent German public auditor on an assurance engagement to obtain limited and reasonable assurance in relation to the combined sustainability statement

## **369 Additional information**

- 370 Reconciliation for the organic development in the 2024 financial year
- 371 Glossary
- 375 Disclaimer
- 376 Financial calendar
- 376 Contacts

# Deutsche Telekom at a glance

billions of €

	Change %	2024	2023	2022	2021	2020
<b>Revenue and earnings<sup>a</sup></b>						
Net revenue	3.4	115.8	112.0	114.4	107.8	100.1
Of which: domestic	%	23.7	23.0	22.1	23.0	24.4
Of which: international	%	76.3	77.0	77.9	77.0	75.6
Service revenue <sup>b</sup>	3.9	96.5	92.9	92.0	83.2	78.1
EBITDA	(12.9)	50.3	57.8	44.0	40.5	38.6
EBITDA (adjusted for special factors)	5.5	49.4	46.8	46.4	43.2	40.4
EBITDA AL	(14.4)	43.8	51.2	36.0	33.9	33.2
EBITDA AL (adjusted for special factors)	6.2	43.0	40.5	40.2	37.3	35.0
EBITDA AL margin (adjusted for special factors)	%	37.2	36.2	35.1	34.6	35.0
Profit (loss) from operations (EBIT)	(22.3)	26.3	33.8	16.2	13.1	12.8
Net profit (loss)	(37.0)	11.2	17.8	8.0	4.2	4.2
Net profit (loss) (adjusted for special factors)	18.3	9.4	7.9	9.1	5.9	5.7
<b>Profitability</b>						
ROCE	%	8.5	9.0	4.5	4.1	4.6
<b>Statement of financial position</b>						
Total assets	5.0	304.9	290.3	298.6	281.6	264.9
Shareholders' equity	8.1	98.6	91.2	87.3	81.5	72.6
Equity ratio	%	32.3	31.4	29.2	28.9	27.4
Net debt <sup>c</sup>	3.8	137.3	132.3	142.4	132.1	120.2
Relative debt <sup>c</sup>		2.78	2.82	3.07	3.06	2.78
<b>Cash flows</b>						
Net cash from operating activities	6.9	39.9	37.3	35.8	32.2	23.7
Cash capex	(7.3)	(19.2)	(17.9)	(24.1)	(26.4)	(18.7)
Cash capex (before spectrum investment)	3.8	(16.0)	(16.6)	(21.0)	(18.0)	(17.0)
Free cash flow (before dividend payments and spectrum investment) <sup>d</sup>	15.3	24.1	20.9	15.2	14.3	10.8
Free cash flow AL (before dividend payments and spectrum investment) <sup>d</sup>	18.7	19.2	16.1	11.5	8.8	6.3
Net cash (used in) from investing activities	(85.1)	(18.9)	(10.2)	(22.3)	(27.4)	(22.6)
Net cash (used in) from financing activities	20.6	(20.3)	(25.5)	(15.4)	(10.8)	7.6
<b>T-Share – key figures</b>						
Earnings per share	€ (36.5)	2.27	3.57	1.61	0.87	0.88
Adjusted earnings per share	€ 19.3	1.90	1.60	1.83	1.22	1.20
Dividend per share <sup>e</sup>	€ 16.9	0.90	0.77	0.70	0.64	0.60
Total dividend <sup>f</sup>	15.8	4.4	3.8	3.5	3.2	2.8
Adjusted weighted average number of ordinary shares outstanding	millions (0.8)	4,938	4,976	4,972	4,813	4,743
Rating (Standard & Poor's, Fitch)		BBB+, BBB+	BBB+, BBB+	BBB, BBB+	BBB, BBB+	BBB, BBB+
Rating (Moody's)		Baa1	Baa1	Baa1	Baa1	Baa1

<sup>a</sup> For information on the presentation of the sold GD Towers business entity in the prior year, please refer to the section "Management of the Group" in the combined management report.

<sup>b</sup> As of January 1, 2023, the definition of service revenue was extended. The prior-year comparatives up to and including 2021 were adjusted retrospectively.

<sup>c</sup> Including net debt reported under liabilities directly associated with non-current assets and disposal groups held for sale.

<sup>d</sup> And before interest payments for zero-coupon bonds and before termination of forward-payer swaps at T-Mobile US (both in 2020).

<sup>e</sup> Subject to approval by the relevant bodies and the fulfillment of other legal requirements.

<sup>f</sup> Subject to approval by the 2025 Shareholders' Meeting concerning the dividend payments for the 2024 financial year. For further information, please refer to Note 35 "Dividend per share" in the notes to the consolidated financial statements.

		Change %	2024	2023	2022	2021	2020
<b>Environment</b>							
Energy consumption <sup>a</sup>	GWh	(2.6)	11,926	12,241	13,253	13,323	12,544
CO <sub>2</sub> emissions (Scope 1 and 2) <sup>b, c</sup>	kt CO <sub>2</sub> e	(1.9)	253	258	233	247	2,428
<b>Employees</b>							
Average number of employees (full-time equivalents, without trainees)	thousands	(2.3)	200	205	211	221	224
Employees (FTEs) in the Group/number of employees at the reporting date (full-time equivalents, without trainees)	thousands	(0.7)	198	200	207	217	226
Employee satisfaction (engagement score) <sup>d</sup>			77	76	78	77	4.0
<b>Fixed-network and mobile customers</b>							
Mobile customers <sup>e</sup>	millions	3.6	261.4	252.2	245.4	248.2	241.5
Fixed-network lines	millions	(0.5)	25.2	25.4	25.3	26.1	27.4
Broadband customers <sup>f</sup>	millions	1.7	22.4	22.0	21.4	21.6	21.7
Customer satisfaction (TRI*M index) <sup>g</sup>			77.6	76.2	76.0	73.4	72.2

<sup>a</sup> Energy consumption, mainly: electricity, fuel, other fossil fuels, district heating for buildings. The figure for 2020 was adjusted retrospectively in 2024 due to changes in methods and structures applied.

<sup>b</sup> The figures for 2020 and 2023 were adjusted retrospectively in the reporting year due to changes in methods and structures applied. Since 2023, CO<sub>2</sub> emissions have also included fugitive emissions from refrigerants and fire suppressants. Excluding these fugitive emissions, CO<sub>2</sub> emissions would have amounted to 206 kt CO<sub>2</sub>e in 2024 (2023: 217 kt CO<sub>2</sub>e).

<sup>c</sup> Calculated according to the market-based method of the Greenhouse Gas Protocol.

<sup>d</sup> Deutsche Telekom excluding T-Mobile US. In 2021, we changed from a scale of 1 to 5 for the engagement score (previously the "commitment index") to a scale of 0 to 100.

<sup>e</sup> Including T-Mobile US wholesale customers.

<sup>f</sup> Excluding wholesale.

<sup>g</sup> Deutsche Telekom excluding T-Mobile US.

The figures shown in this report were rounded in accordance with standard business rounding principles. However, changes were calculated on the basis of non-rounded values. As a result, the total indicated may not be equal to the precise sum of the individual figures.

For information on the development of business in the operating segments, please refer to the section "[Development of business in the operating segments](#)" in the combined management report and in the IR back-up on our [Investor Relations website](#).

For information on our performance indicators and alternative performance measures, please refer to the section "[Management of the Group](#)" in the combined management report and our [Investor Relations website](#).

# To our shareholders

<b>6</b>	<b>Letter from the Chair of the Board of Management</b>
<b>9</b>	<b>Supervisory Board's report to the 2025 Shareholders' Meeting</b>
<b>19</b>	<b>Members of the Board of Management of Deutsche Telekom AG in 2024</b>
<b>21</b>	<b>Members of the Supervisory Board of Deutsche Telekom AG in 2024</b>
<b>25</b>	<b>The T-Share</b>
<b>28</b>	<b>Development of selected financial data</b>
<b>30</b>	<b>Highlights</b>

## Letter from the Chair of the Board of Management

Dear shareholders,

Dear friends of Deutsche Telekom,

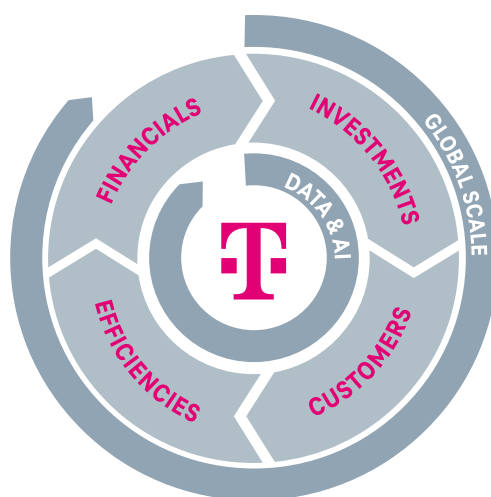
What a remarkable year it has been! Put simply, 2024 was outstanding for Deutsche Telekom: all of our key financial performance indicators clearly exceeded market expectations. In November, for the first time in over two decades, our share surpassed the 30 euro mark. Our "T" is the most valuable brand in continental Europe. Our customers were loyal to us. Today, we maintain around 300 million customer relationships worldwide. We invested further for these customers, once again reaching our highest level yet of EUR 16 billion. But perhaps the most important message for you is this: Our dividend per share for 2024 is set to rise to EUR 0.90. In short: We continued our growth course on both sides of the Atlantic and achieved extraordinarily good results. This is both reassuring and encouraging.

These positive trends are reflected in our key financial figures. Adjusted EBITDA AL grew by 6.2 % to EUR 43.0 billion. Free cash flow AL increased by 18.7 % to EUR 19.2 billion. Adjusted earnings per share – the basis for the proposed dividend to the Shareholders' Meeting – rose to EUR 1.90 per share. In addition, we bought back shares with a total volume of approximately EUR 2 billion in 2024, and intend to purchase more in this year: At our [Capital Markets Day](#) in October 2024, we announced that we will buy back further shares up to a total purchase price of EUR 2 billion.

All this means we are maintaining our course for 2025 – the year in which we celebrate our 30th anniversary. Our businesses are geared toward steady growth. We are focused and remain a reliable constant. Our continued success rests on the systematic implementation of our strategy. It gives us the necessary boost for realizing our vision of becoming the Leading Digital Telco. At the center of our strategy is the flywheel. At our [Capital Markets Day](#) in October 2024, we demonstrated how it has been helping us achieve – and in many cases surpass – our most important financial targets since 2020. We also presented an updated version of this flywheel incorporating the additional dimensions of data and artificial intelligence, as well as global scaling. The resulting growth targets for the coming years remain ambitious.

Our continued success rests on the systematic implementation of our strategy. It gives us the necessary boost for realizing our vision of becoming the Leading Digital Telco. At the center of our strategy is the flywheel. At our [Capital Markets Day](#) in October 2024, we demonstrated how it has been helping us achieve – and in many cases surpass – our most important financial targets since 2020. We also presented an updated version of this flywheel incorporating the additional dimensions of data and artificial intelligence, as well as global scaling. The resulting growth targets for the coming years remain ambitious.

### Flywheel: Leading Digital Telco vision



Our success hinges on keeping our flywheel constantly spinning. We will do this by continuing to invest more than our competitors. In this way, Deutsche Telekom can win over more and more people, and turn customers into fans by offering them the best products and the best services on the best network. This enables us to scale up and become more efficient. Building on this, we will improve our financial figures; higher profitability in turn enables higher investments. And our flywheel keeps spinning.

But it must never stop. Which is why we are adding momentum through two new elements. First is the global aspect: We have a strong position as the leading telecommunications provider to the Western world, with one mainstay in Europe and another in the United States. We want to focus even more intensely on leveraging this strength going forward, to unlock further growth opportunities and efficiency potential, and continue accelerating our flywheel.

Second, we are making good progress with amplifying digitalization through the use of artificial intelligence (AI) – another addition to our flywheel. This topic already plays a key role throughout most of Deutsche Telekom. AI opens up new access to knowledge and helps us to better use our resources, e.g., in service, and improve our productivity. AI is much more than a tool for creating text or images: We have launched in total over 500 projects aiming to unlock the potential of AI in our Company. Just one example: Thanks to AI, we have been able to reduce the time it takes to activate fixed-network lines from over three minutes to ten seconds. Projects like these make us faster and more efficient, ultimately enhancing the quality of our services. And they will all help us to understand AI even better and keep on improving our processes.

## Dear shareholders,

At the heart of our strategy are our approximately 300 million customer relationships worldwide. Without these customers, we cannot be successful. That is why we continue to forge ahead with our network build-out, and enable the best connections over our infrastructure for customers across our entire footprint.

T-Mobile US keeps leading the industry in terms of customer growth. Ahead of Verizon and ahead of AT&T, both former leading big players on the most important mobile communications market globally. In the 2024 financial year, T-Mobile US won around 6.1 million new postpaid mobile customers, retaining its position as the number 1 in the United States. According to independent tests, T-Mobile US' ultra-fast 5G network is unbeaten as the best mobile infrastructure nationwide.

In our domestic market of Germany, we are a pioneer of the digital transformation. And we are improving every year. We proved this yet again in 2024, meeting our expectations for this year in terms of the fiber-optic build-out: more than 470 thousand new customers have subscribed to a fiber-optic line from us. At the same time, we give over 10 million households and businesses the option to subscribe to our fiber-optic lines. We keep our word. We are the growth engine for optical fiber in Germany, building out more than all of our competitors combined. Our focus now is on maintaining this momentum and continuing to work toward nationwide coverage.

We are shaping up our 5G mobile network for the future, making it even more flexible and high performing through the use of Open RAN and antenna tuning. We aim to make 3 thousand sites Open RAN-compatible by 2027. Our 5G build-out, too, is industry-leading. At present, 98 % of the population of Germany can access our high-speed mobile network.

Successes like these are pivotal to our brand's global reputation. According to the latest Brand Finance report, our "T" is worth USD 85.3 billion, making it the most valuable brand in our industry. Not only that: we currently top the list as the most valuable brand among all companies in Europe, and have more than doubled our brand value since 2020. This clearly highlights how seriously we take our brand promise, "Connecting your world."

## Dear shareholders,

We want you to participate in this success. Because you put your trust in us every day. In light of the strong earnings performance, we intend to increase the dividend for the 2024 financial year to EUR 0.90 per share. Provided we get the approval of the Shareholders' Meeting, of course. This is an increase of 17 % against last year, and this step is in line with our communicated dividend policy. Showing again that we can be counted on. And we are still shifting up a gear: by 2027, we want to increase adjusted earnings per share – which also forms the basis for our dividend – to approximately EUR 2.5.

But for all of this success, we must not lose sight of what is important. That is why we stand by our convictions. 200 thousand employees carry the responsibility for all of the people who place their trust in us. We are aware of this. We draw strength from this. And it gives us momentum.

At the same time, we are currently experiencing changes in the political realities around us. Over and over this presents us with new challenges. What is Deutsche Telekom's role in these unstable times? We want to remain an anchor of stability, synonymous with reliable and sound business operations. We adapt to new circumstances while staying true to our values. In practice, this means that Deutsche Telekom remains a liberal and inclusive company. We will continue to advocate for tolerance and against hate and propaganda. Radical views and marginalization have no place within Deutsche Telekom's walls. We offer all people the opportunity to take part. We look at people's skills and talents, not at where they come from or how they choose to live their life. We act in line with our conviction that participation is the basis for a functioning society.

### **Dear shareholders,**

I would like to finish on a personal note by saying how delighted I am that the Supervisory Board has offered to extend my contract as Chair of the Board of Management until the end of 2028. I will continue to discharge my duties with energy, passion, and joy.

Deutsche Telekom faces major challenges, but we also see major opportunities. Our plans are ambitious. And with the realignment of our management team, we are on the right course to take them on successfully. We won't stop!

Best regards,  
Tim Höttges



## Supervisory Board's report to the 2025 Shareholders' Meeting

### Dear shareholders,

The 2024 financial year was characterized by the further evolution of the Group strategy and the Group's ongoing transformation in an age of digitalization and technological change. With its strategy to transform Deutsche Telekom into the Leading Digital Telco, the Company is well positioned to leverage future opportunities and face challenges head on. The refined strategy presented at the Capital Markets Day in October 2024 was met with considerable interest and approval. In the financial year just ended, the Board of Management closed various transactions serving to further optimize and protect the Company's investment portfolio. In the 2024 financial year, business developed well overall. The growth momentum continues unabated on both sides of the Atlantic. Deutsche Telekom successfully met the challenges caused by geopolitical tensions, increased energy prices, and high inflation with the requisite discipline. The network build-out was ramped up further and Deutsche Telekom again underscored its ability to perform at the top level with special offerings for customers and its strong commitment to service. The Group held its own in the challenging environment despite the rising intensity of competition. Strong results brought the 2024 financial year to a successful close. The Group continues to maintain its industry-leading position. Deutsche Telekom is still the most valuable company brand in Europe and is now also the most valuable telecommunications brand worldwide. The Company also remained committed to its responsibility to society in the 2024 financial year, through social engagement in many areas, ambitious sustainability targets, and more. The Supervisory Board exercised its functions as an advisory and supervisory body and gave the Board of Management its full support.

### Supervisory Board activities in the 2024 financial year

We continually supervised and supported the Board of Management in its management of the Company by providing advice. Specifically, this consisted of ensuring that the Board of Management's activities were lawful, compliant, appropriate, strategically relevant, sustainable, and efficient.

The Board of Management's written and oral reports formed the essential basis for the fulfillment of the Supervisory Board's tasks and duties under the law, the Articles of Incorporation, and the Rules of Procedure. The Board of Management kept us regularly informed in good time on corporate strategy, planning, business development of the Company and its different segments, the risk situation, risk and opportunity management, compliance, innovation focuses, and any deviations in the business development from original plans, as well as significant business transactions involving the Company and its major subsidiaries and associates.

The Board of Management fulfilled its duties to inform quickly and in full. The Board of Management's reports met all statutory requirements, the standards of good corporate governance, and the criteria imposed on them by us with regard to both content and scope. In addition to the reports, we requested and received supplementary information. We reviewed, critically analyzed, and verified the plausibility of these reports and other information.

The Rules of Procedure of the Board of Management and Supervisory Board include a list of transactions and measures for which the Board of Management has to obtain approval from the Supervisory Board. We met with the Board of Management to discuss and thoroughly review the business transactions and measures presented to us in the 2024 financial year for approval in line with this document. We approved the transactions and measures submitted for resolution.

The frequency of plenary and committee meetings means that we are in close contact with the Board of Management. The Board of Management also reports on individual issues in writing or in discussions between the meetings. In addition, the Chair of the Supervisory Board is in contact with the Board of Management, especially the Chair of the Board of Management, at regular appointments at which current business transactions, strategy issues, planning, business development, sustainability, regulation, the risk situation, risk and opportunity management, and compliance, as well as other significant events, are discussed.

In the 2024 financial year, six Supervisory Board plenary meetings were held as well as one off-site conference, and 28 meetings of the Supervisory Board committees took place. Detailed information concerning the form in which these meetings were held (face to face/ virtual) is provided below. The overall attendance rate was around 98 %. In total, each of the Supervisory Board members attended more than 75 % of the plenary meetings and the meetings of the respective committees on which they sit. Those members who were unable to attend meetings were generally able to participate nonetheless by submitting their votes in writing or by way of prior briefings on resolutions for decision.

The meetings were either held face to face or virtually:

Committee	Face-to-face meetings <sup>a</sup>	Virtual meetings
Plenary meeting/off-site conference	5	2
General Committee	7	3
Strategy, ESG, and Innovation Committee	5	1
Audit and Finance Committee	6	0
Staff Committee	2	0
Nomination Committee	1	3
Mediation Committee (no meetings held)		

<sup>a</sup> Option to participate via video/audioconference in certain cases where the participant could not be physically present.

The Supervisory Board plenary meeting additionally adopted one resolution outside of its meetings by means of a written procedure.

Members of the Board of Management attended the plenary meetings and the committee meetings of the Supervisory Board. The Supervisory Board also came together in plenary meetings without the Board of Management on a regular basis. The Supervisory Board followed up the off-site conference with an executive session without the Board of Management.

In the **Supervisory Board meeting on February 22, 2024**, in the presence of the external auditor, we primarily dealt with the Company's 2023 annual financial statements and consolidated financial statements, the Group management report, which is combined with the management report of Deutsche Telekom AG (combined management report), and the combined non-financial statement contained in the combined management report as a separate section. Our approval of the 2023 annual financial statements was based on the recommendation of the Audit and Finance Committee. The same applies to the review of the combined non-financial statement. We agreed to the Board of Management's proposal on the appropriation of net income. In addition, we adopted a resolution on the preparation of the 2023 Remuneration Report and approved the agenda for the 2024 Shareholders' Meeting, including the selection of Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, as the independent auditor of the annual financial statements and consolidated financial statements for the 2024 financial year based on the recommendation of the Audit and Finance Committee. Beyond this, we dealt with various matters pertaining to the Board of Management and the Supervisory Board. The results of the Supervisory Board's self-assessment were presented, with a discussion on steps towards optimization. Furthermore, we reappointed Srini Gopalan as the Board member responsible for Germany for the period from January 1, 2025 to midnight on December 31, 2029. We also approved the acquisition of a 50 % stake in the FTTH platform Lumos by T-Mobile US. The Board of Management reported comprehensively on the current situation (brand strategy, regulation, supplier management, etc.) and the most important financial and operational KPIs for the Group and its segments.

In the **meeting on May 23, 2024**, the Board of Management informed us comprehensively of the current situation (regulation, supply chain resilience, etc.) and the financial and operational KPIs for the Company and its segments in the first quarter of 2024. We dealt with two transactions at T-Mobile US: the acquisition of key components of UScellular's wireless operations and the sale of 3.45 GHz spectrum. The Supervisory Board further considered the independence of Dagmar P. Kollmann who, as of May 24, 2024, has been a member of the Supervisory Board for more than twelve years. In the Supervisory Board's opinion, Dagmar P. Kollmann continues to be independent from the Company and its Board of Management. We approved the actions of the board members at direct subsidiaries subject to co-determination, and approved the composition of the supervisory board of Deutsche Telekom IT GmbH. Additionally, we carried out a periodic review of the Group risk report.

In the **meeting on July 17, 2024**, we approved the acquisition of a 50 % stake in the FTTH platform Metronet by T-Mobile US.

In the **meeting on September 4, 2024**, the Board of Management reported on the current situation and the financial and operational KPIs for the Company and its segments in the second quarter of 2024. A status update was provided on the sale of T-Mobile US' 3.45 GHz spectrum. We dealt with matters pertaining to the Board of Management (setting key points for a new Board of Management remuneration system, etc.). We adopted a resolution on the new terms of the contractual relationship between Telekom Deutschland GmbH and GlasfaserPlus. Lastly, we approved a contribution commitment to a fund for building further digital infrastructure (DIV III).

At the **off-site conference with the Board of Management on September 4 and 5, 2024**, we dealt with the further evolution of the Group strategy and the preparations for Deutsche Telekom's Capital Markets Day.

In the **meeting on October 7, 2024**, the Board of Management informed us of its considerations regarding the 2024 dividend. We additionally approved the merger of Deutsche Telekom Außendienst GmbH into Deutsche Telekom Technik GmbH.

In the **meeting on December 12, 2024**, we dealt with various matters pertaining to the Board of Management and Supervisory Board, including adopting resolutions on the provisional achievement of targets for the 2024 financial year, deciding on a nomination for election to the Supervisory Board, and setting the new Board of Management remuneration system to be proposed to the 2025 Shareholders' Meeting. Furthermore, the Board of Management reported on the current situation and the financial and operational KPIs in the Company and its segments in the third quarter of 2024. One focus of the meeting was the resolution on the budget and on the annual financing plan for the 2025 financial year. In addition, we acknowledged the medium-term planning for 2025 through 2028. We approved the sale of 800 MHz spectrum licenses by T-Mobile US, as well as its 2025 share buy-back program. We also adopted resolutions on the German Corporate Governance Code (including resolutions on the Declaration of Conformity and on assessing the independence of Supervisory Board members on the shareholders' side). Lastly, we carried out the periodic review of the Group risk report.

At our plenary meetings and in the Audit and Finance Committee in particular, we also regularly supervised the management of the Company by the Board of Management. As part of this, we made sure that the Board of Management ensured compliance with legal provisions and internal standards and policies supported by the Group-wide compliance organization. We also regularly met with the Board of Management to discuss the internal control system it had introduced and the risk and opportunity management system. Based on our regular deliberations and on the audit reports from the external auditor, we came to the conclusion that there are no factors which contradict the appropriateness and effectiveness of these systems in their entirety.

Outside of our meetings, the members of the Supervisory Board also attended information events to keep up to date on the latest topics and developments.

### **Organization of the Supervisory Board's activities**

To increase the efficiency of our work, and in consideration of the specific requirements we have to fulfill, we have set up the committees listed below, all of which have an equal number of shareholders' and employees' representatives, with the exception of the Nomination Committee. The chairs of the respective committees regularly reported to the plenary meeting on the content and results of the committee meetings.

## Supervisory Board committees

Committee	Supervisory Board member	Committee	Supervisory Board member
<b>General Committee</b>		<b>Staff Committee</b>	
	Dr. Frank Appel (Chair)		Frank Sauerland (Chair)
	Katja Hessel, until December 31, 2024		Dr. Frank Appel
	Harald Krüger		Odysseus D. Chatzidis
	Kerstin Marx		Harald Krüger
	Frank Sauerland		Kerstin Marx
	Christoph Schmitz-Dethlefsen		Dr. Reinhard Ploss
			Nicole Seelemann-Wandtke
			Margret Suckale
<b>Audit and Finance Committee</b>		<b>Nomination Committee</b>	
	Dagmar P. Kollmann (Chair)		Dr. Frank Appel (Chair)
	Dr. Helga Jung		Katja Hessel, until December 31, 2024
	Petra Steffi Kreusel		Dagmar P. Kollmann
	Kerstin Marx		
	Susanne Schöttke		
	Karl-Heinz Streibich		
	Karin Topel		
	Stefan B. Wintels		
<b>Strategy, ESG, and Innovation Committee</b>		<b>Mediation Committee</b>	
	Dr. Frank Appel (Chair)		Dr. Frank Appel (Chair)
	Odysseus D. Chatzidis		Katja Hessel, until December 31, 2024
	Eric Daum		Kerstin Marx
	Constantin Greve		Christoph Schmitz-Dethlefsen
	Katja Hessel, until December 31, 2024		
	Lars Hinrichs		
	Frank Sauerland		
	Margret Suckale		

The **General Committee** held ten meetings in 2024. The committee focused mainly on preparing the recommendations for resolution for the plenary meetings in regard to all decisions on matters pertaining to the Board of Management and Supervisory Board. The Board of Management remuneration system and succession planning for the Board of Management were central topics of discussion. The committee reviewed the appropriateness of the Board of Management remuneration as scheduled.

The **Audit and Finance Committee** met six times in 2024. With the exception of the meeting on November 28, 2024, the external auditor attended all further five meetings. The Audit and Finance Committee also consulted with the external auditor without the Board of Management in these five meetings. The Audit and Finance Committee's area of responsibility is defined by German and European legislation, the German Corporate Governance Code, and the Rules of Procedure of the Supervisory Board. It includes, in particular, the monitoring of accounting and the accounting process, the effectiveness of the internal control system (ICS), the risk and opportunity management system, the internal auditing system, compliance, including the compliance management system, and data privacy and data security. In addition, the Audit and Finance Committee deals with legal disputes as well as cybersecurity and the resulting risks for the Group. The Audit and Finance Committee also handled matters relating to the audit of the Company's financial statements, in particular selecting and ensuring the independence of the external auditor, and of the additional services provided by the external auditor, the commissioning of the external auditor for the audit of the annual financial statements and consolidated financial statements, including the obligations to provide information as recommended by the German Corporate Governance Code, the agreement on fees, as well as the stipulation of the main focuses of the audit. Furthermore, the Audit and Finance Committee discussed the assessment of the audit risk, the audit strategy and audit plan, and the audit results together with the external auditor. Outside of the meetings, the Chair of the Audit and Finance Committee was in regular dialogue with the external auditor on the audit progress and other topics, which she reported back to the Audit and Finance Committee. The Audit and Finance Committee commissioned Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, to perform a limited assurance engagement on the combined sustainability statement contained in the combined management report as a separate section, as well as a reasonable assurance engagement in respect of the two management-relevant performance indicators (energy consumption and CO<sub>2</sub> emissions (Scope 1 and 2)).

In the 2024 financial year, the Audit and Finance Committee again held one extraordinary meeting on fundamental issues affecting the Group. At this meeting, the committee dealt in particular with the effectiveness of reporting on the internal control system, the risk and opportunity management system, and the internal auditing system, and with the compliance management system, including the ongoing development of the reporting structure. The Audit and Finance Committee discussed information on new requirements and developments in German and EU law, and accounting standards. The committee's work in the reporting year focused mainly on the latest developments in the areas of data privacy and data security, the effectiveness of the ICS, and the development of the risk profile, particularly against the backdrop of the geopolitical situation and the development and auditing of sustainability reporting, especially the preparations for the expected implementation of the requirements arising from the CSRD.

In the meeting on November 28, 2024, the Audit and Finance Committee adopted resolutions on the 2025 budget and the 2025 annual financing plan and made two recommendations for resolution to the Supervisory Board in this regard. The medium-term planning for 2025 to 2028 was also addressed in this meeting.

The **Strategy, ESG, and Innovation Committee** met six times in 2024. At these meetings, the committee dealt extensively with the strategy for the Germany, Technology & Innovation, USA, Group Development, and T-Systems departments. Presentations were given on various ESG and sustainability topics, in particular the transition plan to support the achievement of the climate-related targets. The key focus when dealing with the strategy of the Technology & Innovation department was on artificial intelligence and network intelligence. Furthermore, the committee prepared for the Supervisory Board's annual strategy meeting, dealt with the 2024 Trend Radar, and adopted resolutions on a number of M&A transactions or made corresponding preparations for resolution by the Supervisory Board plenary meeting. The committee additionally received information on the brand strategy and new business models.

The **Staff Committee** held two meetings in 2024 and mainly discussed matters relating to headcount planning and qualitative and quantitative staff-requirements planning for the purpose of preparing Supervisory Board resolutions on the 2025 budget. Further topics dealt with by the committee included the people strategy, the diversity strategy, the global location strategy, and talent management. The committee also looked at future skills requirements, the findings of the employee survey, proportion of women in management positions, the gender pay gap, and a range of current topics such as the new Magenta Exchange program between T-Mobile US and Deutsche Telekom.

The **Nomination Committee** met four times in 2024, and dealt in its meetings with succession planning for the Supervisory Board. A particular focus was on filling a Supervisory Board position opening up in 2025. The committee additionally dealt with medium-term succession planning. Based on the voluntary targets for the composition of the Supervisory Board, the profile of skills and expertise, and the diversity concept, the committee took the initial step of defining a requirements profile. The search for a successor took place on the basis of this profile and with the support of an external HR consultant.

The **Mediation Committee** to be formed in accordance with § 27 (3) of the Codetermination Act did not meet in 2024.

#### Number of meetings attended by the individual members

Supervisory Board member	Meeting	Attendance	Attendance rate
<b>Dr. Appel, Frank</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	General Committee	10/10	
	Strategy, ESG, and Innovation Committee	6/6	
	Staff Committee	2/2	
	Nomination Committee	4/4	
	Audit and Finance Committee (as guest)	(6)	
	<b>Total</b>	<b>29/29</b>	<b>100 %</b>
<b>Schmitz-Dethlefsen, Christoph</b>	Supervisory Board plenary meeting/off-site conference	6/7	
	General Committee	10/10	
	<b>Total</b>	<b>16/17</b>	<b>94 %</b>
<b>Chatzidis, Odysseus D.</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Strategy, ESG, and Innovation Committee	6/6	
	Staff Committee	2/2	
	<b>Total</b>	<b>15/15</b>	<b>100 %</b>

Supervisory Board member	Meeting	Attendance	Attendance rate
<b>Daum, Eric</b>			
	Supervisory Board plenary meeting/off-site conference	6/7	
	Strategy, ESG, and Innovation Committee	5/6	
	<b>Total</b>	<b>11/13</b>	<b>84 %</b>
<b>Greve, Constantin</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Strategy, ESG, and Innovation Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Hessel, Katja</b> until December 31, 2024			
	Supervisory Board plenary meeting/off-site conference	7/7	
	General Committee	10/10	
	Nomination Committee	4/4	
	<b>Total</b>	<b>21/21</b>	<b>100 %</b>
<b>Hinrichs, Lars</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Strategy, ESG, and Innovation Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Dr. Jung, Helga</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Kollmann, Dagmar P.</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	Nomination Committee	4/4	
	Strategy, ESG, and Innovation Committee (as guest)	(6)	
	<b>Total</b>	<b>17/17</b>	<b>100 %</b>
<b>Kreusel, Petra Steffi</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	Strategy, ESG, and Innovation Committee (as guest)	(1)	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Krüger, Harald</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	General Committee	10/10	
	Staff Committee	2/2	
	<b>Total</b>	<b>19/19</b>	<b>100 %</b>
<b>Marx, Kerstin</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	General Committee	10/10	
	Audit and Finance Committee	6/6	
	Staff Committee	2/2	
	<b>Total</b>	<b>25/25</b>	<b>100 %</b>
<b>Dr. Ploss, Reinhard</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	Staff Committee	2/2	
	Strategy, ESG, and Innovation Committee (as guest)	(1)	
	<b>Total</b>	<b>9/9</b>	<b>100 %</b>
<b>Sauerland, Frank</b>			
	Supervisory Board plenary meeting/off-site conference	7/7	
	General Committee	10/10	
	Strategy, ESG, and Innovation Committee	6/6	
	Staff Committee	2/2	
	<b>Total</b>	<b>25/25</b>	<b>100 %</b>
<b>Schöttke, Susanne</b>			
	Supervisory Board plenary meeting/off-site conference	5/7	
	Audit and Finance Committee	5/6	
	<b>Total</b>	<b>10/13</b>	<b>76 %</b>

Supervisory Board member	Meeting	Attendance	Attendance rate
<b>Seelemann-Wandtke, Nicole</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Staff Committee	2/2	
	<b>Total</b>	<b>9/9</b>	<b>100 %</b>
<b>Streibich, Karl-Heinz</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Suckale, Margret</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Strategy, ESG, and Innovation Committee	6/6	
	Staff Committee	2/2	
	<b>Total</b>	<b>15/15</b>	<b>100 %</b>
<b>Topel, Karin</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>
<b>Wintels, Stefan B.</b>	Supervisory Board plenary meeting/off-site conference	7/7	
	Audit and Finance Committee	6/6	
	<b>Total</b>	<b>13/13</b>	<b>100 %</b>

### Conflicts of interest on the Supervisory Board

No conflicts of interest have arisen among the Supervisory Board members in the reporting year. Should a conflict of interest arise, the Supervisory Board members will discuss how to proceed with the Chair of the Supervisory Board.

### Corporate governance

The Supervisory Board and Board of Management are aware that good corporate governance is an important foundation for corporate success. The provisions of the German Corporate Governance Code are hence reflected in the Company's statutes. The Board of Management and the Supervisory Board last issued their Declaration of Conformity with the German Corporate Governance Code on December 30, 2024, followed by an update on January 27, 2025.

This Declaration of Conformity, along with the updated version, can be found on the Deutsche Telekom AG [website](#). It also provides access to the declarations of conformity from previous years.

With the declaration of deviation contained therein as a mere precaution for the period from January 27, 2025, Deutsche Telekom complied, and continues to comply, with all recommendations of the Code. For detailed information on corporate governance at Deutsche Telekom, please refer to the Corporate Governance Statement.

The Corporate Governance Statement can be found on the Deutsche Telekom AG [website](#).

### Training and development

The members of the Supervisory Board generally take on the necessary training and further education measures required for their tasks on their own initiative. Deutsche Telekom offers supporting information events and workshops – in 2024 the main focus was on ESG requirements, compliance, and sustainability reporting – delivered by experts from within the Company. Company visits and presentations of product innovations are additionally arranged and offered to the Supervisory Board members to enhance their understanding of the Company. They also inform themselves and undergo continued training on current topics both within and outside of the Supervisory Board's meetings. The Company offers new Supervisory Board members a customized program to introduce them to the industry and the situation of the Company. Furthermore, the members of the Audit and Finance Committee are informed (both continually and in depth at an annual special meeting) about the latest changes in the law, new accounting and auditing standards, developments in risk management methodology, and any changes in corporate governance issues. The members of the Supervisory Board are also kept up to date about any new requirements for work on the Supervisory Board at the regular Board and committee meetings.

## Changes in the composition of the Board of Management

By resolution of October 13, 2023, Dr. Ferri Abolhassan was appointed as the Board member responsible for T-Systems for the period from January 1, 2024 to December 31, 2026. By resolution of February 22, 2024, Srin Gopalan was reappointed as the Board member responsible for Germany for the period from January 1, 2025 to December 31, 2029.

On January 27, 2025, the Supervisory Board resolved to cancel the current appointment of Timotheus Höttges. He was reappointed to the Board of Management prematurely for the period from February 1, 2025 until midnight on December 31, 2028. He was reassigned the department of the Chair of the Board of Management.

The Supervisory Board additionally resolved on January 27, 2025 to terminate Srin Gopalan's Board position and to approve his termination agreement effective midnight on February 28, 2025. Srin Gopalan will assume the function of Chief Operating Officer at T-Mobile US effective March 1, 2025.

In the same meeting, the Supervisory Board approved the appointment of Rodrigo Diehl to the Board of Management for the period from March 1, 2025 to midnight on February 29, 2028. He was assigned to the Germany Board department.

## Changes in the composition of the Supervisory Board

### Shareholders' representatives

At the Shareholders' Meeting on April 10, 2024, Lars Hinrichs and Karl-Heinz Streibich were each elected for a further two years as members of the Supervisory Board until the end of the 2026 Shareholders' Meeting.

Katja Hessel resigned from her position effective midnight on December 31, 2024. She is succeeded by Stefan Ramge, who was appointed by order of the Bonn District Court to the Supervisory Board of Deutsche Telekom AG effective January 2, 2025 until the end of the next Shareholders' Meeting.

In January 2025, Lars Hinrichs resigned from his position on the Supervisory Board with effect from the end of the Shareholders' Meeting on April 9, 2025.

### Employees' representatives

Christoph Schmitz-Dethlefsen was elected Deputy Chair of the Supervisory Board effective January 1, 2024. He replaced Frank Sauerland, who had resigned from his position effective midnight on December 31, 2023.

We would like to thank all members of the Supervisory Board who have left for their successful and constructive collaboration.

## Review of the annual and consolidated financial statements, the sustainability statement, and the 2024 Remuneration Report

The Board of Management submitted the annual financial statements, the consolidated financial statements, and the Group management report, which is combined with the management report of Deutsche Telekom AG (combined management report), together with its proposal for the appropriation of net income and the Corporate Governance Statement, to us in good time. The combined management report also included a separate section containing the combined sustainability statement for Deutsche Telekom AG and for the Group (combined sustainability statement) for the 2024 financial year.

Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich (Deloitte), which was appointed as auditor of the single-entity financial statements and auditor of the consolidated financial statements (external auditor) for the 2024 financial year by the Shareholders' Meeting, audited the annual financial statements as of December 31, 2024, which were prepared by the Board of Management in accordance with the provisions of the German Commercial Code (Handelsgesetzbuch – HGB), and the combined management report, as well as the consolidated financial statements as of December 31, 2024, which were prepared in accordance with IFRS as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e (1) HGB, and the combined management report (documentation on the financial statements). The external auditor issued an unqualified audit opinion for each document. Moreover, Deloitte performed a limited assurance engagement on the combined sustainability statement for the 2024 financial year prepared by the Board of Management in respect of the disclosures required by law as well as in relation to the two management-relevant performance indicators (energy consumption and CO<sub>2</sub> emissions (Scope 1 and 2)) in order to obtain reasonable assurance and issued a combined report without any reservations in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised).



The external auditor confirmed its independence in writing to the Audit and Finance Committee and the Supervisory Board together with the submission of the audit reports. There are no circumstances that may give rise to doubts about the external auditor's impartiality. In the Supervisory Board meeting on February 25, 2025, the Audit and Finance Committee informed us about its monitoring of the external auditor's independence while taking account of the non-audit services provided, and about its conclusion that the auditor continues to meet the independence requirements.

The external auditor submitted its reports on the nature and extent as well as the result of its audits (audit reports) to us. The aforementioned documentation on the financial statements, the external auditor's preliminary audit reports, and the Board of Management's proposal for the appropriation of net income were made available to the members of the Supervisory Board in good time. The same applies to the combined sustainability statement and the Corporate Governance Statement.

We conducted our own in-depth review of the documents submitted by the Board of Management and the external auditor's audit reports. In preparation, the Audit and Finance Committee had conducted a thorough review of the aforementioned documents. The documentation on the financial statements and the Board of Management's proposal for the appropriation of net income were explained in detail by the Board of Management to the members of the Audit and Finance Committee at its meeting on February 24, 2025. The members of the Board of Management also answered the committee members' questions. Moreover, the external auditor also attended this meeting and reported on its audit, in particular the focal points of the audit defined in agreement with the Audit and Finance Committee and the Supervisory Board, and the main findings of its audit, and explained its preliminary audit reports. The members of the Audit and Finance Committee acknowledged and critically reviewed the preliminary audit reports and preliminary audit opinions, and discussed them, as well as the audit itself, with the external auditor. The review included questions about the nature and extent of the audit and about the audit findings. The Audit and Finance Committee satisfied itself that the audit and the audit reports were compliant. In particular, its members had assured themselves that the audit reports and the audit conducted by the external auditor met the legal requirements. The external auditor then issued its final audit reports without any changes and issued an unqualified audit opinion for each of the financial statements. Furthermore, the Audit and Finance Committee adopted the aforementioned approach with respect to the audit report and audit opinion on the combined sustainability statement and conducted a review of both. Deloitte then issued this report along with an unqualified audit opinion. The Audit and Finance Committee recommended that we approve the results of the audit conducted by the external auditor and, since it had no objections to the documents submitted by the Board of Management, that we approve the annual financial statements and the consolidated financial statements, that we not raise any objections against the combined management report or the combined sustainability statement, and that we support the Board of Management's proposal for the appropriation of net income.

We performed the final review of the documentation on the financial statements, as well as the Board of Management's proposal for the appropriation of net income, on February 25, 2025, taking into account the report and recommendations of the Audit and Finance Committee and the external auditor's final audit reports. The Board of Management attended this meeting, explained the documents they had submitted, and answered our questions. The external auditor also attended this meeting and reported on its audit and the main findings of its audit, explained its audit reports, and answered our questions, in particular relating to the nature and extent of the audit and the audit findings. Based on this and the report presented by the Audit and Finance Committee, we were satisfied that the audit and the audit report were compliant. Hence, we approved the findings of the audit by the external auditor. The same applies to the combined sustainability statement contained in the combined management report.

Based on the final outcome of our review of the annual financial statements, the consolidated financial statements, the combined management report, and the combined sustainability statement, as well as the Board of Management's proposal for the appropriation of net income, no objections need be raised. The same applies to the Corporate Governance Statement even insofar as it has not been audited by the external auditor. We followed the Audit and Finance Committee's recommendation and approved the annual financial statements and the consolidated financial statements for 2024. The 2024 annual financial statements are therefore formally adopted.

The Supervisory Board's assessment of the position of the Company and the Group is the same as that which the Board of Management presented in its combined management report. It followed the Audit and Finance Committee's recommendation and approved these documents. The same applies to the combined sustainability statement.

When dealing with the budget and medium-term planning on December 12, 2024, we conducted an in-depth examination of financial and investment plans, discussing in particular the development of earnings, free cash flow, the equity ratio, and balance sheet ratios. The Board of Management's proposal concerning the appropriation of net income was examined by the Audit and Finance Committee on February 24, 2025, and by the Supervisory Board on February 25, 2025. The external auditor was present at both meetings. We approved and supported the Board of Management's proposal to pay out shareholder remuneration of around EUR 4,404 million and to carry forward around EUR 24,718 million to unappropriated net income.

The Remuneration Report for the 2024 financial year was prepared by the Board of Management and Supervisory Board in accordance with § 162 (1) sentence 1 of the German Stock Corporation Act (Aktiengesetz – AktG) and formally reviewed by the external auditor to ensure the information pursuant to § 162 (1) and (2) AktG had been provided. No shortcomings were found and the external auditor issued an unqualified opinion.

We would like to thank the members of the Board of Management, all employees, and the works committees for their commitment and dedication in the 2024 financial year.

Bonn, February 25, 2025

The Supervisory Board

Dr. Frank Appel

Chair

## Members of the Board of Management of Deutsche Telekom AG in 2024

### Timotheus Höttges

Chair of the Board of Management since January 1, 2014

#### Memberships of supervisory boards required to be formed by law:

- Mercedes-Benz Group AG, Stuttgart (since 7/2020) <sup>a</sup>
- Mercedes-Benz AG, Stuttgart (since 10/2021)
- T-Mobile US, Inc., Bellevue, United States, Chair of the Board of Directors (since 4/2013) <sup>a, b</sup>

### Dr. Ferri Abolhassan

Board member responsible for T-Systems since January 1, 2024

– No other seats –

### Birgit Bohle

Board member responsible for Human Resources and Legal Affairs, and Labor Director since January 1, 2020

#### Memberships of supervisory boards required to be formed by law:

- Deutsche Telekom Services Europe SE, Bonn (since 10/2019), Chair of the Supervisory Board (since 3/2024) <sup>b</sup>
- Telekom Deutschland GmbH, Bonn (since 1/2019) <sup>b</sup>
- T-Systems International GmbH, Frankfurt/Main (since 6/2021) <sup>b</sup>
- Vonovia SE, Bochum (since 5/2024) <sup>a</sup>

### Srini Gopalan

Board member responsible for Germany since November 1, 2020

#### Memberships of supervisory boards required to be formed by law:

- Deutsche Telekom Service GmbH, Bonn, Chair of the Supervisory Board (since 11/2020) <sup>b</sup>
- Deutsche Telekom Technik GmbH, Bonn, Chair of the Supervisory Board (since 11/2020) <sup>b</sup>
- T-Mobile US, Inc., Bellevue, United States, Member of the Board of Directors (since 8/2022) <sup>a, b</sup>

### Dr. Christian P. Illek

Board member responsible for Finance since January 1, 2019

#### Memberships of supervisory boards required to be formed by law:

- BuyIn SA/NV, Brussels, Belgium (since 12/2018), Chair of the Supervisory Board (since 1/2023) <sup>b</sup>
- Deutsche Telekom Services Europe SE, Bonn (since 8/2019), Chair of the Supervisory Board (11/2019 to 2/2024) <sup>b</sup>
- Telekom Deutschland GmbH, Bonn (since 6/2021), Chair of the Supervisory Board (since 6/2021) <sup>b</sup>
- T-Mobile US, Inc., Bellevue, United States, Member of the Board of Directors (since 1/2019) <sup>a, b</sup>

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.

## Thorsten Langheim

Board member responsible for USA and Group Development since January 1, 2019

### Memberships of supervisory boards required to be formed by law:

- FC Bayern München AG, Munich (since 9/2021)
- T-Mobile US, Inc., Bellevue, United States, Member of the Board of Directors (since 6/2014) <sup>a, b</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Deutsche Telekom Capital Partners Management GmbH, Hamburg, Chair of the Investment Committee (since 6/2015) <sup>b</sup>
- Deutsche Telekom Tech Fund GmbH, Bonn, Chair of the Investment Committee (2/2024) <sup>b</sup>
- Digital Infrastructure Vehicle II SCSp SICAV-RAIF, Luxembourg, Member of the Limited Partner Advisory Committee (since 7/2022)
- DTCP Growth Equity III SICAV-RAIF, Luxembourg, Member of the Limited Partner Advisory Committee (since 11/2022) <sup>b</sup>
- GD Towers Holding GmbH, Bonn, Chair of the Shareholders' Committee (since 2/2023)
- Incharge Fund I SCSp SICAV-RAIF, Luxembourg, Member of the Limited Partner Advisory Committee (since 9/2024)

## Dominique Leroy

Board member responsible for Europe since November 1, 2020

### Memberships of supervisory boards required to be formed by law:

- Hellenic Telecommunications Organization S.A. (OTE S.A.), Marousi, Athens, Greece (since 11/2020) <sup>a, b</sup>
- T-Mobile US, Inc., Bellevue, United States, Member of the Board of Directors (since 11/2020) <sup>a, b</sup>
- T-Mobile Polska S.A., Warsaw, Poland (since 11/2020), Chair of the Supervisory Board (since 11/2020) <sup>b</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Compagnie de Saint-Gobain, Courbevoie, France, Member of the Board of Directors (since 11/2017) <sup>a</sup>

## Claudia Nemat

Board member responsible for Technology and Innovation since January 1, 2017

### Memberships of supervisory boards required to be formed by law:

- Airbus Defence and Space GmbH, Ottobrunn (since 5/2016)
- Deutsche Telekom IT GmbH, Bonn, Chair of the Supervisory Board (since 6/2017) <sup>b</sup>
- Deutsche Telekom Security GmbH, Bonn (since 8/2020), Deputy Chair of the Supervisory Board (since 9/2020) <sup>b</sup>
- T-Systems International GmbH, Frankfurt/Main (since 4/2020), Chair of the Supervisory Board (since 6/2021) <sup>b</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Airbus SE, Leiden, Netherlands, Member of the Board of Directors (since 5/2016) <sup>a</sup>

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.

## Members of the Supervisory Board of Deutsche Telekom AG in 2024

### Dr. Frank Appel

Member of the Supervisory Board since April 7, 2022

Chair of the Supervisory Board since April 7, 2022

Former Chair of the Board of Management of Deutsche Post AG, Bonn

#### Memberships of other supervisory boards required to be formed by law:

- Fresenius Management SE, Bad Homburg (since 5/2021)
- RWE AG, Essen (since 5/2024) <sup>a</sup>

### Odysseus D. Chatzidis

Member of the Supervisory Board since January 3, 2018

Chair of the European Works Council of Deutsche Telekom AG, Bonn

– No other seats –

### Eric Daum

Member of the Supervisory Board since November 7, 2023

First Deputy Chair of the Group Works Council at Deutsche Telekom AG, Bonn

#### Memberships of other supervisory boards required to be formed by law:

- Deutsche Telekom Service GmbH, Bonn (since 1/2016) <sup>b</sup>

### Constantin Greve

Member of the Supervisory Board since November 20, 2018

Chair of the Central Works Council of Deutsche Telekom AG, Bonn

– No other seats –

### Katja Hessel

Member of the Supervisory Board from April 7, 2022 to December 31, 2024

Parliamentary State Secretary at the Federal Ministry of Finance, Berlin until November 7, 2024

– No other seats –

### Lars Hinrichs

Member of the Supervisory Board since October 1, 2013

Managing Partner of Cinco Capital GmbH, Hamburg, and of Digital Art Museum GmbH, Hamburg

Managing Director of HackFwd Admin GmbH, Hamburg

#### Memberships of other supervisory boards required to be formed by law:

- Xempus AG, Munich (since 1/2016), Deputy Chair of the Supervisory Board (since 10/2023)

#### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Target Global Acquisition I Corp., Grand Cayman, Cayman Islands (since 3/2021)
- Simsalasim, Inc., New York, United States, Board member (since 12/2024)

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.

## Dr. Helga Jung

Member of the Supervisory Board since May 25, 2016

Former Member of the Board of Management of Allianz SE, Munich

### Memberships of other supervisory boards required to be formed by law:

- Allianz Global Corporate & Specialty SE, Munich, Deputy Chair of the Supervisory Board (since 5/2013)
- Allianz Lebensversicherungs-AG, Stuttgart (since 4/2020)
- Allianz Versicherungs-AG, Munich (11/2019 to 1/2024)

## Dagmar P. Kollmann

Member of the Supervisory Board since May 24, 2012

Entrepreneur, member of several supervisory boards and advisory boards as well as the Monopolies Commission

Former CEO of Morgan Stanley Bank, Frankfurt/Main

Former Member of the Board of Directors of Morgan Stanley Bank International Limited, London, United Kingdom

### Memberships of other supervisory boards required to be formed by law:

- Citigroup Global Markets Europe AG, Frankfurt/Main, Chair of the Supervisory Board (since 11/2021)

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Coca Cola European Partners plc, London, United Kingdom (since 5/2019) <sup>a</sup>
- Paysafe Holdings UK Limited, London, United Kingdom (since 3/2021) <sup>a</sup>
- Unibail-Rodamco SE, Paris, France, Member of the Supervisory Board (since 5/2014) <sup>a</sup>

## Petra Steffi Kreusel

Member of the Supervisory Board since January 1, 2013

Senior Vice President, Customer & Public Relations at Deutsche Telekom Geschäftskunden GmbH, Bonn

Group Officer for Digital Education and School at Deutsche Telekom AG, Bonn

Chair of the Executive Staff Representation Committee of Deutsche Telekom Geschäftskunden GmbH, Bonn

Deputy Chair of the Group Executive Staff Representation Committee of Deutsche Telekom AG, Bonn

### Memberships of other supervisory boards required to be formed by law:

- Deutsche Telekom Geschäftskunden GmbH, Bonn (since 10/2023) <sup>b</sup>

## Harald Krüger

Member of the Supervisory Board since May 17, 2018

Managing partner of KC&C GmbH, Gräfelfing

Former Chair of the Board of Management of Bayerische Motoren Werke Aktiengesellschaft, Munich

### Memberships of other supervisory boards required to be formed by law:

- Deutsche Lufthansa AG, Cologne (since 5/2020) <sup>a</sup>

## Kerstin Marx

Member of the Supervisory Board since May 1, 2020

Chair of the Group Works Council at Deutsche Telekom AG, Bonn

### Memberships of other supervisory boards required to be formed by law:

- Deutsche Telekom Geschäftskunden GmbH, Bonn (since 10/2023) <sup>b</sup>

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.

## Dr. Reinhard Ploss

Member of the Supervisory Board since April 5, 2023

Chairman of the Supervisory Board of Knorr-Bremse AG, Munich

Former CEO of Infineon Technologies AG, Neubiberg

### Memberships of other supervisory boards required to be formed by law:

- Knorr-Bremse AG, Munich, Chairman of the Supervisory Board (since 5/2022) <sup>a</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- CustomCells Holding GmbH, Itzehoe, Advisory Board Chair (since 9/2023)

## Frank Sauerland

Member of the Supervisory Board since November 20, 2018

Head of the Collective Bargaining Policy Committee IKT, National Committee A at the ver.di National Executive Board, Berlin

### Memberships of other supervisory boards required to be formed by law:

- Telekom Deutschland GmbH, Bonn (since 12/2016), Deputy Chair of the Supervisory Board (since 1/2017) <sup>b</sup>

## Christoph Schmitz-Dethlefsen

Member of the Supervisory Board since November 7, 2023

Deputy Chair of the Supervisory Board since January 1, 2024

Member of the ver.di National Executive Board, Head of Department for Financial Services, Communication and Technology, Culture, Supply and Disposal, Berlin

### Memberships of other supervisory boards required to be formed by law:

- AXA Konzern AG, Cologne (since 4/2017)

## Susanne Schöttke

Member of the Supervisory Board since April 7, 2022

Head of the North state district of ver.di, Lübeck

### Memberships of other supervisory boards required to be formed by law:

- MVV Energie AG, Mannheim (since 2/2021) <sup>a</sup>

## Nicole Seelemann-Wandtke

Member of the Supervisory Board since July 5, 2018

Deputy Chair of the Works Council of the Consumers unit of Telekom Deutschland GmbH, Bonn

### Memberships of other supervisory boards required to be formed by law:

- Telekom Deutschland GmbH, Bonn (since 10/2023) <sup>b</sup>

## Karl-Heinz Streibich

Member of the Supervisory Board since October 1, 2013

Honorary chair of the acatech senate – Deutsche Akademie der Technikwissenschaften e.V. (National Academy of Science and Engineering), Munich

### Memberships of other supervisory boards required to be formed by law:

- Münchener Rückversicherungs-Gesellschaft Aktiengesellschaft in München, Munich (4/2019 to 5/2024) <sup>a</sup>
- Siemens Healthineers AG, Munich (since 3/2018), Deputy Chair of the Supervisory Board (since 2/2023) <sup>a</sup>

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.

## Margret Suckale

Member of the Supervisory Board since September 28, 2017

Member of several supervisory boards and former Member of the Board of Executive Directors of BASF SE, Ludwigshafen am Rhein

### Memberships of other supervisory boards required to be formed by law:

- DWS Group GmbH & Co. KGaA, Frankfurt/Main (since 3/2018) <sup>a</sup>
- Heidelberg Materials AG, Heidelberg (since 8/2017) <sup>a</sup>
- Infineon Technologies AG, Neubiberg (since 2/2020) <sup>a</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- Greiner AG, Kremsmünster, Austria (since 6/2023)

## Karin Topel

Member of the Supervisory Board since July 1, 2017

Chair of the Works Council of Deutsche Telekom Technik GmbH, Bonn, Technical Branch Office, Eastern District

### Memberships of other supervisory boards required to be formed by law:

- Deutsche Telekom Technik GmbH, Bonn (since 12/2022) <sup>b</sup>

## Stefan B. Wintels

Member of the Supervisory Board since April 7, 2022

CEO of KfW, Frankfurt/Main

### Memberships of other supervisory boards required to be formed by law:

- Deutsche Post AG, Bonn (since 5/2022) <sup>a</sup>

### Memberships of comparable supervisory bodies of business enterprises in Germany or abroad:

- KfW Capital GmbH & Co. KG, Frankfurt/Main, Chair of the Supervisory Board (since 11/2021)

**Stefan Ramge** was appointed by order of the Bonn District Court to the Supervisory Board of Deutsche Telekom AG effective January 2, 2025 until the end of the next Shareholders' Meeting. He succeeds Katja Hessel who has left the Supervisory Board. Stefan Ramge is Head of Directorate-General VIII at the Federal Ministry of Finance, Berlin.

## Stefan Ramge

Member of the Supervisory Board since January 2, 2025

Head of Directorate-General VIII at the Federal Ministry of Finance, Berlin

### Memberships of other supervisory boards required to be formed by law:

- Bundesdruckerei Gruppe GmbH, Berlin (since 8/2018)
- Flughafen Berlin Brandenburg GmbH, Berlin (since 11/2022)
- Telekom Deutschland GmbH, Bonn (since 11/2016) <sup>b</sup>

<sup>a</sup> Listed on the stock exchange.

<sup>b</sup> Supervisory board seats in companies that are part of the Group.



## The T-Share

		2024	2023	2022
<b>XETRA closing prices</b>				
Share price on the last trading day	€	28.89	21.75	18.64
Year high	€	30.60	23.05	19.77
Year low	€	20.83	18.56	15.10
<b>Trading volume</b>				
German exchanges	billions of shares	1.7	1.7	2.4
Market capitalization on the last trading day	billions of €	144.1	108.5	92.9
<b>Weighting of the T-Share in major stock indexes on the last trading day</b>				
DAX 40	%	7.4	6.1	5.5
Dow Jones EURO STOXX 50®	%	3.0	2.4	2.3
<b>T-Share – key figures</b>				
Earnings per share	€	2.27	3.57	1.61
Dividend per share <sup>a</sup>	€	0.90	0.77	0.70
Total number of ordinary shares at the reporting date <sup>b</sup>	millions	4,986	4,986	4,986

<sup>a</sup> Subject to approval by the relevant bodies and the fulfillment of other legal requirements.

<sup>b</sup> Including treasury shares held by Deutsche Telekom AG.

## Development of international indexes

The international stock markets continued their growth trend in 2024. Around the world, indexes rose substantially. Declining inflationary pressure, partially falling interest rates, and advancements in the area of artificial intelligence spurred the global share price performance in 2024.

The DAX 40 – as a total return index, i.e., including reinvested dividends – climbed 18.7 % over the course of the year. In the same period, the Dow Jones rose by 13.0 %, or by 15.1 % including reinvested dividends.

The Nikkei also rose substantially in 2024, recording growth of 18.8 % at year-end. The Dow Jones EURO STOXX 50® also grew significantly, rising 10.4 %.

## T-Share performance

2024 was also a good year for the European telecommunications sector: The industry's barometer, the Dow Jones STOXX® Europe 600 Telecommunications, rose 20.7 % by the end of 2024.

The T-Share recorded a much stronger performance, closing 2024 at EUR 28.89, up 32.8 %. The lowest price recorded during the year was EUR 20.83 on April 16, 2024, while the highest price of EUR 30.60 was recorded on December 6, 2024.

On a total return basis – and thus comparable with the DAX – our share ended 2024 up by a significant 37.8 %.

For an overview of the performance of the T-Share in recent years, please visit our [Investor Relations website](#).

## Dividend

The Board of Management of Deutsche Telekom AG will propose to the Shareholders' Meeting on April 9, 2025 the distribution of a dividend of EUR 0.90 per dividend-bearing share, up from EUR 0.77 in the prior year. In November 2023, we had announced that we would buy back shares in Deutsche Telekom AG in 2024 up to a total purchase price of EUR 2 billion under a share buy-back program. The buy-back started on January 3, 2024, and was completed on December 18, 2024. In total, around 81 million shares were bought back for an average price of EUR 24.29 or a total amount of around EUR 2 billion.

For 2025, Deutsche Telekom announced a further share buy-back program of up to EUR 2 billion, which started on January 3, 2025.

## Capital markets communication

Deutsche Telekom maintains a close dialog with participants on the capital market and is monitored and analyzed by a number of German and international analysts (coverage). As of December 31, 2024, we recorded 19 analyst recommendations, 16 of these with a buy recommendation and 3 with a hold recommendation.

For a current overview of analyst coverage, please visit our [Investor Relations website](#).

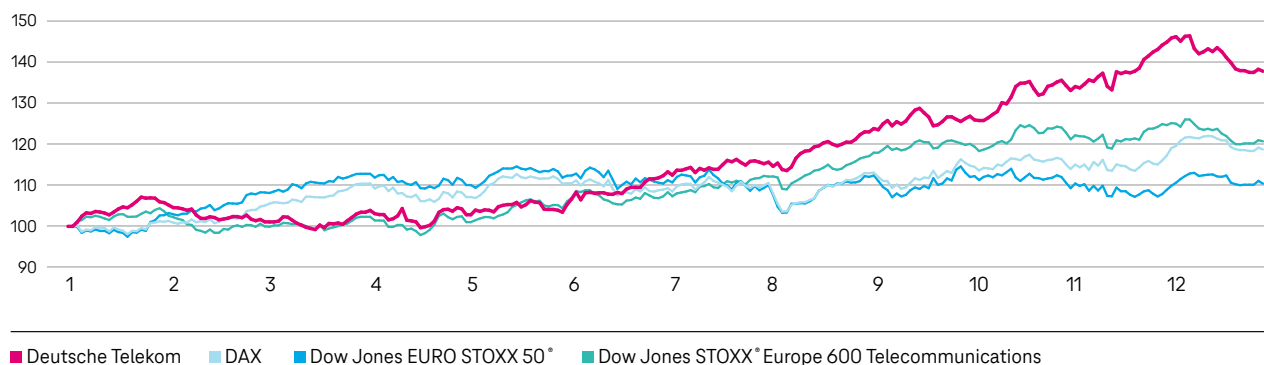
The dialog with our institutional investors was maintained through participation in numerous conferences as well as by holding virtual and conventional roadshows. Furthermore, at our [Capital Markets Day](#) on October 10 and 11, 2024, we presented our medium-term strategy and financial outlook through 2027.

Our investor communications also received recognition in the reporting year: HHL Leipzig Graduate School of Management, in cooperation with Manager Magazin, voted us best for financial communication for the third time in succession with the #1 spot in its DAX 40 ranking of 2024. All in all, we have taken this top spot four times in the last five years. When also including MDAX and SDAX, we are #2 in the overall ranking of a total of 160 companies in 2024. In Extel's annual investor survey (previously Institutional Investor), Deutsche Telekom takes second place for the best IR work among European telecommunications companies.

In addition to the Shareholders' Meeting (which was once again held in person in 2024), our regular newsletter, and participation in investor trade fairs, we once again expanded the opportunities for dialogue offered to our 1.3 million retail investors: Management held a live webcast to discuss the 2024 quarterly results and the 2023 annual results with interested retail investors and influencers. There was also a separate webcast with Tim Höttges as part of the Capital Markets Day to report on that event's core messages. This format underlines Deutsche Telekom's commitment to communicating directly and transparently with all investors, whether major institutional funds or retail investors.

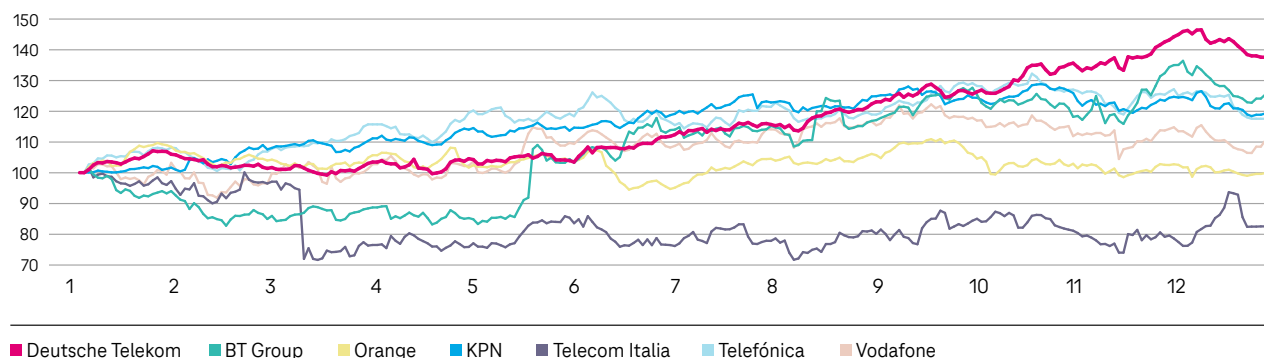
### T-Share as compared to DAX, Dow Jones EURO STOXX 50®, and Dow Jones STOXX® Europe 600 Telecommunications

January 1 to December 31, 2024 (based on total shareholder return <sup>a)</sup>)



### T-Share as compared to other European telecommunications companies

January 1 to December 31, 2024 (based on total shareholder return <sup>a)</sup>)



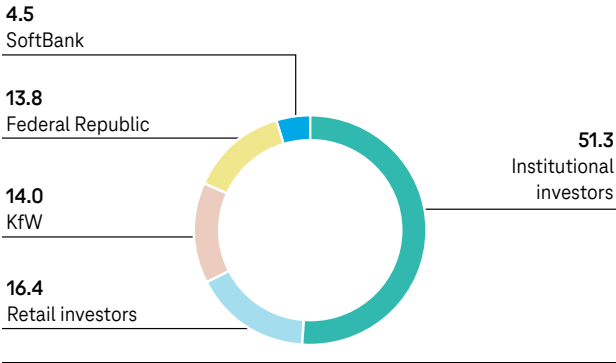
<sup>a</sup> Total shareholder return measures the development in the value of a shareholding over a specific period. It takes into account dividends paid during the investment period along with any changes in share price.

Shareholder structure

The Federal Republic's shareholding, including that of Kreditanstalt für Wiederaufbau (KfW), decreased to 27.8 % in 2024, on account of the sale of shares from KfW's portfolio in the first half of 2024. As a result, the percentage of shares in free float increased to around 68 % of the share capital. The share of retail investors decreased slightly by 0.6 percentage points to 16.4 %, while the proportion of institutional investors increased to 51.3 %.

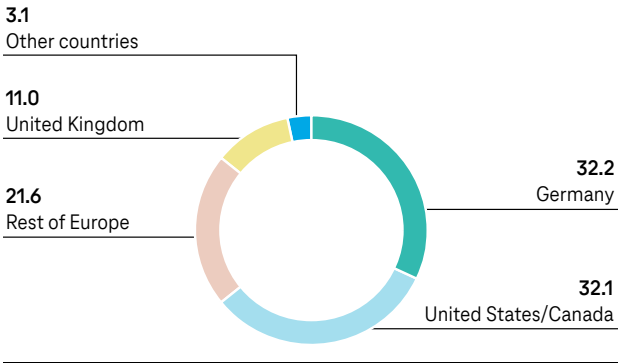
Shareholder structure

% (as of December 31, 2024)



Geographical distribution of free float

% (as of December 31, 2024)

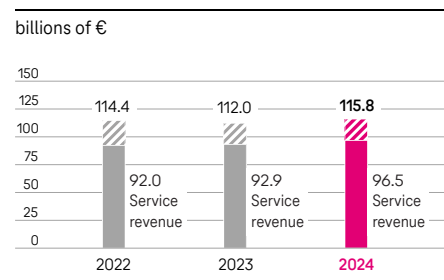


For further information relevant to shareholders, please refer to our [Investor Relations website](#).

## Development of selected financial data

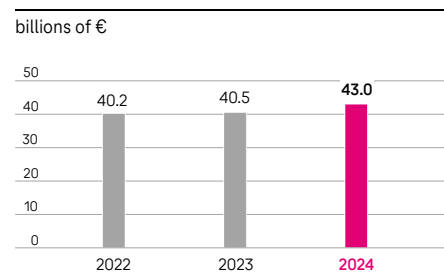
### Net revenue, service revenue <sup>a</sup>

- Net revenue increased by 3.4 % to EUR 115.8 billion. In organic terms, net revenue increased by 3.3 %. Service revenue increased by 3.9 % to EUR 96.5 billion. In organic terms, net revenue increased by 3.7 %.
- The Germany segment increased revenue by 2.1 % year-on-year on the back of the strong development of service revenues.
- In the United States segment, higher service revenues drove revenue growth of 3.6 %, or 3.3 % on an organic basis.
- Revenue in our Europe segment grew by 4.7 %, or by 5.2 % on an organic basis, on account of higher service revenues.
- Revenue in the Systems Solutions segment was up 2.8 % year-on-year, on the back of growth in the Digital, Cloud, and Road Charging areas.



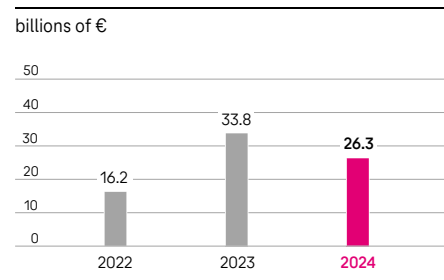
### EBITDA AL (adjusted for special factors) <sup>a</sup>

- Adjusted EBITDA AL grew by 6.2 % to EUR 43.0 billion. In organic terms, it increased by 6.0 %.
- In the Germany segment, adjusted EBITDA AL increased by 2.7 % on the back of high-value revenue growth and enhanced cost efficiency.
- Adjusted EBITDA AL in our United States segment increased by 8.1 %, or 7.4 % in organic terms. This strong growth is primarily attributable to higher service revenues and lower costs.
- Adjusted EBITDA AL in the Europe segment grew by 7.7 %, or by 8.1 % in organic terms, due to a positive net margin.
- Adjusted EBITDA AL in the Systems Solutions segment grew sharply by 14.8 %, mainly on the back of revenue growth in the Cloud and Digital areas.
- At 37.2 %, the adjusted EBITDA AL margin increased by 1.0 percentage points against the prior year. The adjusted EBITDA AL margin was 40.9 % in the Germany segment, 38.0 % in the United States segment, and 35.9 % in the Europe segment.



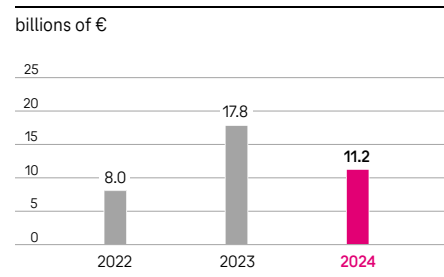
### Profit/loss from operations (EBIT) <sup>a</sup>

- EBIT decreased substantially by EUR 7.5 billion to EUR 26.3 billion, mainly as a result of the gain on deconsolidation from the sale of GD Towers recognized in the prior year.
- Special factors were down by EUR 9.9 billion, and had an impact of EUR 0.8 billion on EBITDA AL. The prior year included gains on deconsolidations as well as disposals and additions, totaling EUR 12.2 billion on a net basis, primarily from the sale of GD Towers. The reporting year includes reversals of impairment losses of EUR 2.6 billion resulting from the full reversal of impairment losses recognized in previous years on FCC licenses at T-Mobile US.
- At EUR 24.0 billion, depreciation, amortization and impairment losses were on a par with the prior-year level. Impairment losses amounted to EUR 0.1 billion and were mainly attributable to non-current assets in the Europe segment. In the prior year, impairment losses amounted to EUR 0.2 billion and related primarily to assets in the Systems Solutions and the Group Headquarters & Group Services segments.



### Net profit

- Net profit decreased by EUR 6.6 billion to EUR 11.2 billion, mainly due to the gain on deconsolidation from the sale of GD Towers in the prior year.
- Loss from financial activities decreased by EUR 5.5 billion to EUR 3.3 billion, mainly as a result of the reversals of impairment losses on our investments in GD Towers and in GlasfaserPlus, which had been impaired in the prior year on account of lower discount rates.
- Tax expense came to EUR 5.3 billion compared with EUR 3.0 billion in the prior year.
- Profit attributable to non-controlling interests increased by EUR 2.2 billion to EUR 6.4 billion; a trend mainly attributable to the United States segment.
- Adjusted earnings per share amounted to EUR 1.90 compared with EUR 1.60 in the prior year.

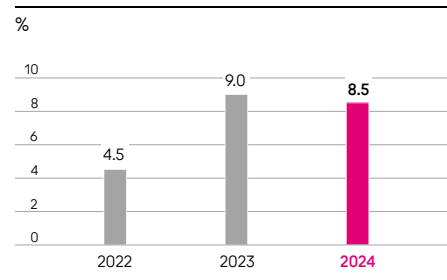


For a reconciliation for the organic development of key figures for the prior year, please refer to the section “[Additional information](#).”

<sup>a</sup> For information on the presentation of the sold GD Towers business entity in the prior year, please refer to the section “[Management of the Group](#)” in the combined management report.

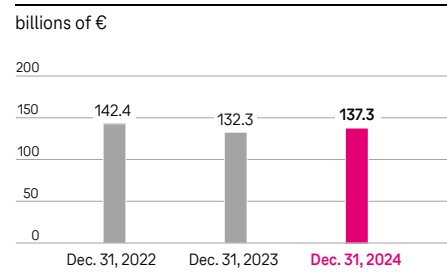
## ROCE

- ROCE (return on capital employed) decreased by 0.5 percentage points to 8.5 %. This was due to a reduction in net operating profit after taxes (NOPAT), while the average amount of net operating assets (NOA) remained almost constant over the year.
- The decline in NOPAT is mainly due to the sale of GD Towers in the prior year, and was offset only partially by the aforementioned impairment reversals on our investments as well as on the FCC licenses held by T-Mobile US.



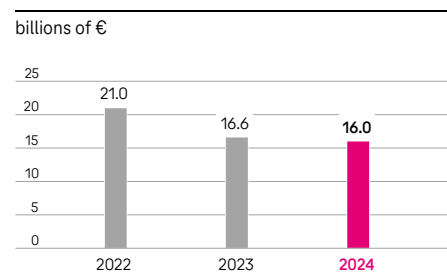
## Net debt <sup>b</sup>

- Net debt increased by EUR 5.0 billion to EUR 137.3 billion.
- In particular the share buy-back programs at T-Mobile US (EUR 10.4 billion) and at Deutsche Telekom AG (EUR 2.0 billion), exchange rate effects (EUR 6.2 billion), and dividend payments – including to non-controlling interests (EUR 5.6 billion) – had an increasing effect. Additions to lease liabilities and to right-of-use assets (EUR 3.8 billion), the acquisition of spectrum (EUR 3.2 billion), and corporate transactions (EUR 0.9 billion) also had an increasing effect.
- The main reducing factors were free cash flow (before dividend payments and spectrum investment) of EUR 24.1 billion, and the sale of T-Mobile US shares by Deutsche Telekom in the amount of EUR 3.6 billion.



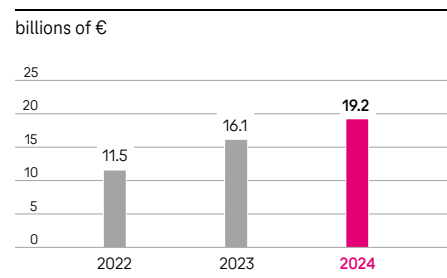
## Cash capex (before spectrum investment)

- Cash capex (before spectrum investment) decreased by EUR 0.6 billion to EUR 16.0 billion.
- In the United States segment, cash capex (before spectrum investment) decreased by EUR 0.8 billion as a result of higher cash outflows for the accelerated build-out of the 5G network in the prior year. This was partially offset by an increase in cash capex (before spectrum investment) in the Germany (EUR 0.2 billion) and Europe (EUR 0.1 billion) segments.
- Cash capex (including spectrum investment) increased by EUR 1.3 billion to EUR 19.2 billion. In the reporting year, the United States and Europe segments paid a total amount of EUR 3.2 billion to acquire spectrum licenses. In the prior year, payments for spectrum licenses related mainly to the United States (EUR 0.1 billion) and Europe (EUR 0.3 billion) segments.



## Free cash flow AL (before dividend payments and spectrum investment)

- Free cash flow AL (before dividend payments and spectrum investment) increased from EUR 16.1 billion to EUR 19.2 billion.
- The strong development of the operating business, lower cash outflows in connection with the integration of Sprint in the United States, and lower cash capex (before spectrum investment) in particular had a positive effect.
- An increase in cash outflows for the repayment of lease liabilities had a negative effect.



For further information, please refer to the sections “[Development of business in the Group](#)” and “[Development of business in the operating segments](#)” in the combined management report, and to the IR back-up on our [Investor Relations website](#).

For further information on our performance indicators and alternative performance measures, please refer to the section “[Management of the Group](#)” in the combined management report and our [Investor Relations website](#).

<sup>b</sup> Including net debt reported under liabilities directly associated with non-current assets and disposal groups held for sale.

## Highlights

For further information on these and other events, please refer to our [media information](#).

## Shareholder remuneration

**Deutsche Telekom AG's shareholder remuneration.** On the basis of the results for the 2024 financial year and the dividend policy confirmed at the Capital Markets Day in October 2024, the Board of Management of Deutsche Telekom AG will propose to the Shareholders' Meeting a dividend of EUR 0.90 per dividend-bearing share for the 2024 financial year. At the Capital Markets Day, we additionally announced plans to buy back Deutsche Telekom AG shares up to a total purchase price of EUR 2 billion in the 2025 financial year as part of a new share buy-back program. The buy-back commenced on January 3, 2025 and will be carried out in several tranches through December 31, 2025.

For detailed information on the 2025 share buy-back program, please refer to our [Investor Relations website](#).

In the 2024 financial year, Deutsche Telekom AG bought back around 81 million shares in several tranches as part of a buy-back program, with a total volume of EUR 2.0 billion. This equates to around 1.6 % of Deutsche Telekom AG's share capital. The 2024 share buy-back program was completed on December 18, 2024. The cancellation of the repurchased shares is expected to begin in April 2025.

For detailed information on the 2024 share buy-back program, please refer to our [Investor Relations website](#).

**T-Mobile US' shareholder return.** In the 2024 financial year, T-Mobile US bought back around 59 million shares as part of the 2023/2024 shareholder return program with a total volume of USD 11.1 billion (EUR 10.3 billion) in several tranches, and paid out cash dividends in the amount of USD 3.3 billion (EUR 3.1 billion).

On December 13, 2024, T-Mobile US announced a new shareholder return program of up to USD 14 billion for 2025, comprising additional share buy-backs and dividends to be paid out, due to run through December 31, 2025.

For further information on the shareholder return programs, please refer to the section "[Development of business in the Group](#)" in the combined management report and the section "[Other transactions that had no effect on the composition of the Group](#)" in the notes to the consolidated financial statements.

## Events

**Capital Markets Day 2024.** On October 10 and 11, 2024, we presented our medium-term strategy and the financial outlook at our Capital Markets Day. With an enhanced strategy, we are aiming for a new phase of growth up to 2027, driven by further customer and revenue growth, and the evolution of the business model. Key factors in this will be global economies of scale and the systematic use of artificial intelligence (AI) and data. The dividend will continue to track the development in adjusted earnings per share. This figure is expected to rise to around EUR 2.5 by 2027, with 40 to 60 % of adjusted earnings per share to be paid out. For 2025, we are planning a total of up to EUR 6.4 billion in shareholder remuneration, including the announced share buy-backs.

For further information, please refer to our [media special](#).

**T-Mobile US' Capital Markets Day.** T-Mobile US unveiled its growth strategy and financial targets through 2027 at its Capital Markets Day on September 18, 2024. Our U.S. subsidiary expects to see accelerating growth in its key financial metrics, while also aiming to grow the 5G broadband customer base and to gain profitable market shares. This will be underpinned by measures that include ongoing investments in the network and in digitalization, e.g., AI. T-Mobile US plans to extend its network leadership position by innovative technologies like AI-RAN and 5G Advanced, to deliver AI-powered, transformative customer experiences. It will do this by drawing on the strengths of partnerships with OpenAI, as well as Nvidia, Ericsson, and Nokia. T-Mobile US also announced it plans to increase the cash dividend by around 35 % starting the fourth quarter of 2024. Up to USD 50 billion is expected to be made available for dividends and share buy-backs by 2027.

**Digitalization exhibition: Digital X 2024.** Under the headline “Ready for impact,” Europe’s leading digitalization initiative – hosted by Deutsche Telekom – took place on September 18 and 19, 2024, presenting innovations and technologies covering the topics of AI, digital literacy, and digital sovereignty. Some 50 thousand visitors attended the event in Cologne to experience the latest developments in digitalization and learn about the megatrends of sustainability and responsibility, security, connected business, and future of work.

For further information, please refer to our [media special](#).

**Mobile World Congress (MWC) 2024.** Under our brand claim “Connecting your world,” the technologies and innovations we presented at the MWC in Barcelona from February 26 to 29, 2024 mainly related to artificial intelligence. With Magenta AI, we offered a look into the future: on the basis of three design studies, Concept T showed how new technologies can be melded with a traditional router. Together with Qualcomm and Brain.ai, we presented an innovative phone concept: a smartphone without apps, which instead uses an AI-based assistant. For the showcase, real use cases were integrated into our already available T Phone.

For further information, please refer to our [media report](#).

## Transactions

**Sale of T-Mobile US shares by Deutsche Telekom.** In the reporting period, Deutsche Telekom sold a portion of its T-Mobile US share portfolio on the market, without jeopardizing its own majority ownership position in T-Mobile US. In the course of this process, Deutsche Telekom sold around 23 million T-Mobile US shares with a total volume of EUR 3.6 billion. The sales plan was concluded on September 24, 2024.

**Acquisition of T-Mobile US shares by Deutsche Telekom.** On June 7, 2024, Deutsche Telekom exercised its fixed-price options on shares held by SoftBank to acquire around 7 million T-Mobile US shares for a total purchase price of USD 0.7 billion (EUR 0.6 billion). Deutsche Telekom acquired the shares at an exercise price (adjusted for T-Mobile US dividend payments) of USD 99.51 per share, significantly below the market price.

**Acquisition of Ka’ena in the United States.** On May 1, 2024, T-Mobile US consummated the acquisition of mobile provider Ka’ena. All necessary regulatory approvals had been duly granted and all other closing conditions met.

**Agreement on the acquisition of Lumos in the United States.** On April 24, 2024, T-Mobile US entered into an agreement with the investment fund EQT on the acquisition of the fiber-to-the-home platform Lumos. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in the first half of 2025.

**Agreement on the acquisition of UScellular in the United States.** On May 24, 2024, T-Mobile US entered into an agreement on the acquisition of UScellular’s wireless operations and specific spectrum licenses. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in mid-2025.

**Agreement on the acquisition of Metronet in the United States.** On July 18, 2024, T-Mobile US entered into an agreement with KKR on the acquisition of the fiber-to-the-home platform Metronet and some of its subsidiaries. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in 2025.

**Agreement on the acquisition of Vistar Media in the United States.** On December 20, 2024, T-Mobile US entered into an agreement on the acquisition of 100 % of the outstanding capital stock of Vistar Media, a provider of technology solutions for digital-out-of-home advertisements. The transaction was consummated on February 3, 2025. All necessary regulatory approvals had been duly granted and all other closing conditions met.

For further information on the business and other transactions mentioned, please refer to the sections “[Group organization](#)” and “[Development of business in the Group](#)” in the combined management report and the sections “[Changes in the composition of the Group and other transactions](#)” and “[Other transactions that had no effect on the composition of the Group](#)” in the notes to the consolidated financial statements.

## Rating

On October 23, 2024, the rating agency Moody’s raised our rating outlook to Baa1 with a positive outlook.

## Network build-out

**Germany.** We continued to build out our network infrastructure in Germany throughout the reporting year. At the end of 2024, our **5G network** covered 98.0 % of the population. In the **fixed network build-out**, optical fiber continued to take center stage. In 2024, we made 2.5 million more fiber-optic lines available in Germany, bringing the total number of households and businesses with the option to subscribe to a fiber-optic line with us to 10.1 million.

For further information, please refer to our [media report](#) on our 2024 Networks Day (German only).

**United States.** T-Mobile US expanded its **5G network leadership** in the reporting year, with the highest 5G availability according to independent network testing and more 5G coverage than its peers. In addition, T-Mobile US completed the transfers of the first tranches of the **600 MHz spectrum licenses** from Channel 51 with purchase price payments totaling USD 2.9 billion (EUR 2.7 billion).

**Europe.** In the countries of our Europe segment, too, we intensified the network build-out in the reporting year. As of the end of 2024, our national companies covered on average 77.2 % of the population in our European footprint with **5G**. We also made good progress with the **build-out of our fixed network** in our European national companies in 2024. At the end of the reporting year, a total of around 10.1 million households, which means around 1 million additional households compared with the prior year, had access to our fiber-optic network offering gigabit speeds.

For further information on investments in our networks, please refer to the section “[Group strategy](#)” in the combined management report.

## Environment, Social, and Governance

**Good, Green, Magenta.** For almost 30 years, Deutsche Telekom has been taking responsibility for the environment, society, and people. 2024 was another busy year: for example, we drew up a Group-wide, CSRD-compliant sustainability statement, confirmed our sustainability-related goals together with the operating segments at the Capital Markets Day, and were once again very active in strengthening democratic principles and against online hate speech.

For further information on our ESG engagement, please refer to the section “[Combined sustainability statement](#)” in the combined management report.

**Green AI.** The use of artificial intelligence can be used to make a contribution to climate protection, for example, by helping to make production more energy efficient or to distribute energy as it is needed. At the same time, the technology consumes a lot of energy, raw materials for the hardware, and water to manufacture the chips or cool the data centers. As such, Deutsche Telekom takes a holistic view of AI: For the Company, it is about exploiting the benefits while at the same time minimizing the use of energy and resources as far as possible. We are introducing principles for green AI to support the sustainable development and use of the technology. We already use AI in our data centers and networks to improve energy efficiency. In addition, we promote AI solutions that foster greater sustainability.

For further information, please refer to our [media report](#).

**Collective agreement.** Deutsche Telekom and the trade union ver.di reached a collective agreement in May 2024 for some 58 thousand employees covered by collective agreements, apprentices, and dual students across Germany. Key points agreed were a 6.0 % wage increase effective October 1, 2024 and a monthly salary increase of EUR 190 (employees) or EUR 95 (apprentices and dual students) from August 1, 2025. A one-time premium of EUR 1,550 (EUR 775 for apprentices and dual students) to compensate for inflation was additionally paid in July 2024.

For further information, please refer to our [media report](#).

## Innovation

**20 years of T-Labs.** Telekom Innovation Laboratories (T-Labs), our central research and development unit, celebrated its 20th anniversary in 2024. The innovations developed here have influenced not only our products and networks, but also the future of telecommunications: from 5G and intelligent campus networks, through to AI applications to protect our networks. T-Labs have generated 1,600 patents for Deutsche Telekom in Germany, the EU, and the United States. That is around a third of all of Deutsche Telekom’s patents, and they are proof, among other factors, of the success of our intensive research work, e.g., on quantum networks and quantum communication or digital identities.

For further information, please refer to our [media report](#).



## Cooperations, partnerships, and major deals

**Optical fiber.** In the reporting year, in addition to **Germany-wide cooperations** (e.g., with ANTEC Servicepool and the German real estate association Verband der Immobilienverwalter Deutschland e.V.), we also entered into **regional partnerships** (e.g., with R-Kom in Regensburg, Energie Südbayern, or Allgäuer Überlandwerk). We entered into a partnership agreement with communications provider Kabel + Sat Bergen concerning the fiber-optic network – which was built with public funds – of the utilities association Zweckverband Wasserversorgung und Abwasserbehandlung Rügen. And in Westallgäu, we have joined forces with several municipalities to create a **fiber-optic funding project**. The joint goal is to accelerate the fiber-optic build-out in Germany in order to extend fiber-optic coverage to as many households and companies as possible.

In April 2024, we secured a major network build-out deal with **Lidl** to deliver broadband to a large portion of their stores across Germany in the coming years, many of which via fiber-optic technology.

**5G campus networks.** Deutsche Telekom's private 5G campus network for **Merseburg University of Applied Sciences** went live in August 2024. It enables the university to research 5G applications, such as autonomous driving, applications for logistics, industry, and the healthcare sector, or augmented reality. Deutsche Telekom's private 5G campus network for **RTL Deutschland** went live in June 2024. That makes the broadcaster one of the first in Germany to roll out an independent 5G standalone network for its production studios. Paper manufacturer **Hamburger Containerboard** is now also operating a 5G campus network from Deutsche Telekom at its Spremberg site in the Lusatia region, with mobile coverage for the entire plant provided by 5G standalone.

**TV offering expanded in Greece.** In the third quarter of 2024, our Greek national company reached an agreement with competitor Nova in Greece that enables us to offer the Nova sports channels on our TV platform. In return, Nova broadcasts our sports channels. For customers, this means they have almost every sports event broadcast in the Greek market available on one platform.

**T-Systems.** In October 2024, the IT service provider for the German Armed Forces and the Federal Republic, **BWI**, announced T-Systems as operating and sales partner for their secure messaging solution, BundesMessenger. In the future, T-Systems will offer it to customers as a service from its own data center. In June 2024, the health insurance provider **AOK** awarded T-Systems a contract to provide and manage secure digital identities (health IDs) for AOK's members. The health ID will be the key to accessing all digital solutions offered by AOK.

**T-Mobile US.** The **City of New York** has closed a deal with T-Mobile US in service of public safety. At its Capital Markets Day in September 2024, T-Mobile US announced that the City of New York will be the anchor customer for T-Priority, a new network slice-based solution for first responders. Network slicing is built on 5G Standalone (5G SA), and T-Mobile US is the first U.S. provider to offer this technology nationwide. In June 2024, T-Mobile US concluded a ten-year framework agreement with the **U.S. Navy** to supply wireless communication technology for maritime operations. The contract includes voice, data, fixed wireless access (FWA), Internet of Things, and mobility management solutions. It will help ensure robust and reliable connectivity for government activities.

## Products, rate plans, and services

**New mobile communication offerings.** On August 1, 2024, in Germany, we upgraded our existing MagentaMobil S to XL rate plans by including additional features. We also added the new MagentaMobil Basic plan positioned at an entry price point. On August 21, 2024, we expanded our range of offerings with new prepaid plans, upping the data allowance on our MagentaMobil Prepaid M to XL plans and the pay-yearly plan Jahrestarif. For the first time ever, we now also roll over unused data allowance on these prepaid plans to the following billing period.

**New fiber-optic services.** We launched our new fiber rate plans in Germany on July 2, 2024, which offer, as a rule, upload speeds at half that of the download speeds. For instance, the mid-level plan offers a maximum of 600 Mbit/s for download and a maximum of 300 Mbit/s for upload. Faster uploading rates are advantageous for data-intensive applications like video conferencing and online gaming.

**UEFA EURO 2024™.** The European soccer championships in Germany in summer 2024 were a huge success for us as the official national partner for telecommunications services and media rights. Over this period, more than 70 million people watched the matches on MagentaTV, the only platform to broadcast all 51 games live in Germany. Our mobile network remained stable under high pressure, handling a total of around 260 million gigabytes of data Germany-wide throughout the month of matches. This was helped by the around 750 new 5G antennas we had installed in all ten stadiums to significantly enhance our network capacities. Our mobile customers were able to activate unlimited data via the MeinMagenta app for the entire tournament and benefit permanently from our 5G network at no cost.

For further information, please refer to our [media report](#) (German only).

**New 5G smartphone generation.** The new T Phone 2 and T Phone 2 Pro smartphones have been available to buy since May 23, 2024 in ten countries across Europe including Germany, as well as at T-Mobile US under the REVVL brand. The new models were developed in partnership with Google and offer major enhancements including a powerful processor, alongside a strong emphasis on sustainability.

For further information, please refer to our [media report](#).

**MagentaTV 2.0.** Since February 15, 2024, our refined MagentaTV in Germany has combined all relevant TV content and streaming services on one platform. The new features include a clearer design, a customizable user interface, a significantly faster platform, and a search function that also supports voice commands.

**IoT rate plans for satellite connectivity.** Since the end of February 2024, we have been offering connectivity via satellite commercially for the first time, together with our partners Intelsat and Skylo. Customers can choose from two plan packages, each combining terrestrial and satellite-based connectivity. The interaction of all mobile services takes place on the T IoT Hub platform. With its new rate plan Satellite NB-IoT, Magenta Telekom brings the Internet of Things (IoT) to regions of Austria with no terrestrial wireless communications coverage, e.g., to mountainous areas. Full availability and connectivity for reliable M2M communications is ensured via satellite connection. This is made possible using a hybrid solution that switches seamlessly to the Skylo satellite network when there is no mobile communications connection or no roaming agreement.

For further information, please refer to our [media report](#).

**New internet rate plans from T-Mobile US.** Since December 11, 2024, T-Mobile US has offered three new 5G internet rate plans for consumers and business customers: Rely, Amplified, and All-In. These rate plans include new benefits such as included access to the streaming service Hulu or to Microsoft 365, extended cybersecurity features, improved performance in T-Mobile US' outstanding 5G network, and the "price lock" price guarantee.

## Awards

In the reporting year, we won numerous accolades for our networks and our service, as well as our HR, CR, and IR work, and more besides. The illustration below shows a selection of the awards received.

2024			
<p><b>Brand Finance Global 500</b> Deutsche Telekom continues to be Europe's most valuable company brand with a brand value of USD 73.3 billion.</p> <p><b>Ookla® Speedtest Awards™</b> T-Mobile US and our national companies in the Czech Republic, Austria, and Croatia received awards for the fastest mobile network.</p> <p><b>CDP A List 2023</b> Deutsche Telekom made it onto the Climate A List for the 8th time in succession with its climate protection activities. We are also named Supplier Engagement Leader once again.</p> <p><b>Top 50 Most Valuable German Brands</b> Deutsche Telekom is once again Germany's most valuable brand with a brand value of USD 73.5 billion.</p> <p><b>Connect customer barometer mobile B2B 2024</b> We are overall winner of the study, convincing business customers in particular in the "brand/provider," "network," and "app" categories.</p> <p><b>Best in Test Awards</b> Umlaut awards our national company in Croatia for having the best mobile communications and fixed network.</p> <p><b>Connect Hotline-Test</b> We are once again the outright winner of the industry magazine test, scoring top marks for our availability, friendliness, and quality of information.</p> <p><b>TÜV seal of quality for customer satisfaction</b> We were awarded this coveted seal of quality once again following the customer survey by TÜV Rheinland on the competence, reliability, and friendliness of our services.</p>	<p><b>Connect readers' choice 2024</b> Deutsche Telekom, once again, takes first place in four categories, including Mobile Network Operator and Fixed Network Operator.</p> <p><b>Corporate Citizenship Study 2024</b> According to the study by consultancy Wider Sense, Deutsche Telekom is one of the top DAX 40 companies, with its commitment to environment and society.</p> <p><b>Connect customer barometer B2B internet providers 2024</b> We are overall winner in the study, convincing business customers in particular in the "customer service" and "brand/provider" categories.</p> <p><b>HAKOM network test</b> Our national company Hrvatski Telekom has the best mobile network in Croatia according to independent testing by the Croatian authority.</p> <p><b>German Investor Relations Prize 2024</b> Deutsche Telekom is ranked best-in-class by the German investor relations association DIRK in the category "best IR communication by IR professionals."</p> <p><b>Queb HR Innovation Awards 2024</b> Deutsche Telekom's New Recruiting approach wins in the Business category due to its innovative concepts within application processes.</p> <p><b>Comenius EduMedia Award 2024</b> Our initiatives for media literacy are once again honored by GPI for outstanding educational and media quality.</p> <p><b>Leading Employer 2024</b> The award puts Deutsche Telekom in the top 1 % of employers worldwide and in Germany.</p>	<p><b>Connect fixed-network test</b> Both Deutsche Telekom and Magenta in Austria score "very good" once again in this trade magazine test.</p> <p><b>Circularity Index by Indeed Innovation</b> The consulting firm specializing in the circular economy names us a "Circular Transformer" after analyzing the approach of DAX 40 companies.</p> <p><b>GreenUp Award 2024</b> Our human rights training is recognized as an outstanding educational medium with a focus on sustainability.</p> <p><b>Chip service test</b> In the digital customer service test by the industry magazine, Deutsche Telekom ranks #1 across all categories.</p> <p><b>Connect service tests</b> Our customer service wins the Hotline Tests for TV and fixed network. The outstanding quality of advice provided in our shops makes us test winner in this category, too.</p> <p><b>Imtest network tests 2024</b> Deutsche Telekom scores "very good" for broadband, fixed network, and mobile communications in the consumer magazine's network tests.</p> <p><b>Extel Survey 2024</b> Deutsche Telekom takes second place among European telecommunications companies for the best IR work.</p> <p><b>Investors' Darling 2024</b> Deutsche Telekom is Investors' Darling among all DAX 40 companies for the third successive year. In its overall ranking, we are #2 among all DAX, MDAX, and SDAX companies.</p> <p><b>PRIDE Index 2024</b> Deutsche Telekom obtains a rating of 95 % in the Uhlala Group's index regarding LGBTIQ+ inclusion.</p>	<p><b>J.D. Power B2B Study 2024</b> According to the study on business customer satisfaction, T-Mobile US is the best choice for small and medium-sized companies in the United States.</p> <p><b>ESG analysis by the Scope Group</b> Deutsche Telekom is the only DAX 40 company to be given the top rating of "very good" by the analysts for its sustainability performance.</p> <p><b>Computer Bild network test</b> With an overall score of 1.3, Deutsche Telekom's mobile network is the best in Germany according to consumer magazine Computer Bild.</p> <p><b>Deutscher Personalwirtschaftspreis 2024</b> Deutsche Telekom's Growth Hub project wins in the category HR Tech &amp; Digital.</p> <p><b>Chip mobile network test</b> Deutsche Telekom wins the industry magazine's mobile network test for the 15th consecutive time – with the top score of "very good" in all categories.</p> <p><b>Connect mobile network test</b> Deutsche Telekom and Magenta both win the trade magazine's network test with another top score of "outstanding." Our networks lead across all test areas.</p> <p><b>PAC Vendor Ranking</b> T-Systems and T-Business are the #1 providers in Germany in the categories "business ICT services," "IT services," and "IT security services."</p> <p><b>Building Public Trust Award 2024</b> For the fourth time, Deutsche Telekom receives the award for most outstanding and consistent sustainability reporting in the DAX 40.</p>

Further information on awards can be found using the following links:

[Brand Finance Global 500](#)

[Ookla® Speedtest Awards™](#) [US](#), [CZ](#) (Czech only), [AT](#), and [HR](#)  
[CDP A List 2023](#)

[Top 50 Most Valuable German Brands](#)

[Connect customer barometer mobile B2B 2024](#) (German only)

[Best in Test Award](#)

[Connect hotline test](#) (German only)

[TÜV seal of quality for customer satisfaction](#) (German only)

[Connect readers' choice 2024](#)

(German only)

[Corporate Citizenship Study 2024](#)

[Connect customer barometer B2B](#)

[internet providers 2024](#) (German only)

[HAKOM network test](#)

[German Investor Relations Prize 2024](#)

[Queb HR Innovation Awards 2024](#)

(German only)

[Comenius EduMedia Award 2024](#)

[Leading Employer 2024](#)

[Connect fixed-network test](#) [DE](#) and [AT](#) (German only)

[Circularity Index by Indeed Innovation](#)

[GreenUp Award 2024](#)

[Chip service test](#) (German only)

[Connect service tests](#) (German only)

[Imtest network tests 2024](#) (German

only)

[Extel Survey 2024](#)

[Investors' Darling 2024](#) (German only)

[PRIDE Index 2024](#)

[J.D. Power B2B Study 2024](#)

[ESG analysis by the Scope Group](#)

(German only)

[Computer Bild network test](#) (German

only)

[Deutscher](#)

[Personalwirtschaftspreis 2024](#)

(German only)

[Chip mobile network test](#) (German

only)

[Connect mobile network test](#) [DE](#) and

[AT](#) (German only)

[PAC Vendor Ranking](#)

[Building Public Trust Award 2024](#)

# Combined management report

## **37 Introductory remarks**

## **38 Group organization**

- 38 Business activities
- 38 Corporate culture
- 39 Intangible resources
- 40 Technology and innovation
- 41 Segment structure

## **42 Group strategy**

- 42 Leading Digital Telco – our vision
- 44 Investments
- 45 Customers
- 48 Efficiencies
- 48 Data & AI
- 49 Global scale
- 49 Financials
- 50 Our identity: “T”
- 51 Finance strategy

## **52 Management of the Group**

- 52 Performance management system

## **56 The economic environment**

- 56 Macroeconomic development
- 57 Telecommunications market
- 61 Major regulatory decisions

## **63 Development of business in the Group**

- 63 Statement of the Board of Management on business development in 2024
- 64 Comparison of the Group's expectations with actual figures
- 66 Deutsche Telekom AG's shareholder remuneration
- 66 Other transactions
- 67 Results of operations of the Group
- 73 Net assets of the Group
- 76 Profitability and financial position of the Group

## **79 Development of business in the operating segments**

- 79 Germany
- 81 United States
- 84 Europe
- 88 Systems Solutions
- 89 Group Development
- 90 Group Headquarters & Group Services

## **91 Development of business at Deutsche Telekom AG**

- 91 Results of operations of Deutsche Telekom AG
- 93 Financial position of Deutsche Telekom AG
- 94 Risk management in hedge accounting

## **95 Combined sustainability statement**

- 95 General information
- 118 Environment
- 146 Social
- 176 Governance

## **179 Forecast**

- 179 Statement by the Board of Management on the expected development of the Group
- 180 Economic outlook
- 180 Expectations for the Group
- 184 Expectations for the operating segments

## **189 Risk and opportunity management**

- 189 Board of Management's assessment of the aggregate risk and opportunity position
- 189 Risk and opportunity management system
- 194 Risks and opportunities

## **211 Governance and other disclosures**

- 211 Governance
- 212 Events after the reporting period
- 212 Integrated control and monitoring system
- 215 Accounting-related internal control system
- 216 Corporate Governance Statement and Declaration of Conformity and updated 2024 Declaration of Conformity
- 217 Legal structure of the Group

## Introductory remarks

This report combines the management report of the Deutsche Telekom Group, comprising Deutsche Telekom AG and its consolidated subsidiaries, and the management report of Deutsche Telekom AG.

In light of the expected transposition of the European Corporate Sustainability Reporting Directive (CSRD) into national law, we as a company with a global footprint have already based the preparation of the **combined sustainability statement** on the first set of European Sustainability Reporting Standards (ESRS) as a framework and applied them in full. This sustainability statement contains the information in accordance with § 315c German Commercial Code (Handelsgesetzbuch – HGB) in conjunction with § 289c to § 289e HGB. Accordingly, we have incorporated key elements from the “Employees” section of last year’s report into the sustainability statement. The sustainability statement additionally contains the reporting requirements regarding environmentally sustainable economic activities in accordance with Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy). The Supervisory Board of Deutsche Telekom AG is responsible for the review of the content of the sustainability statement. It did this with the support of Deloitte GmbH Wirtschaftsprüfungsgesellschaft (independent auditor) in the form of a limited assurance engagement.

For further information on the transition to the ESRS and on the EU Taxonomy, please refer to the section “[Combined sustainability statement](#).”

Likewise given the expected transposition of the CSRD into national law, we have added reporting on our **most important intangible resources** to the combined management report.

For further information, please refer to the section “[Group organization – Intangible resources](#).”

In adapting the general section of the combined management report to the requirements of the CSRD, we have restructured the section “**Technology and innovation**” to add clarity and focus to the information presented, which was reduced to the statutory minimum disclosures. This area continues to be of major significance to the Group.

The combined management report contains **information extraneous to the management report**, which is designated with footnotes. This information is not required by law, nor is it stipulated by German Accounting Standard No. 20 (GAS 20).

The recommendations of the German Corporate Governance Code (GCGC) in the amended version published in the Federal Gazette on June 27, 2022 require, among other disclosures, information on the **internal control system** and the **risk and opportunity management system** that go beyond the legal requirements for the management report and are therefore excluded from the substantive audit of the management report by the independent auditor (information extraneous to the management report). This information is included in paragraphs clearly separated from the information that has to be audited, and is designated with a footnote.

For further information, please refer to the section “[Governance and other disclosures](#).”

The **Corporate Governance Statement** pursuant to § 289f, § 315d HGB is available on our [Investor Relations website](#). The **Declaration of Conformity** pursuant to § 161 of the German Stock Corporation Act (Aktiengesetz – AktG) forms part of the Corporate Governance Statement, which – as explained above – is published online, and is also reproduced separately in the “[Governance and other disclosures](#)” section of the combined management report. The Corporate Governance Statement is not part of the independent auditor’s substantive audit. The Declaration of Conformity included in the combined management report is likewise excluded from the independent auditor’s substantive audit.

The **Remuneration Report** pursuant to § 162 AktG is available on the Deutsche Telekom AG [website](#). The Remuneration Report was reviewed by the independent auditor in accordance with § 162 (3) AktG. The audit opinion resulting from the audit is provided in full at the end of the Remuneration Report.

To avoid the repetition of content within the combined management report, which includes the combined sustainability statement, please refer to **further information** provided in other sections or segments of the combined management report wherever appropriate. This includes references to the combined management report from the combined sustainability statement, and vice versa.

In addition, our combined management report includes **references** and **links** to websites with additional information outside the combined management report. These references and links are purely of a supplementary nature and are only intended to simplify access to this information. Please note that this information is not part of the combined management report and is therefore also excluded from the auditor's substantive audit.

## Group organization

### Business activities

With over 261 million mobile customers, more than 25 million fixed-network lines, and more than 22 million broadband customers, we are one of the leading integrated telecommunications companies worldwide. We provide fixed-network/broadband, mobile, internet, and internet-based TV products and services for consumers, and information and communication technology (ICT) solutions for business and corporate customers. We have an international focus and are represented in more than 50 countries. With some 200 thousand employees worldwide (as of December 31, 2024), we generated revenue of EUR 115.8 billion in the 2024 financial year. 76.3 % of the Group's net revenue is generated outside of Germany.

Our mobile communications business offers mobile voice and data services to consumers and business customers. In addition we sell mobile devices and other hardware. We also sell mobile services to resellers and to companies that buy network services and market them to third parties (mobile virtual network operators). Our fixed-network business includes all voice and data communications activities based on fixed-network and broadband technology. This includes the sale of terminal equipment and other hardware, as well as the sale of services to resellers. Drawing on a global infrastructure of data centers and networks, we operate ICT systems for multinational corporations and public-sector institutions.

Our ambition is to become the Leading Digital Telco. Only if Deutsche Telekom is digitalized in all areas, can the success of the last few years continue. In pursuit of this, we are driving the digital transformation of our Company and want to leverage the potential offered by our data and by AI better than ever going forward. This applies both to internal processes, so as to further enhance quality and efficiency, and to specific offerings for our customers. With our footprint in Europe and the United States, we are ideally positioned for this. The operation and sale of networks and lines remains our core business.

For further information on our Leading Digital Telco vision, please refer to the section "[Group strategy](#)."

### Corporate culture

Our responsible corporate governance and business success are based on our shared corporate values and our **Guiding Principles**. Our corporate purpose is: We won't stop until everyone is connected.

#### Our six Guiding Principles



**Delight our customers**



**Get things done**



**Act with respect & integrity**



**Team together – team apart**



**I am T – count on me**



**Stay curious & grow**

In conjunction with our corporate purpose, our **values** describe what we at Deutsche Telekom stand for: we want to be a sustainably growing, value-driven company that not only delights its customers, creates value for its investors, and in which employees enjoy their work, but also one that is environmentally friendly and fosters a democratic and inclusive society. Our network is fast, reliable, secure, and should be easily accessible for everyone. In addition, it has been operated throughout the Group with electricity from 100 % renewable sources since 2021. At the same time, we want to be more than just another company that provides society with network infrastructure. Our brand claim, "T – Connecting your world," stands for our commitment to connecting people and making their lives permanently easier and more enriched. With our No Hate Speech campaign, we are actively pushing for greater digital democracy. We are a close and trusted companion to the customer; transparent, fair, and open to dialogue. It is our contribution to social togetherness.

## Intangible resources

Intangible resources (within the meaning of § 289 (3a), § 315 (3a) HGB draft (HGB-E)) have no physical substance and are not in all cases included in the statement of financial position. They fall into three categories:

- **Human capital:** The value delivered by employees through the application of their skills, experience, and expertise.
- **Relational capital:** The inherent value in a company's relationships with its customers, suppliers, business partners, investors, and other key actors.
- **Knowledge and structural capital:** The value created by a company through its innovations, processes, or locations.

Alongside the network infrastructure (broadband, fiber-optic, mobile communications, etc.) and spectrum licenses recognized as assets in our statement of financial position, employee, customer, supplier, investor, and innovation capital likewise play crucial roles in our business model. These are key sources of creating value that will safeguard the success of our Company and the future viability of the Group.

For information on our concept of value-oriented corporate governance and on our stakeholders, please refer to the section "[Management of the Group](#)."

For information on assets recognized in the consolidated statement of financial position, please refer to Notes 6–8 "[Intangible assets](#)," "[Property, plant and equipment](#)," and "[Right-of-use assets – lessee relationships](#)" in the notes to the consolidated financial statements.

These intangible resources are not recognized as assets in our consolidated financial statements. Deutsche Telekom AG, for instance, had a market capitalization of EUR 144.1 billion as of the reporting date, and a brand value in the 2024 financial year of EUR 67.7 billion (USD 73.3 billion according to the Brand Finance Global 500 study). By contrast, the reported carrying amount of shareholders' equity was EUR 98.6 billion as of December 31, 2024.

Our most important intangible resources are considered in our management system. Measurement is carried out by using the most relevant (non-financial) performance indicators employee satisfaction (engagement score), customer satisfaction (TRI\*M index), and our rating.

For further information on our management system, please refer to the section "[Management of the Group](#)."

In addition to this, we provide further information on our employees, customers, suppliers, investors, and innovations.

For information on our employee turnover, please refer to the workforce statistics in the section "[Results of operations of the Group](#)." For information on employees, please refer to the section "[Group strategy](#)" and the section "Social" in the "[Combined sustainability statement](#)."

For information on the development of our customer figures, please refer to the section "[Development of business in the operating segments](#)." For information on customers, please refer to the section "[Group strategy](#)" and the section "Social" in the "[Combined sustainability statement](#)."

For information on our suppliers, please refer to the section "Social" in the "[Combined sustainability statement](#)."

For information on our stakeholders, please refer to the section "General information" in the "[Combined sustainability statement](#)." For information on the shareholder structure at Deutsche Telekom AG, please refer to Note 19 "[Shareholders' equity](#)" in the notes to the consolidated financial statements.

For information on patents and technological innovations of particular relevance to us as a network infrastructure operator, please refer to the section "[Technology and innovation](#)."



## Technology and innovation

At Deutsche Telekom, innovation means creating the best possible customer experience and achieving our goal of technology leadership on the basis of our networks. In the Board of Management department for Technology and Innovation, we focus on four strategic areas: global economies of scale, technological sovereignty, autonomous networks, and data-driven artificial intelligence (AI). We believe our core competency consists in the development of human-centered technology and product platforms, which we offer on a global scale, as well as the integration of individual components such as hardware and software in the mobile communications and fixed networks. To this end, we use resilient and future-proof technology to deliver the best-possible customer experience at a reasonable price. We achieve this in conjunction with our own network and IT infrastructure, supported by partners.

Innovations in technology and products are aligned with the goal of safeguarding network and technology leadership alongside enhanced customer satisfaction in the Germany, Europe, and United States operating segments. We are thereby both enabling our current business and at the same time shaping the future.

We set ourselves apart from the competition through innovations and generate growth in three ways:

- **In-house developments:** T-Labs is the research and development unit of Deutsche Telekom, focusing on translating new technology trends into tangible outcomes through its research into disruptive technologies for future telecommunications infrastructure. Our current research activities focus on the networks of the future, quantum communication, spatial computing, decentralized systems, and security. T-Labs cooperates with multiple universities around the world.
- **Partnerships and cooperations:** We draw on the expertise and abilities of our partners in order to successfully implement the digital transformation. We rely on innovative energy from around the world, and cooperate with companies from Germany, the United States, Israel, Korea, India, and other innovation hotspots across the globe.
- **Start-up funding, venture and growth capital:** hubraum, our tech incubator, puts start-ups in touch with the relevant business units and R&D initiatives within the Group. It offers exclusive access to networks (via network APIs), product platforms, or test data to help the start-ups develop and test their products and services in a faster and better way. The global T Challenge, a joint initiative with T-Mobile US, supports start-ups with the development of innovative solutions geared to the digital transformation and competitiveness of Deutsche Telekom. Venture and growth capital is provided both directly, by our strategic investment fund T.Capital, as well as via our investments in the investment management group Deutsche Telekom Capital Partners. We participate in the Federal Government's WIN Initiative and are committed to working together to strengthen Germany and Europe's presence as a technology hub.

Coordinating this task are our Technology and Innovation and USA and Group Development Board of Management departments, which work in close collaboration with our operating segments. We pursue our innovation activities at an intragroup level and in alignment with our strategy. Our interconnected innovation areas provide a Group-wide framework for this:

- **Home experience & TV:** Broadband, smart home, entertainment, and TV (MagentaTV)
- **Digital channels:** Apps and other channels for customer loyalty and marketing, service, and troubleshooting (OneApp, Frag Magenta chatbot, etc.)
- **AI Competence Center:** Use and development of (generative) AI to improve the customer experience and internal processes
- **Telco-as-a-platform:** Automation, disaggregation, and cloudification of network production and usage
- **5G Standalone:** Creation of a 5G core network in the cloud with virtualized core network functions such as network slicing and discrete logical network layers with individual, application-specific characteristics such as bandwidth, latency, and security functions
- **Sustainable Telco:** improving energy efficiency and energy resilience

## Patent portfolio

Patents are gaining more and more significance in the telecommunications industry. Our patent strategy has to keep pace with the constant evolution of market players and fields of activity. On the one hand, our Group's scope for action must be maintained. On the other, we want to protect the results of our own research and development, and to use these in cooperation and partnership with other companies. National and international patent rights are vital for these types of activity. We are therefore strongly dedicated to developing, granting, and maintaining our own patents. In the reporting year, Deutsche Telekom held a total of 8,109 patent rights. We are firmly committed to expanding our patent portfolio, taking relevant current and future technologies into account. This will secure the value of our innovations in a dynamic world and bolster the Group's competitiveness. We predominantly license our patents through our membership of patent pools.



## Investments in research and development

Research and development (R&D) expenditure includes pre-production research and development, such as the search for alternative products, processes, systems, and services. By contrast, we do not class as R&D expenditure the costs of developing system and user software which is designed to improve productivity and make our business processes more effective. R&D expenditure in the Deutsche Telekom Group amounted to EUR 21 million in 2024 (2023: EUR 25 million). As the parent company, Deutsche Telekom AG bears part of the Group's research and development expenditure. The expenditure was up slightly against the prior year at EUR 12 million. In 2024, our Group's investments in internally generated intangible assets to be capitalized were down year-on-year at EUR 592 million compared with EUR 708 million for the previous year. These investments predominantly relate to internally developed software, mainly in our Group Headquarters & Group Services segment. In 2024, Deutsche Telekom AG's investments in internally generated intangible assets to be capitalized were EUR 5 million compared with EUR 2 million for the previous year.

## Segment structure

Our financial reporting is divided into five operating segments plus the Group Headquarters & Group Services segment, each of which we describe in detail below.

Our **Germany** operating segment comprises all fixed-network and mobile business activities for consumers and business customers, including separate sales entities in Germany to allow a customer-centric sales approach. The segment offers a tailored service and product portfolio. The bundling of our sales and service business within Sales & Service places a further focus on customer experience and on customer satisfaction. The Wholesale business delivers wholesale telecommunication services for third-party telecommunications companies. The build-out of the mobile and fixed networks in Germany is managed by the Technology business unit.

Our **United States** operating segment combines all mobile activities in the U.S. market. T-Mobile US provides service, devices, and accessories across its flagship brands. In addition, it sells devices to dealers and other third-party distributors for resale. It provides wireless communications services through a variety of service plan options to U.S. domestic customers including plans marketed to businesses, as well as wireless devices. In addition to its wireless communications services, it offers High Speed Internet utilizing its nationwide 5G network. T-Mobile US also provides products that are complementary to its wireless communications services, including device protection.

Our **Europe** operating segment comprises all fixed-network and mobile operations of the national companies in Greece, Hungary, Poland, the Czech Republic, Croatia, Slovakia, Austria, North Macedonia, and Montenegro. In these countries, we are an integrated provider of telecommunications services. In Romania, our focus is on mobile communications. Besides traditional B2C and B2B fixed-network and mobile business, most of our national companies also offer ICT solutions for business customers.

Our **Systems Solutions** operating segment offers B2B ICT services in the core DACH market (Germany, Austria, and Switzerland) under the T-Systems brand. T-Systems primarily addresses the ICT growth areas of advisory, cloud services, and digitalization with a corresponding portfolio of products. Security solutions and networking are integral components of its service offering, supported by strategic partnerships. The services penetrate deep into the value chains of selected industries (automotive, healthcare, public sector). This segment comprises four portfolio areas: Cloud, Digital, Security (in close collaboration with Deutsche Telekom Security), and Advisory (together with Detecon as an advisory partner). In addition, the Road User Services business unit offers road toll systems.

Our **Group Development** operating segment actively manages entities, subsidiaries, and equity investments to grow their value while giving them the entrepreneurial freedom they need to promote their continued strategic development. The investment management group Deutsche Telekom Capital Partners; Comfort Charge, which is a provider of e-mobility charging infrastructure; and the Group functions of Mergers & Acquisitions and Strategic Portfolio Management are also assigned to Group Development.

**Group Headquarters & Group Services** comprises all Group units that cannot be allocated directly to one of the operating segments, as well as our Board of Management department Technology and Innovation, which unites the cross-segment technology, innovation, IT, and security functions of our Germany, United States, Europe, and Systems Solutions operating segments. As the organization that sets the direction and provides impetus, it defines strategic aims for the Group, ensures they are met, and becomes directly involved in selected Group projects. Group Services provides services to the entire Group. In addition to typical services provided by Deutsche Telekom Services Europe, such as financial accounting, human resources services, and operational procurement, Group Services also includes placement services provided by our personnel service provider, Vivento. Vivento is in charge of securing external employment opportunities for employees, predominantly in the public sector. Further units are Group Supply Services for our real estate management and our strategic procurement, and Telekom MobilitySolutions, which is a full-service provider for fleet management and mobility services.

## Changes to the segment and organizational structure in 2024

**Acquisition of Ka'ena in the United States.** On March 9, 2023, T-Mobile US entered into a Merger and Unit Purchase Agreement for the acquisition of 100 % of the outstanding equity of the U.S. prepaid provider Ka'ena and its subsidiaries including, among others, Mint Mobile, for a maximum purchase price of USD 1.35 billion. The transaction was consummated on May 1, 2024. All necessary regulatory approvals had been duly granted and all other closing conditions met. Ka'ena is included in Deutsche Telekom's consolidated financial statements as of May 1, 2024.

At deal close, T-Mobile US made an upfront payment of around USD 1.0 billion (EUR 0.9 billion), comprising a cash component of around USD 0.4 billion (EUR 0.4 billion) and around 3 million ordinary shares of T-Mobile US with a total value of around USD 0.5 billion (EUR 0.5 billion), determined on the basis of the closing share price on April 30, 2024. In addition, there is a variable earnout payable on August 1, 2026 if Ka'ena achieves specified performance indicators.

For further information on the acquisition of Ka'ena in the United States, please refer to the section "[Changes in the composition of the Group and other transactions](#)" in the consolidated financial statements.

## (Expected) changes to the segment and organizational structure in 2025

**Agreement on the acquisition of Lumos in the United States.** On April 24, 2024, T-Mobile US entered into an agreement with the investment fund EQT on the acquisition of the fiber-to-the-home platform Lumos. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in the first half of 2025. Upon closing, T-Mobile US is expected to invest approximately USD 1.0 billion (EUR 0.9 billion) in the joint venture to acquire a 50 % equity stake and all existing fiber customers, with the funds invested by T-Mobile US being used by Lumos for future fiber builds. In addition, T-Mobile US is expected to contribute an additional amount of approximately USD 0.5 billion (EUR 0.5 billion) between 2027 and 2028.

**Agreement on the acquisition of USCellular in the United States.** On May 24, 2024, T-Mobile US entered into an agreement on the acquisition of USCellular's wireless operations and specific spectrum licenses. The purchase price totals around USD 4.4 billion (EUR 4.2 billion) and comprises a cash component and the transfer of debt of up to USD 2.0 billion (EUR 1.9 billion). The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in mid-2025.

**Agreement on the acquisition of Metronet in the United States.** On July 18, 2024, T-Mobile US entered into an agreement with KKR on the acquisition of the fiber-to-the-home platform Metronet and some of its subsidiaries. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in 2025. Upon closing, T-Mobile US is expected to invest approximately USD 4.9 billion (EUR 4.7 billion) in the joint venture to acquire a 50 % equity stake and all existing residential fiber customers, as well as to fund the joint venture.

**Agreement on the acquisition of Vistar Media in the United States.** On December 20, 2024, T-Mobile US entered into an agreement on the acquisition of 100 % of the outstanding capital stock of Vistar Media, a provider of technology solutions for digital-out-of-home advertisements, for a purchase price of approximately USD 0.6 billion (EUR 0.6 billion). The purchase price is subject to certain agreed-upon working capital and other adjustments. The transaction was consummated on February 3, 2025. All necessary regulatory approvals had been duly granted and all other closing conditions met.

## Group strategy

### Leading Digital Telco – our vision

Since 2021, our Group strategy has been determined by our **vision** of becoming the Leading Digital Telco by 2030. Because few if any industries face change on the same scale as the telecommunications industry. Digitalization is the central catalyst for the key trends in this regard, from increasing volumes of data traffic and the attendant demand for high-performing, secure networks, to highly individualized and context-sensitive digital products and services with immediate availability through self-service and cloud-based as-a-service models. We are seeing companies from other industries pushing onto the market with lean, software-defined production models. Providers such as Google, Microsoft, and Amazon Web Services offer B2B connectivity solutions and are increasingly providing network functions in their cloud environments. CPaaS (communications platform as a service) companies offer user-friendly communications services on their own communications platforms – without having their own networks. They provide developers and business customers with standard telecommunications services (calls, text messages) and new network functions through standardized application programming interfaces (APIs). This shifts access to end customers from telecommunications providers to the CPaaS companies and big tech companies.

We at Deutsche Telekom take up digitalization as the primary driver of significant changes in our ecosystem and correspondingly also in our strategic alignment. For us, this means continuing to invest in our networks and making digital participation possible for all. Because building and operating convergent networks remains the core of our strategy. But it also means continuing to digitalize. Whether it involves our products and services, market approach, production, or processes, we ourselves must also become more digital. Only if we are digitalized in all areas, can the success of the last few years continue. The result will be a Deutsche Telekom that can adapt faster and more flexibly to changing market conditions. We reported comprehensively on the further development of our strategy at our [Capital Markets Day](#) in October 2024.

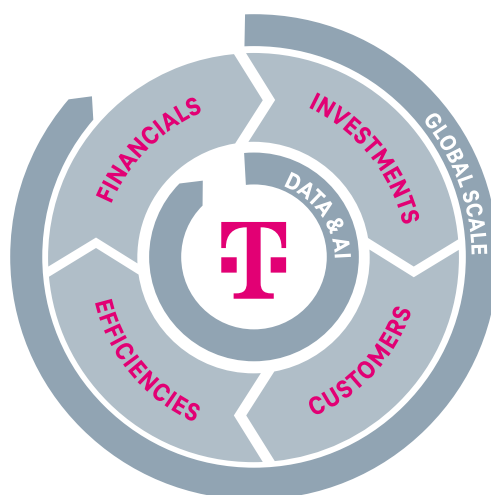
We are already well positioned to reach our **goals** on our journey to realizing our Leading Digital Telco vision: our key performance indicators at the end of the 2024 financial year confirm that Deutsche Telekom remains Europe's leading telecommunications company. No other telecommunications company has a comparable footprint with its own networks in Europe and the United States. We see ourselves as a global enterprise with a considerable presence in Europe, European roots and values, and an extremely strong business in the United States. However, our Group strategy does not aim to micromanage all local units, but to provide a strategic framework and to utilize local strengths such as networks and competitive standing. Our T-Mobile US business in the United States in particular has operated under this decentralized approach for many years enjoying considerable success with its Un-carrier initiatives. Because our Group-wide strategic goals are clear: we want to align ourselves long-term with the needs of our customers and transform ourselves into a digital company, leveraging the synergies within our Group, to hold our own against new competitors and continue our growth course.

Our growth ambitions and **success metrics** measured using key performance indicators remain unchanged. The success of our strategy can be seen in our long-term competitiveness and as such is reflected in the established key financial figures: we had set an annual growth target (Group CAGR) of 1 to 2 % for revenue and 3 to 5 % for adjusted EBITDA AL for the years 2021 through 2024. We have achieved these targets and announced new targets through 2027 at our [2024 Capital Markets Day](#).

For further information on our financial ambition levels through 2027, please refer to the section "[Finance strategy](#)."

Our management-relevant performance indicators are defined in the section "[Management of the Group](#)"; the results achieved in the financial year are reported in the section "[Development of business in the Group](#)." For our expectations through 2026, please refer to the "[Forecast](#)." We provide an in-depth look at our sustainability strategy and targets in the "[Combined sustainability statement](#)."

#### Flywheel: Leading Digital Telco vision



At the center of our strategy is the flywheel. It describes the effect mechanisms of our strategic priorities in our key areas of operation:

- **Investments:** We invest – above all in our networks. These are the basis for delivering our products and services to customers.
- **Customers:** We continuously win new customers with our product and service portfolio. Worldwide, we have over 261 million mobile customers, alongside further fixed-network and TV customers.

- **Efficiencies:** The large number of customers allows us to make full use of our networks and achieve economies of scale also in other areas of the Company. For example, when we develop certain platforms for all customers worldwide, rather than in individual markets. This gives us an efficiency advantage. We are also improving efficiency in our standard processes through digitalization and other measures.
- **Financials:** As a result, we achieve solid financial results. These results put us in a position to make further investments. This keeps our flywheel spinning.

We are set to accelerate this flywheel with the planned addition of two further areas of operation:

- We are driving forward the digital transformation of our Company and want to leverage the potential offered by our **data** and by **AI** better than ever going forward. This applies both to internal processes, so as to further enhance quality and efficiency, and to specific offerings for our customers.
- At the same time, we are leveraging our **global scale** with plans to capitalize on more economies of scale in the future, such as synergies through shared platforms, products, and workflows.

In the following, we describe the areas of operation of our strategy and the results achieved in the 2024 financial year.

## Investments

Our networks and our technology together form the core of our value creation. That is why we are systematically building out and interlinking our fixed and mobile networks because our strategic goal is to offer our customers the fastest possible connection at top quality, anytime, anyplace. And we remain committed to investing extensively going forward. At our [2024 Capital Markets Day](#), we announced plans to reinvest around 21 % of our service revenues through 2027 (Deutsche Telekom excluding T-Mobile US and before spectrum investment). Group-wide, in 2024, we invested around EUR 16 billion (not including spectrum investment), primarily in building and operating networks, with EUR 5.8 billion of this figure spent in Germany alone. This makes us the biggest single investor among all of our German competitors. In pursuit of outstanding quality and an even quicker and more efficient network build-out, we are also striking out in new directions, for example, with the use of artificial intelligence (AI) to ensure infrastructure is built out in line with demand. Integrated management improves the capacity utilization of our infrastructure and increases efficiency in operations and maintenance.

Fiber optic-based fixed networks are the basis for integrated network experiences. The build-out of our fixed-network infrastructure with state-of-the-art optical fiber is our priority. We increased the number of broadband customers in the Europe operating segment by 3.3 % compared with the end of 2023 to 7.2 million. A total of 10.1 million households (coverage of around 38.5 %) in the footprint of our European national companies have access to our high-performance fiber-optic network. In Germany, we made fiber-optic lines (FTTH) available to more than 2.5 million further households and companies in 2024. We therefore met our own goal of making more than 10 million fiber-optic lines available by the end of 2024 (December 31, 2024: 10.1 million). There is also a clear uptick in the number of customers using this technology. More than 470 thousand new customers subscribed to a fiber-optic line from us in 2024, an increase of approximately 60 % compared with the prior year. In 2025, we want to maintain the same high build-out pace and give around 2.5 million new households access to fiber. By 2030, every household and every business in Germany is to have a fiber-optic line. Our aspiration is for Telekom Deutschland to build the majority of these. With this goal in mind, we established our own civil engineering company in 2023 (Deutsche Telekom Tiefbau) to address the pressing need for civil engineering capacities on the market. With the GlasfaserPlus and Glasfaser NordWest joint ventures, we aim to pass a total of more than 5 million households in Germany with a fiber-optic line. In addition, we have agreed partnerships with other companies that will contribute to our strategic goals (e.g., cooperations with the German real estate association Verband der Immobilienverwalter Deutschland e.V., with Glasfaser Ruhr, and with 179 cities and municipalities in the gigabit region of Stuttgart in Germany). But urban centers are not the only ones to benefit from the network build-out: we also plan to cover a total of 8 million households in rural areas with optical fiber by 2030. We also rely on cooperations in our national companies in Europe to help drive forward the fiber-optic build-out (e.g., Alpen Glasfaser in Austria). In the United States, too, we are set to add fixed broadband to our service portfolio. T-Mobile US is leveraging its leading position in respect of mid-band mobile spectrum to offer customers fixed wireless broadband access via FWA, and also plans to give between 12 and 15 million U.S. households access to fiber by the end of 2028, primarily through partnerships and joint ventures.

The positive response shows that our efforts are paying off. We received further awards in 2024: Imtest rated us Germany's best internet provider (09/2024 issue), and best in class in its 2024 fixed-network test with a top score of "very good." In the Connect readers' choice 2024 we performed well and have once again been voted Germany's #1 fixed-network operator. We took the top spot in Chip trade magazine's test of digital service offerings with an overall score of "very good" in the category "DSL & fixed network." Connect trade magazine rated us the best nationwide provider in Germany (09/2024 issue) and Austria in its fixed-network test. Our Austrian network wins fastest fixed-network internet in the 2024 Ookla® Speedtest Award. In Croatia, our fixed network received the Best in Test Award from Umlaut.

In mobile communications, we set ourselves apart from our competitors with the quality of our network that has been singled out for awards in several network tests. With 5G, we are creating a highly reliable mobile network with extremely low latency and high data throughput. By the end of 2024, 98.0 % of the population of Germany was already covered by our 5G network. By the end of 2025, our 5G network is set to cover 90 % of Germany, reaching 99 % of the population. In 2024, we began offering consumers 5G standalone with network slicing and other innovative functions via dedicated rate plans. Deutsche Telekom's business customers have already had access to this technology for some time now, e.g., for live TV broadcasts or in 5G campus networks for industry and research. As of the end of 2024, our national companies covered on average 77.2 % of the population in our European footprint with 5G. In the United States, T-Mobile US expanded its 5G network leadership in the reporting year. Independent tests confirm the network delivers best-in-class 5G availability and industry-leading coverage.

We consistently top the independent network tests: Connect readers (2024) in Germany once again rate Deutsche Telekom best in the categories Mobile Network Operator and Network Operator Prepaid Cards. We also once again won the three big mobile network tests by the trade magazines Connect, Chip, and Computer Bild – receiving the best-possible score of “outstanding” in the Connect test. T-Mobile US' wireless network remains unbeaten for speed according to the Ookla® Speedtest. Our national companies in the Czech Republic, Austria, and Croatia, too, received these accolades from Ookla. Additionally, our mobile network in Croatia received the Best in Test Award from Umlaut, with this best-in-class performance further confirmed by a test conducted by the Croatian regulator HAKOM.

Our strategic goal is to be able to use the best-in-class integrated network infrastructure for our products and services. That is why we are complementing our own infrastructure with that of strategic partners, while also considering alternative access networks (e.g., satellites). In the reporting year, the Federal Communications Commission (FCC) granted approval to T-Mobile US and SpaceX to supplement the existing wireless network in the United States with satellite-based coverage. This will enable almost all current smartphones to establish connections even in coverage dead zones. We are also testing ways of integrating satellites into the Greek mobile network in the future. This is with the support of an innovative application realized by our national company in Greece: the tech teams have been working together with partner Skylo to successfully integrate satellite communication into our network. In initial tests, we were able to send text messages via satellite directly to a mobile device. Satellite-based communication now also supplements classic terrestrial IoT networks (NB-IoT, LTE-M, 4G, and 5G). In the reporting year, we introduced a range of IoT rate plans for satellite connectivity, an area that Deutsche Telekom IoT is working on in collaboration with specialists Intelsat, Skylo, and Viasat.

The delivery of connectivity and services based on our own and our partners' infrastructure is reliant on technology- and domain-agnostic orchestration capabilities. These are found in a separate technical control layer above the actual infrastructure, which allows us to manage the “network of networks.” We are modernizing our NT/IT architecture to ensure the necessary orchestration capabilities are in place. Our focus is on leveraging the full potential of network automation, cloudification, and disaggregation to make our production considerably faster, more flexible, and more cost-efficient. Disaggregation, or the separation of hardware and software, makes it possible to add new suppliers. We made significant progress in respect of the Open Radio Access Network (Open RAN) in the reporting year. One big change is that components from various different technology suppliers are now interoperable, and the first such antenna system has been transmitting in the commercial network since December 2023, providing coverage to areas of New Brandenburg. Nokia and Fujitsu supply the necessary technology components. We are planning for more than 3 thousand Open RAN-compatible cell sites by 2027 and signed an agreement with manufacturers Nokia and Fujitsu in the reporting year on the supply of components for these sites to support the Open RAN network.

## Customers

### Consumers

Our aspiration is to offer customers the best network experience, anytime, anyplace – whether at home or at work, our network should work seamlessly and across all technologies. That's why we market fixed-network and mobile communications in convergent products (fixed-mobile convergence (FMC)). Successfully so: at the end of the reporting year, the number of customers subscribing to FMC or comparable offerings in our Germany and Europe operating segments had increased to 14.6 million. At our [2024 Capital Markets Day](#), we additionally declared our intention to further enhance general customer satisfaction levels and to expand our pioneering role in the industry.

For further information on the development of our customer figures, please refer to the section “[Development of business in the operating segments](#).”

In pursuit of our goal to become the Leading Digital Telco, we want to offer more than simply the best connectivity: what really counts for us is the network experience. For this reason, we offer our customers additional services that turn our network leadership aspiration into a first-hand experience. Our MagentaTV product has now been expanded throughout our entire European footprint to aggregate linear television with extensive features on the one hand, and provide access to content from the biggest video streaming services on the other. In 2024, we continued our efforts to further improve and enhance the TV experience: for instance, in 2024 we launched our new MagentaTV 2.0 TV platform and broadcast, e.g., every match of the UEFA EURO 2024 soccer championships in Germany, including pre- and post-match coverage, with some matches exclusively available from us. We offer MagentaTV at attractive conditions, such as free of charge six-month subscriptions to Apple TV+ or Paramount+, as well as a discounted MegaStream offering for our fixed-network customers. We also implemented measures to benefit from the abolition of the “Nebenkostenprivileg” in Germany in the reporting year. This meant housing companies were previously able to pass on cable TV and internet service fees as ancillary rental costs to tenants. Since the law was changed on July 1, 2024, tenants have been able to conclude their own contracts with TV providers. We are addressing this new customer group, to which we previously had no direct access, with attractive offers to switch to MagentaTV. We further rolled out our Android-based TV platform with a Deutsche Telekom-specific user interface to deliver an even more personalized user experience; this service is now available in seven countries (Germany, Austria, Poland, Croatia, Hungary, Montenegro, and North Macedonia). The addition of 311 thousand TV customers in Germany and 126 thousand in our national companies in Europe shows that we are on the right track.

In addition, we further developed the OneApp platform for a digital sales and service experience in our European national companies and in Germany. The OneApp platform not only improves the customer experience by adding the ability to set-up and manage routers or monitor internet usage behavior in the home network, it also enables us to monetize our existing offerings (e.g., through upselling of fixed-network/fiber-optic contracts, through our Magenta Moments loyalty program, and through in-app coupons). In the United States, we also launched the T-Life app in the reporting year to likewise provide our U.S. customers with a digital service platform.

## Magenta Advantage

Beyond this, we also strive to establish and monetize new, digital business models – alongside our core business – on the basis of our Magenta Advantage, stemming from our assets and abilities in our core business. This includes, for example, 261.4 million mobile customers, 9.0 million TV customers, and access to the largest companies in the world across industries. All of which gives us a tangible edge that we call our Magenta Advantage. For example, we would like to further leverage our digital reach and brand strength advantage in a more targeted manner to make exclusive offers from partners available to our customers, to reward their loyalty and – where possible – to generate additional revenue. In 2024, we further expanded our loyalty program Magenta Moments, which has its own section in the OneApp in our national companies in Europe as well as in Germany (where the app is known as “MeinMagenta”). We delighted on average 1.7 million active customers every month of 2024 in Germany (and up to 2.5 million active customers in December 2024) with exclusive offerings from partners such as Rituals, Lindt, Paramount, and Perplexity. Overall in 2024, we enabled more than 250 moments for our customers with, e.g., external partnerships and priority tickets for music events. Roll-out in our national companies in Europe began in the third quarter of 2023, and the program was running in eight countries as of the end of 2024. We have since won around 5.9 million users in these regions and enabled over 40 million transactions. Our network of active partnerships extends to over 3,200 international brands such as Perplexity, Samsung, and Wolt. The approach is paying off: customer satisfaction is higher among Magenta Moments users than among non-users. In the future, we plan to build up further capabilities for data analysis and segmentation and continuously improve the personalization of our offers. On top of this, we also use our Magenta Advantage to invest in digital business models. Examples of these are the online delivery service Box and the payment service Payzy in Greece. The core of our brand promise, “Reliability, security, and trust,” remains the same and protecting our customers’ data and privacy is our top priority.

## Customer satisfaction and service

Our commitment to delivering best-in-class customer service and to utilizing the Magenta Advantage is paying off. In the reporting year, we once again maintained customer satisfaction at a high level, measured using the globally recognized TRI\*M method. We use the results of this non-financial performance indicator to improve our customer contact processes, and our products and services. At the same time, we determine the loyalty of our customers towards Deutsche Telekom. The results are presented as a performance indicator, the TRI\*M index, which ranges between minus 66 and plus 134 points. At the end of the reporting year, this indicator (for Deutsche Telekom excluding T-Mobile US) came in at 77.6 points compared with 76.2 points at the end of the prior year. The values achieved in particular for our Germany and Systems Solutions operating segments, as well as across most of the Europe operating segment, put us in a leading position relative to the respective benchmarks. With the exception of the Europe operating segment, where our goal is to post slight improvements in some areas, we plan to maintain these leading positions in the benchmark for 2025. In 2021, we added the Net Promoter Score (NPS) as a further metric. NPS measures the ratio of enthusiastic customers (promoters) to unhappy customers (detractors). For example, a score of 10 means that the share of promoters exceeds the share of detractors by 10 percentage points. We maintained and in some cases indeed improved our NPS in all of our operating segments with consumer operations (Germany, United States, Europe) over the course of the reporting year. In the United States, for instance, we improved our NPS yet again on the prior year. This success is largely down to the various measures we have been pushing in recent months, such as



the introduction of new prepaid plans in Germany in August 2024 with more data allowance and the option to rollover unused allowance to the next billing period. We also doubled the data allowance for our existing postpaid customers using our Young rate plans in Germany at the start of October 2024.

We have received numerous awards confirming our dedication. For example, Connect readers once again voted us best-in-class for mobile, fixed network, prepaid, and IPTV. In the Connect shop test, our Telekom shops took the overall win for the outstanding quality of their customer service. We swept the board in the Chip digital customer service test, taking the #1 spot in all categories. Focus Money magazine awarded our shops the Service King award for the eighth consecutive time in its Deutschland Test Study 2024. In the United States, too, we are reaping the rewards of our focus on customer-centricity: numerous surveys rank T-Mobile US ahead of its competitors in terms of service quality (e.g., the J.D. Power study “Wireless Customer Care Mobile Network Operator Performance” rated T-Mobile US the mobile carrier with the best customer service in the United States for the 14th time in succession).

## Business customers

In the reporting year, we maintained our market-leading position (in terms of revenue) as a provider of telecommunications services for business customers in the Germany operating segment and posted growth in service revenues slightly above the prior-year level. As a trusted partner, we drive forward the digitalization of our customers based on global, secure connectivity, flexible software-based networks, and end-to-end security solutions. And in future, these activities will increasingly be based on integrated offerings (combining fixed network, mobile communications, and IT) and further strengthen our portfolio in the IT environment. However, integrated offerings also require digitalization expertise beyond connectivity (e.g., specialist sales, advisory, integration), since small and medium-sized enterprises in particular are increasingly looking for solutions from a single source. In 2024, we strengthened our collective market presence in the B2B segment by marketing activities in Germany and in Europe as a whole under the “T Business” brand identity, as well as with events such as Digital X. Our efforts were rewarded: Connect trade magazine named us the overall winner after surveying business customers in Germany on satisfaction with their mobile communications and internet providers. Our national companies in Europe also recorded substantial growth in revenue with business customers across all areas (mobile, fixed network, IT). Growth was strongest in the Europe operating segment, where our IT business recorded a revenue increase on an organic basis of 11.6 %. Demand for our productivity, cloud, and security portfolio continued to grow in 2024.

Going forward, we want to maintain our position in the B2B segment and achieve profitable growth. This also means we want to remain the partner of choice for businesses with cross-border connectivity needs, and to this end are investing in robust, global fixed-network and mobile communications structures and providing a one-stop shop for connectivity through the orchestration of our own networks and those of our partners. In the medium term, we want to respond to changing customer needs with fully cloud-based, modular network services and dynamically adapt our networks. Standardized application programming interfaces (APIs) will even make it possible in future to automatically manage individual network parameters in real time. To this end, over the coming years we plan to radically overhaul our own network and IT landscape, transforming it into a modular, software-defined production environment with integration capabilities for customized app and IT landscapes. We continually drive forward the commercial availability of communication and network APIs, offering easy access for developers and business customers under our Magenta Business API brand since 2023. Our business customers are already using our Magenta Business APIs, available through our developer portal, due to our efforts in the reporting year to commercialize and market them.

As major topics like the Internet of Things (IoT) and cybersecurity remain highly relevant, security and network solutions (network, IT, and cloud computing) are beginning to merge into highly secure, end-to-end solutions. Security functions which were once purchased separately are increasingly becoming part of the connectivity product or of security solutions, like new-generation firewalls that are already integrated into some SD-WAN solutions or classic mobile communications and fixed-network solutions, while Secure Access Service Edge (SASE) solutions deliver SD-WAN in combination with cloud and application security from a single source. We will continue to develop the core elements of our B2B portfolio, comprising our Multiprotocol Label Switching (MPLS) solutions and SD-WAN products, holistically, taking account of network and security aspects. Security is an integral component of every one of our products and services (e.g., campus networks, IoT) – and that goes for every part of the communication chain: from the user via the devices, Wi-Fi/mobile radio/LAN, through to access and corporate networks, transport networks, and data centers. “Security by Design” is our goal here – from development and operation to management of the network services by us and our customers. IT business for corporate customers is moving away from traditional IT outsourcing services towards new cloud-based services and digital solutions (particularly in the field of artificial intelligence). The strategy of our Systems Solutions operating segment is still to become the “leading European vertical full-service IT player.” The vision concentrates in particular on the DACH region, where we are already a leading IT service provider (in terms of revenue). Our strategic focus is on fulfilling the core customer requirements of digitalization: advisory, cloud services, and digital solutions. For selected industries (automotive, healthcare, public sector), we additionally offer industry-specific solutions. We are increasingly making use of AI, too, to help improve customer solutions and internal processes. Nearshoring and offshoring are gaining in relevance for the Group in a competitive environment, and we increasingly utilize both to unlock additional capacities, particularly at T-Systems. In the reporting year, we also expanded our global IoT business by joining the Bridge Alliance comprising 34 mobile communications companies from Asia, Australia, Africa, and the

Middle East. Our accession to the alliance has two main benefits: one, we are simplifying access to countries in the Asia-Pacific region for globally operating companies from Europe; and two, we are simplifying access to Europe for companies outside of Europe.

## Efficiencies

The better our networks are utilized, the more efficient we can become. Because of this, customer growth – in terms of both customer numbers and usage intensity – is central to our efficiency. But our Leading Digital Telco vision also means orienting our efficiency to that of digital companies like Netflix and Microsoft. The digital transformation is key to further enhancing cost efficiency throughout our entire value chain: from the customer interface, to our production processes, through to the management of our own infrastructure and supply chains.

Over the last few years, we have continually invested in our digital customer touchpoints. We offer our customers a wide variety of digital service tools, such as our digital assistants that empower customers to quickly and directly resolve certain concerns and issues via self-service. The central platform for digital customer interactions in Europe and Germany is our OneApp, with around 73 % of customers using it in our European footprint, and around 58 % in Germany. In addition, we place great importance on finding a quick solution to our customers' issues. In 2024, we increased our first-call resolution rate again, i.e., the customer issues we resolve directly at the first point of contact (74.1 %; 2023: 69.0 %).

Another factor that plays into an outstanding customer experience and rapid resolution of issues is a 360° view of our customers across all channels, both online and offline. Magenta View is our front-end platform for all employees with direct customer contact, delivering all necessary customer data from a single source. At the end of the reporting year, over 26 thousand employees in Germany were benefiting from Magenta View.

We also want our internal operation to be as efficient as possible, i.e., in terms of time and costs. In building out our fiber-optic networks, for example: sensors on our T Cars record environmental data to support automated fiber-optic planning. The entire planning process is supported by AI: from the recording of the surfaces and appropriate civil engineering planning, through to digital dialogue with municipalities for approval processes. This reduces planning time significantly. Another way we are improving efficiency is by automating our network operations. Autonomous networks can predict and address issues before they affect the customer. Automated ticket handling helps speed up troubleshooting: AI-powered tickets are generated from customer complaints about network disruptions and precise measures are derived to clear the incident. We also continually scrutinize our internal processes and further optimize them wherever possible. We will therefore systematically continue on this path of cost transformation.

## Data & AI

Safeguarding sustainable growth, efficiency, profitability, and thus also maintaining our long-term competitiveness, requires us to continually work on improving our processes. This is what drives us to keep digitalizing. We want to fully unlock the potential of our data, make innovative technologies such as AI an integral part of our daily work, and make the best possible use of the advantages of AI along our value chain. It starts with our networks: going forward, we want to make our networks increasingly autonomous, able to run with minimal human intervention. For instance, in the future, AI will enable us to individually adapt each mobile radio cell to expected workload levels. It will anticipate spikes in local utilization rates, e.g., if there's an open-air concert or a soccer game, and increase the antenna capacity as required. Likewise, it can put certain frequencies into sleep mode during periods of expected low demand, e.g., at night or during school vacation times. Algorithms like these can help reduce electricity consumption without compromising the browsing experience. Another example is automated ticket handling. Complaints about network disruptions received from customers via the service channel are automatically converted into tickets. Since August 2024, we have been using large language models (LLMs) to create some of our tickets. These models can glean a clearer picture of the issue from the message content and add structure if needed. AI will also help resolve the tickets in the future. Deploying AI in our networks reduces outages, improves quality, and enhances our energy efficiency.

LLMs and generative AI (GenAI) have the potential to completely transform all customer interfaces. We use GenAI to improve our Frag Magenta chatbot, meaning we can also handle customer inquiries for which we have no suitable existing script, or which contain unclear or ungrammatical wording. In the future, it will further improve the automated handling of customer inquiries and reduce the volume of inbound calls to our customer advisors. In addition to evolving our chatbot, we have added a general AI assistant to Frag Magenta in our OneApp: Magenta AI was launched in the fourth quarter of 2024. Magenta AI contains both the chatbot and an AI-powered search engine that uses global knowledge from freely accessible sources. This tool opens up access to AI to the broader public. The work of our employees outside of customer interactions will likewise benefit from AI in the form of task automation, document insights, and automatic suggestions. The use of AI in IT, such as in all phases of software development, is being successfully tested: from AI-powered code generation to finished software testing, to continual error detection and resolution. Further examples include the analysis of legal texts or the use of internal chatbots to simplify access to internal data and documents. In the reporting year, we launched the AskT chatbot in collaboration with our partner Glean. Various different models are being deployed, currently those from Glean and OpenAI. AskT accesses both internal and external data sources to provide answers.



Our use of AI complies without exception with our own ethical guidelines for handling artificial intelligence.

We established the AI Competence Center (AICC) in 2023 to centrally pool the Group's AI competencies. It delivers practical technical support for all Group entities, helping them in particular to rapidly deploy generative AI. The AICC provides advice on using AI ethically and securely, and assists with selecting suitable partners. We also play an active role in the AI ecosystem, predominantly through the Global Telco AI Alliance, which we formed in 2023 together with e&, Singtel, and SK Telecom, and to which we welcomed SoftBank in the reporting year. The Alliance's goal is to develop new growth drivers through innovative AI models.

## Global scale

The Group wants to better harness global economies of scale with more than 261 million mobile customers and further fixed-network and TV customers worldwide, using globally available services and API-based IT platforms in the cloud. These economies of scale are to be leveraged with the help of global ICT solutions and partnerships.

A global orientation also means systematically driving forward knowledge-sharing within the Group. We additionally intend to focus on scaling internal business models and platforms across the entire Group, including, e.g., our customer app in Europe and Germany, and our OneTV approach with a unified TV production platform for our national companies in Europe. Further examples include our six B2B competence centers, which join forces as needed to develop platforms/services and deliver them to all markets and customer segments. A further lever is the implementation of a common operating model for parts of our network infrastructure in Europe (Common Operating Model for Europe).

In addition to that, we are adapting our production platforms to meet the customer needs of the future, by building cloud-based, scalable, modular platforms and opening up access to selected parts of these platforms to third parties (e.g., service providers and app developers) via standardized application programming interfaces (APIs). Our goal is to make connectivity, services, and data (e.g., location data, connection conditions, and user behavior) combinable with new applications as needed. The benefits of this architecture include shorter development cycles, faster exploitation of revenue potential, more automated and significantly more cost-efficient production, scaling across business units and borders, and a substantially better customer experience by virtue of personalized digital interactions.

A further component of our global orientation is securing our majority stake in T-Mobile US over the long term. We passed the threshold to a majority stake in T-Mobile US back in the first half of 2023. In June 2024, we exercised fixed-price options to acquire around 7 million additional T-Mobile US shares. Taking the treasury shares held by T-Mobile US into account, our ownership stake in T-Mobile US was 51.4 % as of December 31, 2024.

## Financials

Our cost efficiency and enhanced productivity resulted in solid growth across our key financial figures in the reporting year (revenue, adjusted EBITDA AL, free cash flow AL, etc.). We are focusing on the one hand on maximizing our capital gains to reinvest in sustainable growth and generate further momentum for our flywheel, and on the other on increasing our dividend yield. This is reflected in the approximately EUR 2 billion we invested in share buy-backs in the reporting year. We reported comprehensively on our planning for the coming years at our [2024 Capital Markets Day](#).

For further information on the development of our financial figures, please refer to the section "[Development of business in the Group](#)." Our finance planning for the period 2024 through 2027 can be found in the section "[Finance strategy](#)," and our outlook for 2025 and 2026 in the section "[Forecast](#)."

## Our identity: “T”

We use our strengths to implement our strategy and we assume social responsibility: our brand in particular plays an important role in how customers perceive us. In the reporting year, the Brand Finance Global 500 study ranked Deutsche Telekom the most valuable telecommunications brand globally and one of its top-10 most valuable brands worldwide. According to Brand Finance, the 17 % increase in Deutsche Telekom’s brand value to USD 73.3 billion is due to a strong network and successful fiber-optic build-out in Europe, and to 5G leadership in the United States. The Brand Finance study highlights Deutsche Telekom’s leading position in respect of customer satisfaction and raises the Company’s Brand Strength Index (BSI) to 83 out of 100 points.

A further factor crucial to our long-term success is the commitment of our employees. The question on Mood or Satisfaction remains at a very high level of 80 % (2023: 78 %). 83 % of employees confirmed they are proud of the brand, and participation in our Shares2You share program is further evidence that our employees identify with our Company. Through this program, we want to give our employees the opportunity for greater participation in the Company’s success. In the reporting year, over 40 % of our employees in Germany (around 38 thousand excluding managers) participated in the program, along with over 4 thousand employees internationally. The existing countries of Germany, Slovakia, the Czech Republic, Romania, and Hungary were joined by nine further countries in the reporting year: Singapore, Austria, India, Switzerland, the Netherlands, Greece, Croatia, Spain, and the United Kingdom. Shares2You is now a global shares program for employees extending well beyond the confines of Europe.

In parallel, we fulfill our responsibility to society by systematically aligning our core business processes with the principle of sustainability. We revised and further refined our sustainability strategy in 2022, and work in line with the strategy to achieve our goals in respect of climate protection, circular economy, diversity, team performance, digital responsibility, and participation. We want to reach net zero along the entire value chain by 2040. Our interim goal for 2030 is to cut emissions along the value chain by 55 % against 2020, and by as much as 90 % by 2040. Our climate goal complies with SBTi requirements. We also want to make our value chain for terminal equipment and network technology in Germany and Europe almost entirely circular by 2030.

We have taken back around 5.5 million devices in Germany and Europe either to refurbish or to send them directly for recycling, so that we and our customers actively help conserve resources and protect the climate. We are also tackling the issues of climate protection and circular economy with our suppliers, e.g., in tender conditions.

We introduced a sustainability standard for our packaging back in 2020, removing single-use plastics in favor of recyclable materials and environmentally friendly colorings. All new Telekom-branded (or T-branded) devices and more than two thirds of the new packaging for smartphones that we source from our suppliers meet these criteria. Since 2021, 100 % of our electricity requirements for all Group units have been met from renewable sources. In line with our planning, in 2024 we were twice as energy efficient as in 2020, based on the data volume in the network in relation to the power consumed in this context. To help us achieve this goal, we are decommissioning legacy platforms – including PSTN, migrating to more efficient technology – such as the switch from 3G to 5G, using highly efficient data centers, and deploying AI. From a long-term perspective, we will also achieve savings from the migration from copper to fiber-optic technology. These measures enabled us to maintain stable power consumption in Germany and Europe in 2024 compared to 2020, despite rapidly rising data volumes, growing numbers of active network components, and the further densification of our networks. In 2024, we added green AI principles to our existing AI ethics guidelines particularly to uphold high standards of accountability in the use of AI. Nine principles will help us to manage the consumption of energy and resources for AI responsibly and in an environmentally friendly way. Above and beyond this, we are supporting a responsible approach to digitalization. Under the motto “No hate speech,” Deutsche Telekom is supporting, for example, projects for media literacy in society and against cyberbullying. In 2024, we successfully expanded our commitment in this area with a campaign against disinformation and fake news.

In the reporting year, we launched the Telekom Sustainability Campus, a learning platform offering all employees in Germany and Europe access to online sustainability training. The goal is to help employees contribute to the Group’s sustainability-related goals in their daily work.

For further information on our sustainability strategy, please refer to the section “[Combined sustainability statement](#).”

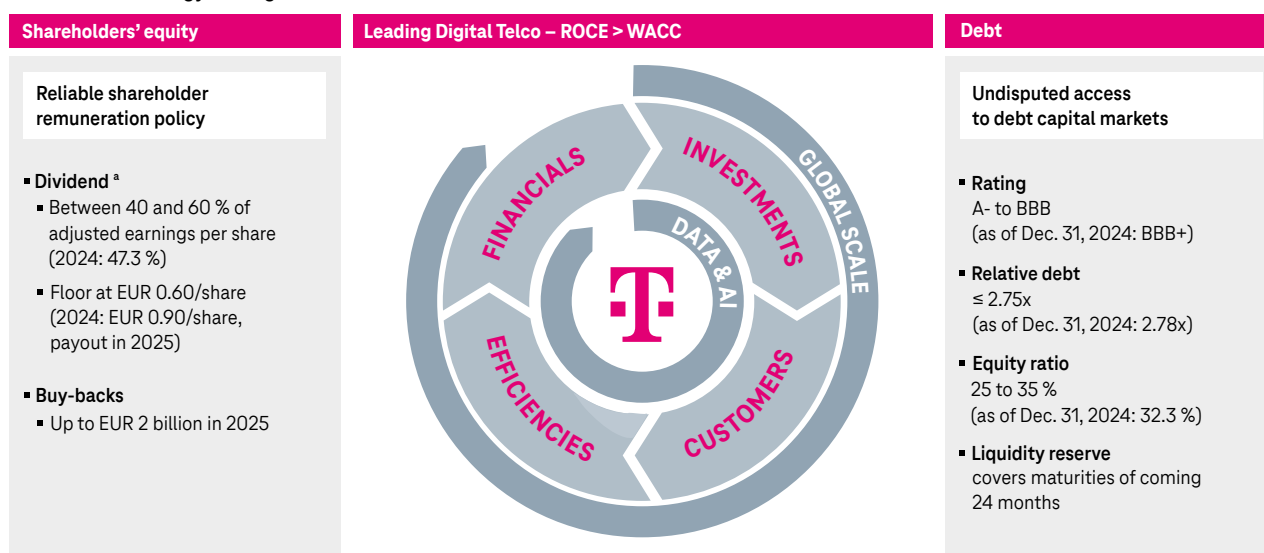
Our strategy is summarized in the following ambitions:

- We want to make the difference by delivering the **leading network experience** for our customers: best fiber, best 5G network.
- **We want to grow further:** by monetizing **high-quality networks and services** that enhance digital life and business of our customers. And generate additional revenue through the **Magenta Advantage**.
- We want to increase our **productivity and cost efficiency** end-to-end through continuous automation, simplification, and modernization.
- We want to maximize capital returns to **re-invest** in sustainable **growth** and to deliver superior **shareholder value**.
- We make **digitalization** our top priority and harness the full potential of our **data** and of **AI**.
- **We leverage our global scale** with global services, cloudified API-based NT/IT platforms, and common operations.
- We play a responsible and active role in **society**. We are a partner, not just at a societal level, but also at a political one, and we work in the interests of ensuring the open, forward-looking development of all countries in which we are active.

## Finance strategy

We presented our strategy for the years 2024 through 2027 at the [Capital Markets Day](#) in October 2024. For investors, Deutsche Telekom continues to pursue an attractive and reliable finance strategy. Excellent financial figures underpin our investments and unlock further customer growth. In parallel, we constantly strive to enhance efficiency.

### Our finance strategy through 2027



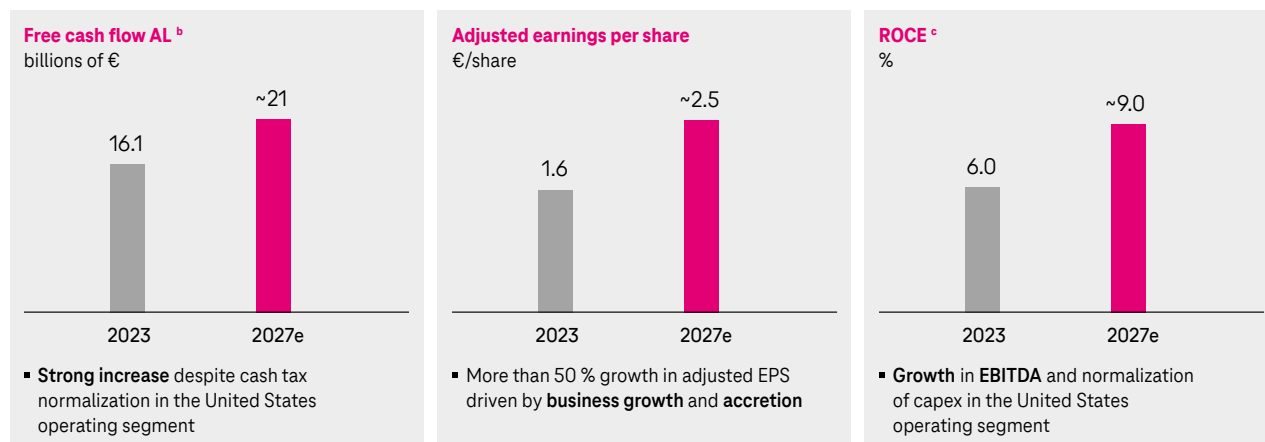
<sup>a</sup> Subject to approval by the relevant bodies and the fulfillment of other legal requirements.

Part of our finance strategy is to achieve our target financial ratios – relative debt (ratio of net debt to adjusted EBITDA) and equity ratio – along with a liquidity reserve that covers our maturities of the coming 24 months at least. With these clear statements we intend to maintain our rating in a corridor from A- to BBB and safeguard undisputed access to the capital market.

There is an attractive and sustainable dividend policy for shareholders, which is subject to approval by the relevant bodies and the fulfillment of other legal requirements. Starting from the 2024 financial year, the amount of the dividend continues to be based on a dividend payout ratio of 40 to 60 % of adjusted earnings per share, with a lower limit fixed at EUR 0.60 per dividend-bearing share. For the 2024 financial year, as announced in October 2024, we propose a dividend of EUR 0.90 for each dividend-bearing share. This equates to 47.3 % of adjusted earnings per share. This figure is set to rise from the 2023 level of EUR 1.60 to around EUR 2.5 by 2027. We thus offer our shareholders both an attractive return and a high level of planning reliability. As in previous years the dividend for the 2024 financial year will once again be paid out without deduction of capital gains tax.

At the [2024 Capital Markets Day](#), Deutsche Telekom AG's Board of Management announced plans for total shareholder remuneration in 2025 of up to EUR 6.4 billion, including share buy-backs totaling up to EUR 2 billion. The buy-back commenced on January 3, 2025 and will be carried out in several tranches through December 31, 2025.

## 2024 Capital Markets Day: Ambition level <sup>a</sup> up to 2027



<sup>a</sup> Our ambition level was determined based on the average U.S. dollar exchange rate USD 1.08 as well as a constant composition of the Group.

<sup>b</sup> Before dividend payments and spectrum investment.

<sup>c</sup> The ambition level is based on the organic figure for 2023, i.e., not including the gain on deconsolidation from the sale of GD Towers effective February 1, 2023.

With the strategy presented at the 2024 Capital Markets Day, we are aiming for a new phase of growth up to 2027: We expect average annual growth of around 4 % in both revenue and service revenue, and of 4 to 6 % in adjusted EBITDA AL. Our investments (Deutsche Telekom excluding T-Mobile US) excluding expenses for spectrum are expected to account for around 21 % of service revenues in 2027. The scope for investment is to be used to further roll out our broadband infrastructure and to accelerate the transformation of the Company. In mobile communications, the infrastructure build-out will focus on the 5G standard and, in the fixed network, mainly on our continued build-out of fiber-optic infrastructure. The finance strategy supports the transformation of our Group into the Leading Digital Telco. In order to generate a sustainable increase in value, we intend to earn at least our cost of capital. We plan to meet this target by optimizing the utilization of our non-current assets on the one hand, and pursuing strict cost discipline and profitable growth on a sustainable basis on the other (ROCE 2024: 8.5 %). Growth is driven by the enhancement of our business model. Key factors in this are leveraging global economies of scale and the systematic use of artificial intelligence and data.

For further information on the expected development of business in 2025 and 2026, please refer to the section “Forecast.”

In order to set and achieve our strategic goals more effectively, we pursue a Group-wide, value-oriented performance management approach, which we explain in the section “Management of the Group.”

## Management of the Group

We are committed to the concept of value-oriented corporate governance. We want to strike a balance between the contrasting expectations of our stakeholders so that sufficient funding is available for an attractive dividend, deleveraging, responsible staff restructuring, and new investment in a positive and sustainable customer experience.

- **Shareholders** expect an appropriate, reliable return on their capital employed.
- **Providers of debt capital** expect an appropriate return and that Deutsche Telekom is able to repay its debts.
- **Employees** expect jobs that are secure and that any necessary staff restructuring will be done in a responsible manner.
- “**Entrepreneurs within the enterprise**” expect sufficient investment funding to be able to shape Deutsche Telekom’s future business and develop products, innovations, and services for the customer.
- **Society** expects us to do everything within our power to protect the environment, encourage a fair and democratic co-existence, and shape the digital transformation in a responsible manner.

## Performance management system

We use a specific set of performance indicators to reliably and transparently measure success. The following tables and information provide an overview of our key financial and non-financial performance indicators.

## Financial performance indicators

		2024	2023	2022	2021	2020
Revenue	billions of €	115.8	112.0	114.4	107.8	100.1
Service revenue <sup>a</sup>	billions of €	96.5	92.9	92.0	83.2	78.1
EBITDA AL (adjusted for special factors)	billions of €	43.0	40.5	40.2	37.3	35.0
Profit (loss) from operations (EBIT)	billions of €	26.3	33.8	16.2	13.1	12.8
Earnings per share (adjusted for special factors)	€	1.90	1.60	1.83	1.22	1.20
ROCE	%	8.5	9.0	4.5	4.1	4.6
Free cash flow AL (before dividend payments and spectrum investment) <sup>b</sup>	billions of €	19.2	16.1	11.5	8.8	6.3
Cash capex (before spectrum investment)	billions of €	(16.0)	(16.6)	(21.0)	(18.0)	(17.0)
Rating (Standard & Poor's, Fitch)		BBB+, BBB+	BBB+, BBB+	BBB, BBB+	BBB, BBB+	BBB, BBB+
Rating (Moody's)		Baa1	Baa1	Baa1	Baa1	Baa1

<sup>a</sup> As of January 1, 2023, the definition of service revenue was extended. Figures for the prior years were adjusted retrospectively up to and including 2021.

<sup>b</sup> Before interest payments for zero-coupon bonds and before termination of forward-payer swaps at T-Mobile US (both in 2020).

**Presentation of GD Towers in the prior year.** The sale of the GD Towers business entity was consummated on February 1, 2023. Since that date, GD Towers has no longer been part of the Group. It had been recognized in the consolidated financial statements as a discontinued operation from the third quarter of 2022 until its sale. By contrast, the financial performance indicators for the prior year in the combined management report contain the value contributions of GD Towers up to the end of January 2023. Please refer to the following table for a breakdown of these performance indicators into the amounts recognized in the consolidated income statement in 2023 and 2022:

	2023	Of which: continuing operations	Of which: discontinued operation	2022	Of which: continuing operations	Of which: discontinued operation
millions of €						
<b>Net revenue</b>	<b>111,985</b>	<b>111,970</b>	<b>15</b>	<b>114,413</b>	<b>114,197</b>	<b>216</b>
<b>Service revenue</b>	<b>92,919</b>	<b>92,923</b>	<b>(4)</b>	<b>91,988</b>	<b>92,006</b>	<b>(18)</b>
<b>EBITDA</b>	<b>57,777</b>	<b>44,772</b>	<b>13,004</b>	<b>43,986</b>	<b>43,049</b>	<b>937</b>
Depreciation of right-of-use assets	(4,810)	(4,810)	0	(6,507)	(6,406)	(101)
Interest expenses on recognized lease liabilities	(1,807)	(1,802)	(5)	(1,489)	(1,452)	(37)
<b>EBITDA AL</b>	<b>51,160</b>	<b>38,161</b>	<b>12,999</b>	<b>35,989</b>	<b>35,191</b>	<b>798</b>
Special factors affecting EBITDA AL	10,663	(2,264)	12,927	(4,219)	(4,213)	(6)
<b>EBITDA AL (adjusted for special factors)</b>	<b>40,497</b>	<b>40,424</b>	<b>73</b>	<b>40,208</b>	<b>39,404</b>	<b>804</b>
Depreciation, amortization and impairment losses	(23,975)	(23,975)	0	(27,827)	(27,635)	(192)
<b>Profit (loss) from operations (EBIT)</b>	<b>33,802</b>	<b>20,798</b>	<b>13,004</b>	<b>16,159</b>	<b>15,414</b>	<b>745</b>
Profit (loss) from financial activities	(8,845)	(8,829)	(16)	(4,455)	(4,437)	(18)
Profit before income taxes	24,957	11,968	12,989	11,703	10,977	727
Earnings per share (basic and diluted)	€ 3.57	0.82	2.75	1.61	1.52	0.09
<b>Adjusted earnings per share (basic and diluted)</b>	<b>€ 1.60</b>	<b>1.59</b>	<b>0.01</b>	<b>1.83</b>	<b>1.72</b>	<b>0.10</b>

The gain on deconsolidation in the 2023 financial year resulting from the sale of GD Towers amounted to EUR 12.9 billion and is included in EBITDA and the associated performance indicators. In the consolidated income statement, the amount is recognized under profit/loss from discontinued operation as other operating income.

## Revenue and earnings

**Revenue** corresponds to the value of our operating activities. Absolute revenue depends on how well we are able to sell our products and services on the market. The development of our revenue is an essential indicator for measuring the Company's success. New products and services as well as additional sales activities are only successful if they increase revenue. **Service revenue** essentially comprises high-value – i.e., predictable and/or recurring – revenues from Deutsche Telekom's core activities. Service revenue is the revenues that are generated through customers' use of our services (i.e., revenue from fixed and mobile network voice calls – incoming and outgoing calls – as well as data services) plus roaming revenue, monthly basic charges and visitor revenue, as well as revenue generated from the ICT business. Service revenues also include revenues earned in connection with premium services for customers, such as reinsurance for device insurance policies and extended warranties. Service revenue is an important indicator for the successful implementation of the growth strategy of the Group.

We measure our operating earnings performance on the basis of **adjusted EBITDA AL**, i.e., EBITDA adjusted for depreciation of right-of-use assets, for interest expenses on recognized lease liabilities, and for special factors. And EBITDA is calculated as **EBIT** (profit/loss from operations) before depreciation, amortization and impairment losses on intangible assets, property, plant and equipment, and right-of-use assets. Both metrics indicate the short-term operational performance and the success of individual business areas. Special factors have an impact on the presentation of operations, making it more difficult to compare performance indicators with corresponding figures for prior periods. For this reason, we adjust our performance indicators to provide transparency. Without this adjustment, statements about the future development of earnings are only possible to a limited extent. The further inclusion of unadjusted EBIT/EBITDA AL as performance indicators means special factors are also taken into account. This promotes a holistic view of our expenses. In addition to these absolute indicators, we also use the EBIT and EBITDA AL margins to show how these indicators develop in relation to revenue. This makes it possible to compare the earnings performance of profit-oriented units of different sizes.

For the calculation of EBITDA AL, EBIT, and net profit/loss adjusted for special factors, please refer to the section “[Development of business in the Group](#).”

**Adjusted earnings per share** is calculated as adjusted net profit divided by the time-weighted number of all ordinary shares outstanding, which is determined by deducting the weighted average number of treasury shares held by Deutsche Telekom AG.

## Profitability

We have incorporated sustainable growth in enterprise value into our medium-term aims and implemented it as a separate key performance indicator (KPI) for the entire Group. Return on capital employed (**ROCE**) is a key performance indicator at Group level. ROCE is the ratio of operating result after depreciation, amortization and impairment losses plus imputed taxes (net operating profit after taxes, NOPAT) to the average value of the assets tied up in the course of the year (net operating assets, NOA).

Our goal is to achieve or exceed the return targets imposed on us by providers of debt capital and equity on the basis of capital market requirements. We measure return targets using the weighted average cost of capital (WACC).

NOPAT is an earnings indicator derived from the consolidated income statement, taking an imputed tax expense into consideration. It does not include cost of capital.

NOA includes all assets that make a direct contribution to revenue generation. These include all elements on the asset side of the consolidated statement of financial position that are essential to the rendering of services. To this is added operating working capital, calculated from trade receivables, inventories, and trade and other payables. The figure for other provisions is deducted as no return target exists for this.

## Financial flexibility

**Free cash flow AL** (before dividend payments and spectrum investment) is calculated as net cash from operating activities less net cash outflows for investments in intangible assets (excluding goodwill) and property, plant and equipment, as well as the principal portion of repayment of lease liabilities (excluding finance leases at T-Mobile US). Free cash flow AL is a key yardstick for providers of debt capital and equity. It measures the potential for further developing our Company, for generating organic growth, and for the ability to pay dividends and repay debt.

**Cash capex** (before spectrum investment) relates to cash outflows for investments in intangible assets (excluding goodwill) and property, plant and equipment, which are relevant for cash outflows as a component of free cash flow.

A **rating** is an assessment or classification of the creditworthiness of debt securities and their issuer according to uniform criteria. The assessment of creditworthiness by ratings agencies affects access to the capital markets and to the international finance markets, and refinancing costs. As part of our finance policy, we have defined a target range for our ratings. We believe that with a rating between A- and BBB (Standard & Poor's, Fitch) or between A3 and Baa2 (Moody's) we essentially have the necessary entry to the capital markets to generate the required financing.

## Non-financial performance indicators

		2024	2023	2022	2021	2020
Customer satisfaction (TRI*M index) <sup>a</sup>		77.6	76.2	76.0	73.4	72.2
Employee satisfaction (engagement score) <sup>b</sup>		77	76	78	77	4.0
Energy consumption <sup>c, d</sup>	GWh	11,926	12,241	13,253	13,323	12,544
Of which: Deutsche Telekom excluding T-Mobile US	GWh	4,514	4,567	4,704	n.a.	n.a.
CO <sub>2</sub> emissions (Scope 1 and 2) <sup>d, e, f</sup>	kt CO <sub>2</sub> e	253	258	233	247	2,428
Of which: Deutsche Telekom excluding T-Mobile US	kt CO <sub>2</sub> e	183	188	179	n.a.	n.a.
<b>Fixed-network and mobile customers</b>						
Mobile customers <sup>g</sup>	millions	261.4	252.2	245.4	248.2	241.5
Fixed-network lines	millions	25.2	25.4	25.3	26.1	27.4
Broadband customers <sup>h</sup>	millions	22.4	22.0	21.4	21.6	21.7
<b>Systems Solutions</b>						
Order entry <sup>i</sup>	millions of €	4,020	3,628	3,952	3,876	4,564

<sup>a</sup> Deutsche Telekom excluding T-Mobile US.

<sup>b</sup> In 2021, we changed from a scale of 1 to 5 for the engagement score (previously the "commitment index") to a scale of 0 to 100.

<sup>c</sup> Energy consumption, mainly: electricity, fuel, other fossil fuels, district heating for buildings. The figure for 2020 was adjusted retrospectively in 2024 due to changes in methods and structures applied.

<sup>d</sup> Information for 2020 was taken from the non-financial statement for 2020, which was reviewed in the form of a limited assurance engagement. At the time, this information was not part of the statutory audit of Deutsche Telekom's combined management report and consolidated financial statements.

<sup>e</sup> The figures for 2020 and 2023 were adjusted retrospectively in the reporting year due to changes in methods and structures applied. Since 2023, CO<sub>2</sub> emissions have also included fugitive emissions from refrigerants and fire suppressants. Excluding fugitive emissions, CO<sub>2</sub> emissions in 2024 including T-Mobile US would have been 206 kt CO<sub>2</sub>e (2023: 217 kt CO<sub>2</sub>e) and excluding T-Mobile US 162 kt CO<sub>2</sub>e (2023: 171 kt CO<sub>2</sub>e).

<sup>f</sup> Calculated according to the market-based method of the Greenhouse Gas Protocol.

<sup>g</sup> Including T-Mobile US wholesale customers.

<sup>h</sup> Excluding wholesale.

<sup>i</sup> Order entry for the 2021 financial year was adjusted retrospectively in connection with the reassignment of the security business.

We believe that satisfied customers act as multipliers for our Company's success. As a responsible, service-oriented company, the needs and opinions of our customers are of great importance to us, and we want them to stay with our Company in the long term. For this reason, we measure **customer satisfaction** in our companies using the globally recognized TRI\*M method. The results of systematic surveys are expressed by an indicator known as the **TRI\*M index**. To underscore the significance of customer retention/satisfaction for our operating business, the performance of Board of Management members and eligible managers is now also being tracked and incentivized by means of the long-term variable remuneration (Long-Term Incentive Plan). This KPI, as one of four target parameters, is relevant for the Long-Term Incentive Plan, which was introduced in 2015, and in which the Board of Management has participated since 2021. We take the TRI\*M indexes calculated for the operating entities (Deutsche Telekom excluding T-Mobile US) as an approximation of the respective entities' percentage of total revenue to create an aggregate TRI\*M value. This allows Board members and eligible managers to benefit from the development of customer retention/satisfaction.

For further information on our customer service, please refer to the section "[Group strategy](#)."

Our employees want to contribute to the further development of the Company and identify with it. We want to pursue open dialogue and productive exchange with our employees. New working models, state-of-the-art communication options, and regular employee surveys, help us to accomplish this. The main feedback tools which the Group uses to assess **employee satisfaction** are the employee survey, as of late carried out every two years, and the half-yearly pulse survey (both Deutsche Telekom excluding T-Mobile US). In our Company, we measure the employee satisfaction performance indicator using the **engagement score** – derived from the results of the last survey – by averaging the responses to the four engagement questions on mood, brand identity, employer attractiveness, and inspiration. In view of the major significance of employee satisfaction for the success of the Company, the performance of Board of Management members and eligible managers is now also being tracked and incentivized by means of the long-term variable remuneration (Long-Term Incentive Plan). Employee feedback, as one of four target parameters, is relevant for the Long-Term Incentive Plan, which was introduced in 2015, and in which the Board of Management has participated since 2021. This allows Board of Management members and eligible managers to benefit from the development of employee satisfaction.

For further information on our HR work, please refer to the section "Social" in the "[Combined sustainability statement](#)."



Climate change and the destruction of the environment are existential threats to the world. Companies must therefore significantly increase their energy and resource efficiency and restrict their absolute energy consumption. This issue is ever more relevant for providers of information and communications technology (ICT). There is a general expectation on the ICT sector to continue building out the telecommunications network while, at the very least, keeping basic consumption stable in the medium term or even reducing it going forward. Deutsche Telekom records ESG data and performance indicators (environment, social, and governance), which are used first and foremost to calculate our Group-wide ESG KPIs, on the basis of which we measure and manage our CR performance. Given the major significance of two sustainability-related goals, the performance of Board of Management members has also been tracked and incentivized by means of the annual variable remuneration since 2021. Since 2022, this has also applied for our managers (excluding T-Mobile US) and all employees not covered by collective agreements in Germany. The non-financial performance indicator **energy consumption** is a record of the energy consumed in connection with the operation of our actual business model. Our goal is to keep the energy consumption that is harmful to the environment at least stable in the medium term (2027 against 2023, Deutsche Telekom excluding T-Mobile US). This goal is supported by programs and investments in energy-saving measures for all energy sources, through the optimization of infrastructure, and through the use of innovative technology components. In living up to our responsibility to conserve resources and protect the climate, we also run various initiatives that aim to reduce the CO<sub>2</sub> emissions generated as part of our business activities. These initiatives include the sustained use of green electricity, optimizing power consumption in our buildings, and gradually transitioning our Group fleet vehicles from fossil fuels to zero- or low-emission power sources. We measure our progress with reducing our carbon footprint on the basis of the **CO<sub>2</sub> emissions** (Scope 1 and 2) non-financial performance indicator. For both of these sustainability-related goals, the ambition level and the target achievement in connection with short-term variable remuneration were determined excluding T-Mobile US. This is due in part to the fact that we are forging ahead with the intensive build-out of the 5G network in the United States, particularly in rural areas, which leads to increased electricity consumption. T-Mobile US, like the Group, has covered 100 % of these electricity requirements from renewable energy sources since 2021. In addition, the Scope 1 emissions at T-Mobile US are subject to strong fluctuations due to unforeseeable natural disasters and the associated temporary use of equipment such as diesel generators to restore and back up damaged network infrastructure. Consideration should be given to the special national situation in this key market, which is why the decision was taken not to include T-Mobile US in the sustainability-related goals in respect of short-term variable remuneration. This step aims to ensure that the right incentives are set for the Board of Management toward the sustainable development of the business, while at the same time safeguarding the stability of network operations. The annual ambition for the performance indicators “energy consumption” and “CO<sub>2</sub> emissions” will continue to be set, managed, and reported for the entire Group as before, including a target value for T-Mobile US.

For further information on these and other ESG KPIs, please refer to the section “[Combined sustainability statement](#).”

As one of the leading providers of telecommunications and information technology worldwide, the development of our Group – and thus also our financial performance indicators – is closely linked to the development of **customer figures**. Acquiring and retaining customers is thus essential to the success of our Company. We have different ways of measuring the development of our customer figures according to the business activity in our operating segments: Depending on the activities of each segment, we measure the number of mobile customers (one SIM card equals one customer) and/or the number of broadband customers and fixed-network lines.

In our Systems Solutions operating segment, we use **order entry** as a non-financial performance indicator. We define and calculate order entry as the total of all amounts resulting from customer orders received in the financial year. Order entry in the form of long-term contracts is of great significance to the Group in order to estimate revenue potential. In other words, order entry is an indicator that provides a high degree of planning reliability.

## Performance indicators at Deutsche Telekom AG

Net income is the financial performance indicator of greatest relevance for Deutsche Telekom AG and is used to pay out the dividend to shareholders.

## The economic environment

### Macroeconomic development

The global economy proved itself resilient in 2024, despite all the challenges. Unemployment remained low in historical terms. Household income was bolstered in real terms by strong nominal wage growth and declining inflation. Nevertheless, growth in private consumption remained restrained in many countries, owing to weak consumer confidence. The International Monetary Fund (IMF) estimates global growth for 2024 of 3.2 %, down from 3.3 % in the prior year. Underlying these growth figures is a global shift in demand from goods to services. This realignment is reviving the service sector in industrialized and emerging countries, while having a generally dampening effect on industrial production. The IMF views that success in combating inflation is a cause for optimism.



The U.S. economy performed robustly over the course of the reporting year, mostly buoyed by consumer and public spending and federally subsidized business investments. For 2024, GDP growth of 2.7 % is expected. After introducing the turnaround in interest rates in September 2024 by cutting its benchmark interest rates by 0.5 percentage points, the U.S. Federal Reserve (Fed) made two further cuts in early November and mid-December 2024, each of 0.25 percentage points.

After a lengthy period of stagnation, the European economy returned to moderate growth in the first quarter of 2024, which continued in the subsequent quarters, accompanied by further easing inflationary pressure. The European Central Bank (ECB) cut its key interest rates by a total of one percentage point in four steps in 2024. While economic output declined in our European core countries of Germany and Austria in 2024, our remaining core countries recorded positive economic growth. The German economy has been in a phase of stagnation for some time now, which can be attributed to both economic and structural problems, including declining competitiveness, high energy prices, and excessive bureaucracy. In our core countries of Greece, Croatia, Poland, and Slovakia, robust growth was driven in particular by consumer spending in 2024.

In Germany, the Bitkom-ifo-Digitalindex, calculated on the basis of the business situation and expectations, decreased over the course of the reporting year. The business climate in the IT and telecommunications sector stood at minus 5.3 points in December 2024. The ICT industry, however, remained at a significantly higher level than the economy as a whole: the ifo Business Climate Index for Germany was at minus 14.8 points in December 2024.

A broad-based revival in private consumption could lead to a moderate economic recovery in the year ahead. Progress with the digital transformation and new trends in artificial intelligence could stimulate growth in productivity in the medium term. However, significant downside risks continue to weigh on the economic outlook.

For further information on economic outlook, please refer to the section “[Forecast](#).”

For further information about the risks and opportunities relating to the macroeconomic environment, please refer to the section “[Risk and opportunity management](#).”

The following table shows the gross domestic product (GDP) growth rate trends and the change in harmonized consumer prices in our most important markets.

	GDP for 2022 compared with 2021	GDP for 2023 compared with 2022	GDP estimate for 2024 compared with 2023	Consumer prices for 2022 compared with 2021	Consumer prices for 2023 compared with 2022	Consumer prices estimate for 2024 compared with 2023
Germany	1.4	(0.3)	(0.2)	8.7	6.0	2.4
United States	2.5	2.9	2.7	8.0	4.1	2.9
Greece	5.7	2.3	2.1	9.3	4.2	3.0
Romania	4.0	2.4	1.4	12.0	9.7	5.5
Hungary	4.3	(0.9)	0.6	15.3	17.0	3.8
Poland	5.3	0.1	3.0	13.2	10.9	3.8
Czech Republic	2.8	(0.1)	1.0	14.8	12.0	2.7
Croatia	7.3	3.3	3.6	10.7	8.4	4.0
Slovakia	0.4	1.4	2.2	12.1	11.0	3.1
Austria	5.3	(1.0)	(0.6)	8.6	7.7	2.9

Sources: Eurostat, European Commission, national authorities. Last revised: January 2025.

## Telecommunications market

Demand for high-speed broadband – over both the fixed and mobile networks – remains high. According to estimates by the consulting firm Analysys Mason, fixed network data traffic in Europe reached a volume of 1,016 exabytes in 2024, an increase of 13 % compared with the prior year. Mobile data traffic increased by 16 % to 141 exabytes. Ericsson forecasts that global mobile data traffic will triple by 2030. In the fixed network, development will be primarily driven by the ongoing shift from linear television to on-demand services. Furthermore, there is a growing share of high-resolution content and the trend towards live-streaming of sports events. In mobile communications, the main forces driving growth in traffic are the growing consumption of short videos, intensive use of social media, and in some countries, the prevalence of Fixed Wireless Access (FWA).

The global telecommunications market is set to grow further. According to estimates by Analysys Mason, global revenue from telecommunications services grew in 2024 by 2.0 % year-on-year. Revenue growth from conventional telecommunications services is mainly driven by higher spending on data services. Analysys Mason expects the build-out of fiber-optic networks and the growing demand for faster broadband lines to drive up average spend per user for fixed-network lines, especially in North America and Western Europe. Analysys Mason also expects revenue growth in the North American mobile market to remain consistently higher than in Europe over the coming years.

The telecommunications industry continues to be characterized by intense competition. Consumers benefit from a greater range of products to choose from. In the fixed network, established telecommunications companies are competing intensively with cable network operators, city network operators, and resellers, who predominantly make use of regulated wholesale products. Financial investors are involved in building out regional and supra-regional fiber-optic networks. In addition, internet companies are also further intensifying the competitive pressure. Moreover, three or four mobile network operators operate in each of our markets using their own network infrastructure. On top of this, we are seeing mobile virtual network operators (MVNOs) becoming established in many markets using the network infrastructure of traditional mobile network operators.

In view of this, the question is whether the intense regulation of telecommunications markets in the European Union (EU) is still justified. Two landmark reports – the Letta Report, published in April 2024 on the future of the EU Single Market, and the Draghi Report published in September 2024 on the future of EU competitiveness – call for reforms to strengthen the competitiveness of the European telecommunications sector. The main focal points here are on deregulation, consolidation, spectrum reform, and fairness in the digital ecosystem. As such, both reports seize on action areas that the European Commission already raised in its white paper published in February 2024 on the future of digital infrastructure. The new European Commission, which took office on December 1, 2024, regards the Draghi report in particular as a cornerstone of its economic policy for the next five years. For 2025, the European Commission plans to table a legislative proposal (Digital Network Act) that is based on the proposals from the white paper and the recommendations of the Draghi Report, and could incorporate parts of it.

## Germany

While the German economy is stagnating, the telecommunications industry is continuing its upwards trend. In January 2025, the industry association Bitkom estimated that total revenue in the telecommunications industry in Germany had increased by 1.8 % year-on-year to EUR 74.3 billion in the reporting year. Revenue in the area of telecommunications equipment grew by 3.5 %, in telecommunications services by 1.4 %, and in telecommunications terminal equipment by 2.7 %.

According to an estimate by the industry association VATM, the number of broadband lines in Germany increased to 37.7 million lines by the end of the first half of 2024. The build-out of modern fiber-optic networks continues: in addition to established telecommunications companies, public utility companies, municipalities, and special purpose associations, as well as investor-driven network operators, are also active. Increasingly, FTTB/H lines are marketed as alternatives to VDSL/vectoring lines and cable network lines. In the TV services market, a large number of customers switched their TV provider in summer 2024 owing to the abolition of the privilege for property owners or housing companies to pass on cable TV and internet service fees as ancillary rental costs to tenants (“Nebenkostenprivileg”). IPTV providers in particular saw their TV customer bases increasing.

According to Analysys Mason, service revenue in the German mobile communications market increased by 1.4 % to EUR 19.6 billion compared with 2023, driven mainly by the uninterrupted upswing in data usage. Sustained price and competitive pressure offset the additional demand for data. Mobile data usage continues to increase strongly on the back of growing use of products such as mobile video apps. Connected devices like smartwatches and fitness trackers (wearables) are growing in popularity. Alongside established apps for IP messaging and social networks, etc., apps for tracking fitness, vital, and health data or using mobile payment services are also gaining traction and pushing up demand for high-speed mobile broadband, large data volumes, and extra SIM cards in the rate plan portfolios.

The digitalization of both private and business applications continues. Demand is also growing in industry for connectivity to allow machines and production sites to be networked. The growing use of artificial intelligence increases efficiency, reduces costs, and at the same time, enables greater customer satisfaction due to faster, tailored services.

## United States

To meet the ongoing demand for faster networks in 2024, U.S. broadband providers continued to expand their network capacities with further wireless and fiber deployments.

According to independent network tests, T-Mobile US's network delivered best-in-class 5G availability and higher coverage than its competitors at the end of 2024, covering around 54 % of the land area of the United States. AT&T has coverage of around 30 %, while Verizon had the lowest 5G coverage in the United States as of the beginning of November 2024 at around 13 %.

Fixed Wireless Access (FWA), which provides high-speed internet to homes and businesses, continues to drive fixed broadband growth, putting the United States at the forefront of this area. Wireless providers have used FWA to enter the fixed broadband market, while fixed internet service providers with access to 5G spectrum use FWA to complement broadband access in locations where fiber networks are not present. In the United States, FWA has also been used to help bridge the digital divide in rural locations where laying fiber is not economical. T-Mobile US and Verizon are leading in FWA expansion in the United States: At the end of the third quarter of 2024, T-Mobile US reported around 6 million broadband customers, and Verizon 4.2 million.

U.S. telecommunications providers also pushed ahead with the FTTH build-out in the reporting year. AT&T offers fiber-optic services in parts of 21 U.S. federal states, primarily in towns and cities of the Midwest and the South. According to the U.S. Federal Communications Commission (FCC), AT&T covered around 12 % of households with fiber-optic lines in 2024, Verizon around 9 %. Fiber deployments are expected to further accelerate with the support of the federal Broadband Equity Access and Deployment Program (BEAD). The BEAD program provides USD 42.45 billion to fund primarily fiber-based broadband expansion projects in unserved and underserved areas of the United States. The United States began awarding grants in the reporting year, such that the build-out is expected to accelerate in 2025.

Carriers in the United States are continuing to evaluate options for a shift in communications network architecture from closed proprietary interfaces toward Open Radio Access Network (Open RAN) deployment. AT&T plans to run 70 % of its 5G network traffic via Open RAN by the end of 2026. Verizon is also a huge driver of Open RAN and reports using more than 130 thousand Open RAN-capable antennas in its network. On September 18, 2024, T-Mobile US announced a partnership with Nvidia, Ericsson, and Nokia to drive forward the future of mobile networking, including Open RAN, with AI at its heart.

In April 2024, the FCC adopted net neutrality regulations, which were then challenged before the court. In January 2025, a U.S. court of appeal lifted the regulations on the grounds that the FCC did not have the requisite powers to issue the regulations under the relevant legislation. However, the net neutrality regulations continue to apply in a number of U.S. states.

## Europe

Economic activity saw a gradual recovery in the countries of our Europe operating segment in the reporting year. After a difficult 2023, dominated by high inflation, geopolitical tensions, and energy price rises, the economic conditions gradually stabilized. Inflation fell in the countries of our segment, mainly due to lower energy prices. In the EU, inflation fell to an average of 2 %. This decline contributed to a recovery in purchasing power. Despite the first cuts in interest rates, households and companies remained restrained, thereby dampening momentum. The labor markets continued to be robust, with employment rates remaining stable. Private consumption was up slightly, bolstered by real wage growth and abating inflation.

Consumer spending on telecommunications products and services in Europe remained relatively stable in 2024. Demand for broadband lines, especially those with higher bandwidths, remained consistently high. These developments are also reflected in Analysys Mason's figures for the fixed-network business (excluding systems solutions) for the first half of 2024: the business grew, driven in particular by the sharp increase in broadband business, by around 6 %. This offset the decline in revenues from voice telephony.

Mobile revenues increased, too, by almost 5 % according to Analysys Mason, driven by an increase in data usage per SIM card and the rising popularity of data-intensive apps. In addition, the build-out of 5G networks drove demand for higher-value rate plans and increased investments in telecommunications infrastructure.

The market players in our European footprint again focused their acquisition activities in the reporting year on becoming providers of convergent product bundles comprising fixed-network and mobile services (FMC). There was significant activity in the Greek market in 2024: For example, a number of public ICT tender procedures were carried out. Furthermore, our Greek national company entered into an agreement with Nova on the mutual sharing of sports content. Nova's ownership is expected to change in 2025. Market players also invested in their high-speed infrastructure. In Hungary, the ICT group 4iG continued with its strategy of acquiring smaller market players. The expansion extends further to the Western Balkans. Yettel underwent a change in ownership at the end of the reporting year.

FMC remains a strategic focus for the European markets. This is reflected in strong growth in the convergent customer base and in revenue in the reporting year. According to Analysys Mason, the number of FMC customers continued to grow year-on-year in the first half of 2024 by around 3 % and revenues by around 5 %. This trend can also be seen at our national companies: Revenues from convergent products recorded double-digit growth in 2024 compared with the prior year. MagentaOne was still our top product and the most popular choice among our customers. This has a significant impact on reducing the number of customers leaving and improving the customer experience compared with non-convergent customers. As FMC continues to mature in most European markets, they are increasingly focusing on value creation and personalization. We updated our FMC portfolio in our national companies, e.g., Greece and Slovakia. In the process, we combine monetary and non-monetary incentives and services, which are tailored to all customer needs. The competition doubled the convergent product offering through the merging of telecommunications providers. For instance, 4iG's takeover of Vodafone and UPC Hungary positioned 4iG as a strong convergent provider alongside Magyar Telekom.

Subscription-based streaming services continued to rise in the reporting year – with both international and local services gaining in relevance. Local pay-TV providers also continue to have an extended content mix. They are able, for example, to include attractive sports offerings in their portfolio, because it is easier to acquire sports rights for the individual markets. So for example, RTL+ in Hungary has secured parts of the UEFA club competitions (e.g., UEFA Champions League). Offering customers access to live sports streaming, e.g., via licensed or own channels, is and remains an attractive anchor point in the portfolio of pay-TV providers, although the price trend is making refinancing increasingly difficult. That is why we have reached an agreement with competitor Nova in Greece that enables us to offer the Nova sports channels on our TV platform. In return, Nova broadcasts our sports channels. For customers, this means they have almost every sports event broadcast in the Greek market available on one platform. This not only increases the attractiveness of pay TV and creates higher penetration, it also has positive effects on pay-TV piracy, which is very widespread in Greece. This also shows that it is possible to grow in traditional pay TV: While these revenues grew by around 3 % in the first half of 2024 according to Analysys Mason, and streaming services recovered, with growth of around 12 %, our TV customer base also continued to grow in our national companies.

In 2024, developments in the European telecommunications market were dominated by technological advances, regulatory changes, cybersecurity concerns, competition, a focus on sustainability and green initiatives, supply chain challenges, rising energy costs, and geopolitical uncertainty. Influenced by the European Commission's Green Deal, the telecommunications sector will take on a central role as strategic partner to strengthen Europe's ability to work towards greater resilience and accelerated digitalization. In 2024, applications using artificial intelligence (AI) were developed at an unprecedented speed and innovations and the integration of AI in all business processes were driven forward. The European markets also continued with the rapid introduction of technologies like 5G, competitive broadband networks, and digital services like software-defined networks, cybersecurity and cloud computing, thereby laying the foundations for the digital and green transformation.

## Systems Solutions

In the IT industry, the revenue volume that can be addressed by our Systems Solutions operating segment in our core market of Germany, Austria, and Switzerland (DACH) under the T-Systems brand increased by 3.8 % in the reporting year to EUR 47 billion. Companies continue to invest in digital solutions.

In the DACH region, in terms of IT services, demand has grown further for public cloud services and cybersecurity services, as has the importance of digitalization. The cloud market addressed by T-Systems and the market for digital services in this region grew by 4.2 % and 3.6 %, respectively, in 2024. Our focus industries also developed positively, with the healthcare market growing by 5.9 %. The public sector recorded similar market growth of 5.3 %, while the market for IT services in the automotive sector grew by just 2.7 %.

Competitive and price pressure persisted in all submarkets of our Systems Solutions operating segment. This was due on the one hand to competitors from traditional IT services business, such as IBM, Atos, and Capgemini, and on the other to cloud providers such as Amazon Web Services, Microsoft Azure, and Google Cloud. Prices were eroded further by providers of services that are delivered primarily offshore (e.g., Tata Consultancy Services, Infosys, Wipro, and Accenture).

## Major regulatory decisions

Our business activities are largely subject to national, European, and U.S. regulation, which is associated with extensive powers to intervene in our product design and pricing, particularly in Europe. We were still subject to extensive regulation in our fixed-network and mobile businesses in 2024.

### Regulation

**Ongoing court case on the approval under merger control law for the joint venture Glasfaser NordWest.** On September 12, 2023, the Federal Court of Justice had admitted the appeal filed by the Bundeskartellamt and Telekom Deutschland against the Düsseldorf Higher Regional Court's decision dated September 22, 2021. The Düsseldorf Higher Regional Court had decided to reverse the Bundeskartellamt's approval under merger control law of the joint venture Glasfaser NordWest. Following an oral hearing on October 1, 2024, the Federal Court of Justice's decision is anticipated on February 25, 2025. This may contain a final substantive decision on the legality of the approval decision by the Bundeskartellamt or a referral back to the Higher Regional Court. The joint venture can continue building out FTTH until the Bundeskartellamt decides otherwise.

**European Commission publishes white paper.** On February 21, 2024, the European Commission published a white paper entitled "How to master Europe's digital infrastructure needs?" This white paper compiles proposals for measures by the European Union in preparation for a planned Digital Networks Act. Deutsche Telekom submitted its view on the proposals on June 28, 2024 during the open consultation process. Legislative initiatives, like the Digital Networks Act, based on the white paper and the responses to the public consultation are expected at the end of 2025.

The white paper identifies future action areas as the build-out of digital networks of the future, managing the transition to new technologies and business models, covering the future need for connectivity, and the safeguarding of economic competitiveness and of secure, resilient infrastructure in the EU. As a result, a far-reaching revision of the current regulatory framework is expected.

**Bundesnetzagentur's regulatory procedures based on the decision on access regulation including FTTB/H network access.** On July 17, 2024, the Bundesnetzagentur published the approval on the regulated charges for access to civil engineering infrastructure. The charges apply until December 31, 2025. In the parallel Bundesnetzagentur regulatory procedure concerning the related reference offer, the first partial decision was issued on November 14, 2024. However, the overall procedure is not expected to be finally concluded before the second quarter of 2025.

### Awarding of spectrum

In 2024, spectrum in the 26 GHz band and residual spectrum in the 3.4 to 3.8 GHz band were auctioned off in **Austria**. In the 26 GHz band, T-Mobile Austria secured 400 MHz of nationwide spectrum for itself, and in the 3.4 to 3.8 GHz band, 40 MHz in Vienna and 60 MHz in Carinthia, for EUR 10.5 million in total. In the **United States**, the spectrum in the 2.5 GHz band acquired in Auction 108 in September 2022 for around USD 0.3 billion (EUR 0.3 billion) was allocated. The majority of this spectrum was connected immediately. In the **Czech Republic**, the 900/1,800 MHz GSM license expiring in 2024 was extended at a cost of around EUR 28 million for T-Mobile Czech Republic. In **Slovakia**, the usage rights for spectrum in the 900 MHz band were extended by another 3 years for EUR 4.3 million.

In **Germany**, the regulatory authority Bundesnetzagentur consulted on a draft decision concerning the extension of usage rights for the 800 MHz, 1,800 MHz, and 2,600 MHz mobile frequencies, which expire at the end of 2025, by five years. The extension is to replace the originally planned auction to award these frequencies. In return, the draft stipulates requirements such as further coverage obligations for the existing frequency owners as well as the obligation to allow network provider 1&1 to co-use frequencies below the 1 GHz band. On January 9, 2025, a public consultation was held on the Bundesnetzagentur's updated draft, followed by a consultation period ending on January 23, 2025. The regulatory authority's final decision is expected in the first half of 2025.

The award rules of the 2019 auction were declared unlawful by the Cologne Administrative Court on August 26, 2024. However, this ruling initially has no direct impact on our spectrum usage rights in the 2.1 and 3.6 GHz bands awarded in those proceedings, and the spectrum allocations will remain in effect until further notice. The ruling of the Cologne Administrative Court requires the Bundesnetzagentur to reach a new decision regarding the motions submitted by Freenet and EWE Tel in 2018 with respect to the imposition of a service provider obligation (instead of a negotiation obligation). On January 9, 2025, the Bundesnetzagentur filed a complaint against the non-allowance of appeal. If the ruling becomes final and legally binding, the Bundesnetzagentur will have to reach a new decision on the award and auction rules (Decisions III and IV).

Proceedings to re-award spectrum in the 2,600 MHz band expiring at the end of 2026 and spectrum in the 2,300 MHz band are starting in **Austria**. In **Poland**, the public consultation was opened on October 4, 2024 on the award of 2x30 MHz in the 700 MHz band and 2x5 MHz in the 800 MHz band. The auction is scheduled for the first quarter of 2025. If necessary, the procedure to award the 26 GHz band could also begin. In **Slovakia**, auctions for the 800, 900, 1,500, 2,100, and 2,600 MHz bands expiring in 2025, 2026 and 2028 are under discussion.

The following table provides an overview of the main ongoing and planned spectrum awards and auctions as well as license extensions. It also indicates spectrum to be awarded in the near future in various countries.

### Main spectrum awards

	Expected start of award procedure	Frequency ranges	Planned award procedures
Germany	H1 2025	800/1,800/2,600 MHz	Extension, details tbd
Austria	Started	2,300 MHz/2,600 MHz	Details tbd
Poland	Q1 2025	700/800 MHz	Auction (SMRA <sup>a</sup> )
Poland	tbd	26 GHz	Details tbd
Slovakia <sup>b</sup>	tbd	800/900/1,500/2,100/2,600 MHz	Auction

<sup>a</sup> SMRA: simultaneous multi-round auction with ascending, parallel bids for all available frequency bands.

<sup>b</sup> Currently, the terms and conditions of the auction are being reviewed and as a result postponement is under discussion.

### Agreements on spectrum licenses

On September 10, 2024, T-Mobile US and **N77 License** (N77) entered into an agreement on the sale of spectrum licenses, pursuant to which N77 has the option to purchase all or a portion of T-Mobile US' remaining 3.45 GHz licenses for a range of cash consideration. The number of licenses sold will be determined based upon the amount of committed financing raised by N77. At the reporting date, the licenses concerned had a carrying amount of USD 2.7 billion (EUR 2.6 billion). The transaction is subject to approval by the Federal Communications Commission (FCC).

On August 8, 2022, T-Mobile US entered into agreements with **Channel 51 License** and **LB License** (Channel 51) for the acquisition of spectrum licenses in the 600 MHz band in exchange for total cash consideration of USD 3.5 billion (EUR 3.4 billion). On March 30, 2023, the contractual parties further agreed that the transaction be divided into two separate tranches. The transfer of the remaining licenses in accordance with the agreements is subject to regulatory approvals and certain other customary closing conditions. On December 29, 2023, the FCC approved the transfer of the first tranche of licenses. The first tranche was concluded on June 24, 2024. The corresponding purchase price payment of USD 2.4 billion (EUR 2.2 billion) was made on August 5, 2024. On October 22, 2024, the FCC approved the transfer of certain licenses from the second tranche. These licenses were transferred and the associated purchase price of USD 0.5 billion (EUR 0.5 billion) paid on December 6, 2024. The transfer transaction for the remaining licenses from the second tranche is expected to be closed in 2025.

On July 1, 2020, T-Mobile US and **DISH Network Corporation** (DISH) reached an agreement on the sale of spectrum licenses, under which DISH agreed to purchase certain 800 MHz spectrum licenses from T-Mobile US for USD 3.6 billion (EUR 3.2 billion). On October 15, 2023, T-Mobile US and DISH modified the agreement to include, among other changes, a non-refundable extension fee of USD 0.1 billion (EUR 0.1 billion) which DISH will pay to T-Mobile US, as well as the requirement that the purchase of the spectrum licenses must be finalized by April 1, 2024. DISH did not exercise its purchase option by April 1, 2024. The extension fee already paid on October 25, 2023 was retained in accordance with the agreement. T-Mobile US was contractually obligated to offer the licenses for sale at auction. The associated auction process ended on October 1, 2024. Since bidding did not reach the defined minimum purchase price of USD 3.6 billion by the end of the auction, T-Mobile US was relieved of its obligation to sell the licenses. T-Mobile US is currently exploring alternatives to sell or utilize the licenses.

On September 12, 2023, T-Mobile US agreed with U.S. cable network operator **Comcast** to acquire spectrum in the 600 MHz band in exchange for total cash consideration of between USD 1.2 billion and USD 3.3 billion (EUR 1.2 billion and EUR 3.2 billion). The final purchase price will be determined at the time the parties make the required transfer filings with the FCC. At the same time, T-Mobile US and Comcast have concluded exclusive leasing arrangements. The transaction is expected to be closed in the first half of 2028. On January 13, 2025, T-Mobile US and Comcast entered into an amendment to the license purchase agreement pursuant to which T-Mobile US will acquire additional spectrum. As a consequence of the change agreement, the total cash consideration amounts to between USD 1.2 billion and USD 3.4 billion (EUR 1.2 billion and EUR 3.3 billion).



## Development of business in the Group

### Statement of the Board of Management on business development in 2024

Bonn, February 18, 2025

Deutsche Telekom remained reliable and successful amid the challenging geopolitical and macroeconomic environment in the 2024 financial year. At our [Capital Markets Day](#) in October 2024, we were able to demonstrate that we achieved our medium-term corporate targets by 2024, even surpassing some of them. The course of growth continued in our operating segments, as shown by rising customer numbers and corresponding revenues.

We raised our full-year guidance for 2024 two times in the course of the year. Net revenue increased by 3.4 % to EUR 115.8 billion. High-value service revenue was up 3.9 % to EUR 96.5 billion. This is the result of the high popularity of our mobile and broadband offerings in particular. Adjusted EBITDA AL grew by 6.2 % to EUR 43.0 billion. The main reason for this increase is sound operational development and further enhanced cost efficiency. EBIT was down year-on-year and amounted to EUR 26.3 billion. In 2023, the result was boosted by the gain on deconsolidation from the sale of GD Towers.

Loss from financial activities decreased substantially, primarily as a result of the reversals of impairment losses on our investments in GD Towers and GlasfaserPlus. These impairment losses had to be recognized in the prior year mainly due to lower discount rates as a result of macroeconomic developments. Adjusted net profit increased substantially by 18.3 % to EUR 9.4 billion. Adjusted earnings per share increased to EUR 1.90.

ROCE fell slightly year-on-year to 8.5 %, due to a reduction in net operating profit after taxes (NOPAT). This was mainly down to the sale of GD Towers in the prior year, which was only partially offset by the aforementioned reversals of impairment losses.

Net debt increased from EUR 132.3 billion to EUR 137.3 billion. The majority of this increase is attributable to the share buy-back programs of T-Mobile US and Deutsche Telekom AG, our dividend payments, and a stronger U.S. dollar. The strong increase in free cash flow (before dividend payments and spectrum investment) in particular had a reducing effect on net debt.

The trends in the industry, in particular on the European telecommunications markets, remain challenging due to ongoing competitive pressure and strict regulatory requirements. In order to succeed in the future, we invest systematically in the key to our success: our network infrastructure and our technology. In 2024, we made Group-wide investments (before spectrum) of EUR 16.0 billion. Including the spectrum payments, this figure was EUR 19.2 billion in the reporting year. In Europe, we remained focused on the parallel build-out of our broadband and mobile infrastructure (optical fiber and 5G). Our free cash flow AL (before dividend payments and spectrum investment) increased to EUR 19.2 billion. We are therefore still a solid investment-grade company with access to the international capital markets. The rating agency Moody's upgraded our rating outlook in October 2024 from Baa1/stable to Baa1/positive.

As communicated at our [2024 Capital Markets Day](#), we are aiming for a new phase of growth going forward. Adjusted earnings per share (EPS) is expected to increase to around EUR 2.50 by 2027. We are continuing our attractive dividend policy of paying out 40 to 60 % of adjusted EPS each year for our shareholders. For the 2024 financial year, we will propose a dividend of EUR 0.90 for each dividend-bearing share. This year, the dividend will once again be paid out without any deduction of capital gains tax, and we expect this to be also the case in the years to come. We started our new 2025 share buy-back program with a total volume of up to EUR 2 billion on January 3, 2025.

The international stock markets continued to be dominated by buoyant share prices in 2024. 2024 was also a good year for the European telecommunications sector: The industry's barometer, the Dow Jones STOXX® Europe 600 Telecommunications rose 20.7 % by the end of 2024. The T-Share closed 2024 up even more substantially by 32.8 %. On a total return basis, it was up by as much as 37.8 %. Our strategy of sustainable corporate governance is also paying off on the capital market: our share price rose to more than EUR 30 over the course of the 2024 financial year, and continues its upward trajectory.

Our goal is firmly in our sights: We want to become the Leading Digital Telco. At our **2024 Capital Markets Day**, we presented our refined strategy, which has our flywheel at its center. It describes the effective mechanisms of our strategic priorities in the areas of Investments, Customers, Efficiencies, and Financials. It is to be accelerated using the dimensions of data and artificial intelligence, as well as global scaling. After all, we want to continue investing more than our competitors in the future. In this way, Deutsche Telekom can win over more and more people, and turn customers into fans by offering them the best products and the best services on the best network. This enables us to scale up and become more efficient. Building on this, we will improve our financial figures; higher profitability in turn enables higher investments.

For further information on our refined strategy and the flywheel, please refer to the section “[Group strategy](#).”

At the same time, we are adhering to our values and convictions. Deutsche Telekom still stands for trust, quality, and innovation. Every single person in the Company contributes to making our promise a reality: Connecting your world.

All the details of the strategy presented at our 2024 Capital Markets Day can be found on our [Investor Relations website](#).

## Comparison of the Group's expectations with actual figures

In the 2023 Annual Report, we outlined expectations for the 2024 financial year for our financial and non-financial key performance indicators anchored in our management system. The following tables summarize the pro forma figures for 2023, the results expected for the reporting year, and the actual results achieved in 2024. The performance indicators that we also forecast in the 2023 Annual Report and their development are presented in the individual sections.

### Comparison of the expected financial key performance indicators with actual figures

		Pro forma figures for 2023	Original expectations for 2024 <sup>a</sup>	Expectations revised during 2024 <sup>a</sup>	Results in 2024
Revenue	billions of €	112.2	increase		115.8
Service revenue	billions of €	93.2	increase		96.5
EBITDA AL (adjusted for special factors) <sup>b</sup>	billions of €	40.6	around 42.9	around 43.0	43.0
Profit (loss) from operations (EBIT)	billions of €	33.8	strong decrease		26.3
Earnings per share (adjusted for special factors) <sup>c</sup>	€	1.60	> 1.75		1.90
ROCE <sup>c</sup>	%	9.0	strong decrease		8.5
Free cash flow AL (before dividend payments and spectrum investment) <sup>b</sup>	billions of €	16.2	around 18.9	around 19.0	19.2
Cash capex (before spectrum investment)	billions of €	(16.6)	around (15.9)		(16.0)
Rating (Standard & Poor's, Fitch) <sup>c</sup>		BBB+	from A- to BBB		BBB+
Rating (Moody's) <sup>c</sup>		Baa1	from A3 to Baa2		Baa1

<sup>a</sup> Our planning for 2024 assumed a U.S. dollar exchange rate of USD 1.08 and a comparable consolidated group (including the sale of shares in GD Towers, the sale of the Wireline Business, and the acquisition of Ka'ena in the United States).

<sup>b</sup> Contrary to the forecasts published in the 2023 combined management report (2023 Annual Report), we adjusted the guidance for 2024 for EBITDA AL (adjusted for special factors) and free cash flow AL (before dividend payments and spectrum investment) during the course of the year (Interim Group Reports as of June 30, 2024 and September 30, 2024).

<sup>c</sup> Pro forma figures were not provided for these performance indicators in the 2023 Annual Report. Instead, we include here the actual figures for 2023.

The comparison shown in the table of the pro forma figures for 2023 and the expectations formulated on this basis for 2024 with the results actually generated for 2024 is not like for like, i.e., these figures are not based on comparable exchange rates or a comparable composition of the Group. Below, we describe the results achieved on a like-for-like basis – i.e., using constant exchange rates and a comparable consolidated group. However, the differences from the results actually generated are of minor relevance, since the average U.S. dollar exchange rate was unchanged in 2024 at USD 1.08 and the changes to the composition of the Group were minimal.



We can once again look back on a successful financial year. We met or exceeded our expectations. In organic terms, i.e., adjusted for exchange rate effects and changes to the composition of the Group, revenue increased as expected by 3.3 %. Our service revenue grew even more substantially than revenue, increasing by 3.7 % on an organic basis. Our adjusted EBITDA AL increased by 6.0 % in organic terms, despite the strategic withdrawal from the terminal equipment lease business model in the United States, thereby meeting our most recently stated guidance of around EUR 43.0 billion as well. As expected, EBIT declined significantly in 2024, due to income recognized in 2023 in connection with the sale of shares in GD Towers. Owing to our favorable operational development and a number of non-recurring effects, adjusted earnings per share surpassed our expectations, reaching EUR 1.90. ROCE declined less sharply than expected due to unplanned reversals of impairment losses on FCC licenses at T-Mobile US and on our investments in GD Towers and GlasfaserPlus. At EUR 19.2 billion, free cash flow AL (before dividend payments and spectrum investment) even exceeded our latest guidance of around EUR 19.0 billion. Cash capex (before spectrum investment) was more or less as expected.

### Comparison of the expected non-financial key performance indicators with actual figures

		Pro forma figures for 2023	Expectations for 2024	Results in 2024
<b>Group</b>				
Customer satisfaction (TRI*M index) <sup>a</sup>		76.2	stable trend	77.6
Employee satisfaction (engagement score) <sup>a</sup>		76	stable trend	77
Energy consumption <sup>a, b</sup>	GWh	12,241	slight increase	11,926
CO <sub>2</sub> emissions (Scope 1 and 2) <sup>a, c, d</sup>	kt CO <sub>2</sub> e	258	decrease	253
<b>Fixed-network and mobile customers</b>				
<b>Germany</b>				
Mobile customers	millions	61.4	increase	68.6
Fixed-network lines	millions	17.3	stable trend	17.2
Retail broadband lines	millions	15.0	slight increase	15.2
<b>United States</b>				
Postpaid customers	millions	98.1	increase	104.1
Prepaid customers	millions	24.5	slight increase	25.4
<b>Europe</b>				
Mobile customers	millions	47.9	slight increase	49.7
Fixed-network lines	millions	8.0	stable trend	8.1
Broadband customers	millions	7.0	increase	7.2
<b>Systems Solutions</b>				
Order entry	billions of €	3.6	slight increase	4.0

<sup>a</sup> Pro forma figures were not provided for these performance indicators in the 2023 Annual Report. Instead, we include here the actual figures for 2023.

<sup>b</sup> Energy consumption, mainly: electricity, fuel, other fossil fuels, district heating for buildings.

<sup>c</sup> Calculated according to the market-based method of the Greenhouse Gas Protocol.

<sup>d</sup> The figure for 2023 was adjusted retrospectively in the reporting year due to changes in methods and structure applied. Since 2023, CO<sub>2</sub> emissions have also included fugitive emissions from refrigerants and fire suppressants. Excluding these fugitive emissions, CO<sub>2</sub> emissions would have amounted to 206 kt CO<sub>2</sub>e in 2024 (2023: 217 kt CO<sub>2</sub>e).

We are also well on track with our non-financial performance indicators. In our domestic market of Germany, we even recorded a strong increase of 11.6 % in mobile customers, attributable to both prepaid customer business, primarily due to M2M SIM cards used in the automotive industry, and the high-value contract customer business under the Deutsche Telekom and congstar brands. Fixed-network and broadband lines developed as expected. In the United States operating segment, postpaid and prepaid customer numbers increased above our expectations. Our Europe operating segment recorded growth in customer numbers, as expected. The growth in mobile customers was primarily attributable to the increase in the number of contract customers. Since January 1, 2024, customers of a wholesale service provider are reported as prepaid customers in Austria. Without this adjustment, the number of prepaid customers remained at the prior-year level. The increase in order entry in our Systems Solutions operating segment was mainly due to deals concluded in the Cloud and Digital portfolio areas.

At the end of the reporting year, customer satisfaction came in at 77.6 points compared with 76.2 points at the end of the prior year. The Germany, Europe, and Systems Solutions operating segments contributed to the ongoing positive development with improvements in customer loyalty. Employee satisfaction was most recently measured in November 2024 and increased year-on-year from 76 to 77 points, thus remaining steadfastly high, as expected. The Group's energy consumption recorded an encouraging decline instead of the expected slight increase, because in particular the United States was able to achieve greater savings than expected in the original planning. The decline in CO<sub>2</sub> emissions was in line with our expectations (regardless of whether or not changes in methods and structure are taken into account).

For further information on the trends in our main financial and non-financial performance indicators, please refer to the relevant passages in this section as well as in the section "[Development of business in the operating segments](#)."

For further information on the expected trends in our main financial and non-financial performance indicators in 2025 and 2026, please refer to the section "[Forecast](#)."

## Deutsche Telekom AG's shareholder remuneration

### Deutsche Telekom AG's proposed dividend

On the basis of the results for the 2024 financial year and the dividend policy confirmed as of the Capital Markets Day in October 2024, the Board of Management of Deutsche Telekom AG will propose to the Shareholders' Meeting a dividend of EUR 0.90 per dividend-bearing share for the 2024 financial year.

### Deutsche Telekom AG's share buy-back programs

In the 2024 financial year, Deutsche Telekom AG bought back in several tranches around 81 million shares with a total volume of EUR 2.0 billion. The 2024 share buy-back program was completed on December 18, 2024. The cancellation of the repurchased shares is expected to begin in April 2025.

At the Capital Markets Day in October 2024, Deutsche Telekom AG announced a new share buy-back program of up to EUR 2 billion for 2025. The buy-back commenced on January 3, 2025 and will be carried out in several tranches through December 31, 2025.

## Other transactions

### Sale of T-Mobile US shares by Deutsche Telekom

In the reporting year, Deutsche Telekom sold a portion of its T-Mobile US share portfolio on the market, without jeopardizing its own majority ownership position in T-Mobile US. In the course of this process, Deutsche Telekom sold around 23 million T-Mobile US shares with a total volume of EUR 3.6 billion. Deutsche Telekom announced on July 2, 2024 that it was suspending share sales initially until September 26, 2024. The sales plan was terminated on September 24, 2024.

### Acquisition of T-Mobile US shares by Deutsche Telekom

On June 7, 2024, Deutsche Telekom exercised fixed-price options agreed in June 2020 on shares in T-Mobile US held by SoftBank to acquire around 7 million additional T-Mobile US shares for a total purchase price of USD 0.7 billion (EUR 0.6 billion). The fixed exercise price originally agreed of USD 101.46 per share was adjusted to USD 99.51 to account for the dividend payments made by T-Mobile US. The agreement allowed Deutsche Telekom to acquire the shares at a discount of around 45 % compared to the closing share price on the exercise date of USD 179.82. Upon completion of the transaction, Deutsche Telekom had exercised all fixed-price options received from SoftBank. The remaining floating options were not exercised and expired in the second quarter of 2024.

### T-Mobile US' shareholder return program from September 2023

On September 6, 2023, T-Mobile US announced that its Board of Directors has authorized a shareholder return program of up to USD 19 billion that will run from October 1, 2023 through December 31, 2024. The program comprised share buy-backs and dividends to be paid out. In the 2024 financial year, T-Mobile US bought back around 59 million shares with a total volume of USD 11.1 billion (EUR 10.3 billion) in several tranches under this program, and paid out a cash dividend of USD 3.3 billion (EUR 3.1 billion). EUR 1.5 billion of the cash dividend was attributable to Deutsche Telekom's stake and EUR 1.5 billion to non-controlling interests in T-Mobile US.

## T-Mobile US' 2025 shareholder return program

On December 13, 2024, T-Mobile US announced a new shareholder return program of up to USD 14 billion for 2025, comprising additional share buy-backs and dividends to be paid out, due to run through December 31, 2025. The amount available for share buy-backs was reduced by the amount of any dividends approved by the Board of Directors of T-Mobile US.

## Results of operations of the Group <sup>a</sup>

millions of €

	2024	2023	Change	Change %	2022
<b>Net revenue</b>	<b>115,769</b>	<b>111,985</b>	<b>3,784</b>	<b>3.4</b>	<b>114,413</b>
<b>Service revenue</b>	<b>96,537</b>	<b>92,919</b>	<b>3,618</b>	<b>3.9</b>	<b>91,988</b>
<b>EBITDA AL (adjusted for special factors)</b>	<b>43,021</b>	<b>40,497</b>	<b>2,524</b>	<b>6.2</b>	<b>40,208</b>
EBITDA AL	43,815	51,160	(7,345)	(14.4)	35,989
Depreciation, amortization and impairment losses	(24,027)	(23,975)	(52)	(0.2)	(27,827)
<b>Profit (loss) from operations (EBIT)</b>	<b>26,277</b>	<b>33,802</b>	<b>(7,525)</b>	<b>(22.3)</b>	<b>16,159</b>
Profit (loss) from financial activities	(3,319)	(8,845)	5,526	62.5	(4,455)
Profit (loss) before income taxes	22,958	24,957	(1,999)	(8.0)	11,703
Income taxes	(5,301)	(2,964)	(2,336)	(78.8)	(2,221)
Net profit (loss)	11,209	17,788	(6,579)	(37.0)	8,001
Net profit (loss) (adjusted for special factors)	9,397	7,940	1,457	18.3	9,081
Earnings per share (basic and diluted) €	2.27	3.57	(1.31)	(36.5)	1.61
<b>Adjusted earnings per share (basic and diluted) €</b>	<b>1.90</b>	<b>1.60</b>	<b>0.31</b>	<b>19.3</b>	<b>1.83</b>

<sup>a</sup> For information on the presentation of the sold GD Towers business entity in the prior year, please refer to the section "Management of the Group."

In order to increase the informative value of the prior-year comparatives based on changes to the Company's structure or exchange rate effects, we also describe selected figures in **organic terms**, by adjusting the figures for the prior year for changes in the composition of the Group, exchange rate effects, and other effects. Changes in the composition of the Group related mainly to the acquisition of Ka'ena as of May 1, 2024 and the sale of the Wireline Business as of May 1, 2023 in the United States operating segment, as well as the sale of GD Towers as of February 1, 2023 in the Group Development operating segment.

## Revenue, service revenue

In the reporting year, we generated net revenue of EUR 115.8 billion, which was 3.4 % or EUR 3.8 billion up on the prior-year level. In organic terms, revenue increased by 3.3 % against the prior-year level, with the changes in the composition of the Group having a net increasing effect of EUR 0.2 billion. High-value service revenue in the Group increased by EUR 3.6 billion or 3.9 % year-on-year to EUR 96.5 billion. In organic terms, service revenue increased by 3.7 %.

## Contribution of the segments to net revenue <sup>a</sup>

millions of €

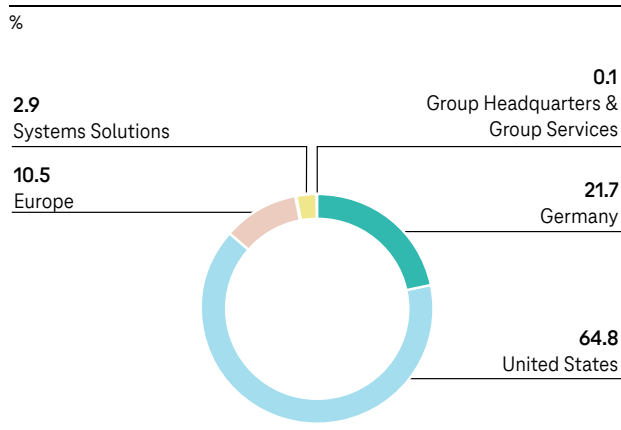
	2024	2023	Change	Change %	2022
Germany	25,711	25,187	524	2.1	24,505
United States	75,046	72,436	2,611	3.6	75,436
Europe	12,347	11,790	557	4.7	11,158
Systems Solutions	4,004	3,896	108	2.8	3,811
Group Development	10	115	(106)	(91.8)	1,708
Group Headquarters & Group Services	2,226	2,305	(79)	(3.4)	2,407
Intersegment revenue	(3,575)	(3,744)	169	4.5	(4,612)
<b>Net revenue</b>	<b>115,769</b>	<b>111,985</b>	<b>3,784</b>	<b>3.4</b>	<b>114,413</b>

<sup>a</sup> For information on the presentation of the sold GD Towers business entity in the prior year, please refer to the section "Management of the Group."

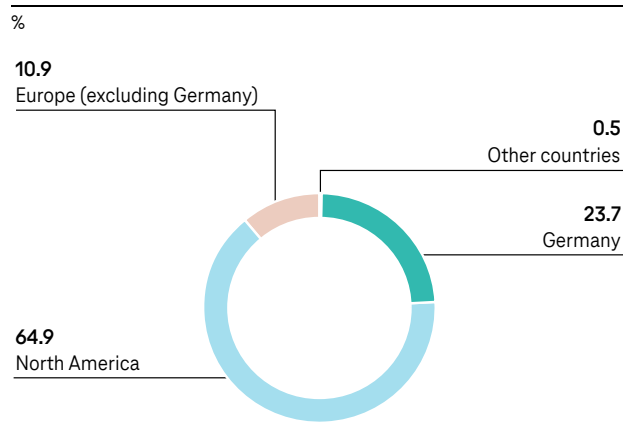
Revenue in our domestic market of Germany was up on the prior-year level, increasing by 2.1 %. This was primarily driven by growth in service revenues in the fixed-network core business, mainly due to broadband and IT business, and in mobile communications. In our United States operating segment, revenue was up 3.6 % against the prior-year level. In organic terms, revenue increased by 3.3 %, with an increase in service revenues mainly resulting from higher postpaid and prepaid revenues. Terminal equipment revenues increased slightly. In our Europe operating segment, revenue increased by 4.7 % year-on-year. In organic terms, it increased by 5.2 %, primarily due to the increase in service revenues in the mobile and fixed-network business. Contract customer additions also had positive effects on terminal equipment revenues. Revenue in our Systems Solutions operating segment was up 2.8 % year-on-year, mainly due to growth in the Digital, Cloud, and Road Charging areas.

For further information on revenue development in our segments, please refer to the section “[Development of business in the operating segments](#).”

#### Contribution of the segments to net revenue <sup>a, b</sup>



#### Breakdown of revenue by region



<sup>a</sup> For further information, please refer to Note 38 “[Segment reporting](#)” in the notes to the consolidated financial statements.

<sup>b</sup> Following the sale of the GD Towers business entity in the prior year, the Group Development operating segment no longer provides a significant contribution to net revenue.

Our United States operating segment made by far the largest contribution to net revenue, with 64.8 % (2023: 64.7 %). The proportion of net revenue generated internationally decreased to 76.3 % (2023: 77.0 %).

#### Adjusted EBITDA AL, EBITDA AL

Adjusted EBITDA AL increased year-on-year by EUR 2.5 billion or 6.2 % to EUR 43.0 billion in the reporting year. In organic terms, adjusted EBITDA AL increased by 6.0 %, with the changes in the composition of the Group having a net increasing effect of EUR 0.1 billion. Adjusted core EBITDA AL, i.e., excluding terminal equipment leases in the United States, increased by EUR 2.7 billion or 6.8 % to EUR 42.9 billion.

#### Contribution of the segments to adjusted Group EBITDA AL <sup>a</sup>

millions of €

	2024	Proportion of adjusted Group EBITDA AL %	2023	Proportion of adjusted Group EBITDA AL %	Change	Change %	2022
Germany	10,516	24.4	10,238	25.3	278	2.7	9,837
United States	28,545	66.4	26,409	65.2	2,136	8.1	25,614
Europe	4,431	10.3	4,114	10.2	317	7.7	3,964
Systems Solutions	369	0.9	321	0.8	48	14.8	284
Group Development	(32)	(0.1)	45	0.1	(77)	n.a.	964
Group Headquarters & Group Services	(801)	(1.9)	(609)	(1.5)	(193)	(31.6)	(437)
Reconciliation	(6)	0.0	(22)	(0.1)	15	70.1	(17)
<b>EBITDA AL (adjusted for special factors)</b>	<b>43,021</b>	<b>100.0</b>	<b>40,497</b>	<b>100.0</b>	<b>2,524</b>	<b>6.2</b>	<b>40,208</b>

<sup>a</sup> For information on the presentation of the sold GD Towers business entity in the prior year, please refer to the section “[Management of the Group](#).”

Our Germany operating segment contributed to the increase thanks to high-value revenue growth and improved cost efficiency with 2.7 % higher adjusted EBITDA AL. Adjusted EBITDA AL in our United States operating segment increased by 8.1 %. In organic terms, it increased by 7.4 %, mainly due to higher service revenues, slightly higher terminal equipment revenues, and lower overall costs. Adjusted core EBITDA AL at T-Mobile US increased by EUR 2.3 billion or 8.9 % to EUR 28.5 billion. In our Europe operating segment, adjusted EBITDA AL increased by 7.7 %. In organic terms, it increased by 8.1 %, with a positive net margin sufficient to more than offset the higher indirect costs. In our Systems Solutions operating segment, adjusted EBITDA AL increased by 14.8 %, mainly due to revenue growth in the Cloud and Digital areas.

Our EBITDA AL decreased significantly by EUR 7.3 billion year-on-year to EUR 43.8 billion. Special factors affecting EBITDA AL decreased by EUR 9.9 billion to EUR 0.8 billion. In the prior year, net income of EUR 12.2 billion had been recorded as special factors under effects of deconsolidations, disposals and acquisitions; EUR 12.9 billion of this related to the deconsolidation of GD Towers, which was partially offset by expenses of EUR 1.0 billion primarily in connection with integration costs incurred as a result of the business combination of T-Mobile US and Sprint. In the reporting year, net expenses of EUR 0.7 billion were recorded under effects of deconsolidations, disposals, and acquisitions. This included the expenses from the forgone contingent consideration receivable from IFM Global Infrastructure Fund, as well as additional integration expenses, offset by the extension fees received from DISH for the options to buy mobile spectrum in the United States operating segment, which have now expired. The integration of Sprint was largely completed by the end of the second quarter of 2024. Expenses incurred in connection with staff restructuring totaled EUR 1.0 billion, compared with EUR 1.5 billion in the prior year. The prior-year figure included expenses of EUR 0.4 billion in connection with a program to reduce the workforce in the United States operating segment. Reversals of impairment losses recorded as special factors of EUR 2.6 billion resulted from the reversal in full of impairment losses recognized in prior years on FCC licenses at T-Mobile US.

For further information on the development of (adjusted) EBITDA AL in the segments, please refer to the section [“Development of business in the operating segments.”](#)

For further information on the reversal of the impairment losses on FCC licenses, please refer to Note 6 [“Intangible assets in the notes to the consolidated financial statements.”](#)

### Profit/loss from operations (EBIT)

Group EBIT decreased to EUR 26.3 billion, down EUR 7.5 billion against the prior-year level. This change was primarily due to the deconsolidation gain from the sale of GD Towers in the prior year.

At EUR 24.0 billion, depreciation, amortization and impairment losses on intangible assets, property, plant and equipment, and right-of-use assets were at the prior-year level, with depreciation and amortization up slightly from EUR 23.8 billion to EUR 23.9 billion, primarily in the Germany operating segment. Impairment losses amounted to EUR 0.1 billion in the reporting year and mainly related to non-current assets in the Europe operating segment. These related to the Romania cash-generating unit, which operates in the structurally challenging and highly competitive Romanian market. The impairment losses recognized in the prior year amounted to EUR 0.2 billion and related mainly to assets in the Systems Solutions operating segment and the Group Headquarters & Group Services segment.

For further information on depreciation, amortization and impairment losses, please refer to Note 27 [“Depreciation, amortization and impairment losses”](#) in the notes to the consolidated financial statements.

### Profit before income taxes

Profit before income taxes decreased by EUR 2.0 billion to EUR 23.0 billion. Loss from financial activities decreased year-on-year by EUR 5.5 billion to EUR 3.3 billion, mainly due to the EUR 5.3 billion increase in the share of profit of associates and joint ventures included in the consolidated financial statements using the equity method to EUR 2.5 billion. This was mainly attributable to reversals of impairment losses in the reporting year of EUR 2.1 billion and EUR 0.3 billion, respectively, on the carrying amounts of the investments in GD Towers and in GlasfaserPlus. These reversals of impairment losses were, at GD Towers, due to lower discount rates and improved planning, and at GlasfaserPlus, almost entirely due to lower discount rates. In the prior year, by contrast, impairment losses of EUR 2.6 billion and EUR 0.1 billion, respectively, were recognized on the carrying amounts of the investments in GD Towers and in GlasfaserPlus. Other financial expense improved by EUR 0.2 billion to EUR -0.2 billion in particular in connection with the interest component from the measurement of provisions and liabilities. This improvement was partly attributable to the subsequent measurement using actuarial principles of the present value of the provision recognized for the Civil Service Health Insurance Fund (Postbeamtenkrankenkasse – PBeaKK). By contrast, gains/losses from financial instruments decreased by EUR 0.2 billion. Finance costs remained stable at EUR 5.7 billion.

## Net profit, adjusted net profit

Net profit decreased year-on-year by EUR 6.6 billion to EUR 11.2 billion. This was primarily due to the aforementioned deconsolidation gain from the sale of GD Towers in the prior year. Tax expense increased by EUR 2.3 billion to EUR 5.3 billion. In the prior year, the tax rate was significantly reduced by the realization of non-taxable income from the sale of GD Towers and by deferred tax effects arising from the sale-and-leaseback transaction concluded in this context. In addition, the tax rate was increased by impairment losses on GD Towers in the prior year not to be considered for tax purposes, and reduced by the reversal of impairment losses in the reporting year. Profit attributable to non-controlling interests increased by EUR 2.2 billion to EUR 6.4 billion. This increase was primarily attributable to our United States operating segment. Net profit adjusted for special factors amounted to EUR 9.4 billion compared with EUR 7.9 billion in the prior year.

For further information on tax expense, please refer to Note 32 “[Income taxes](#)” in the notes to the consolidated financial statements.

## Earnings per share, adjusted earnings per share

Earnings per share is calculated as net profit divided by the weighted average number of ordinary shares outstanding, which totaled 4,938 million as of December 31, 2024. This resulted in earnings per share of EUR 2.27, compared with EUR 3.57 in the prior year, which was mainly affected by the proceeds from the sale of GD Towers. Earnings per share adjusted for special factors affecting net profit amounted to EUR 1.90 compared with EUR 1.60 in the prior year.

## Employees

### Headcount development

	Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
<b>FTEs in the Group</b>	<b>198,194</b>	<b>199,652</b>	<b>(1,458)</b>	<b>(0.7)</b>	<b>206,759</b>
Of which: Deutsche Telekom AG	9,537	10,789	(1,252)	(11.6)	12,302
Of which: civil servants (in Germany, with an active service relationship)	5,801	6,891	(1,090)	(15.8)	8,381
Germany operating segment	57,303	59,709	(2,405)	(4.0)	59,014
United States operating segment	65,154	62,677	2,477	4.0	67,088
Europe operating segment	32,761	32,932	(171)	(0.5)	34,083
Systems Solutions operating segment	25,691	26,036	(344)	(1.3)	27,392
Group Development operating segment	100	108	(8)	(7.4)	828
Of which: GD Towers	0	0	0	n.a.	762
Group Headquarters & Group Services	17,184	18,190	(1,006)	(5.5)	18,353
<b>Breakdown by geographic area</b>					
Germany	74,550	78,600	(4,050)	(5.2)	81,469
International	123,644	121,052	2,592	2.1	125,290
<b>Productivity trend <sup>a</sup></b>					
Net revenue per employee	thousands of € 578	547	32	5.8	542

<sup>a</sup> Based on average number of employees.

The Group's headcount fell slightly by 0.7 % compared with the end of the prior year. In our Germany operating segment, the number of employees declined by 4.0 % against the end of the prior year. Employees continued to take up socially responsible instruments as part of staff restructuring activities, such as dedicated retirement and phased retirement. The total number of full-time equivalent employees in the United States operating segment increased by 4.0 % compared to December 31, 2023, primarily due to an increase in retail employees to support T-Mobile US' growing customer base, and the Ka'ena Acquisition in the second quarter of 2024. In our Europe operating segment, the headcount was down slightly by 0.5 % compared with the end of 2023, in particular in Greece. The headcount in our Systems Solutions operating segment was down 1.3 % against year-end 2023, mainly due to a workforce reduction in traditional infrastructure business. The headcount in the Group Headquarters & Group Services segment was down 5.5 % compared with the end of the prior year, mainly due to the continued staff restructuring measures, in particular within the Technology and Innovation Board of Management department and at Vivento.

## Personnel costs

millions of €

	2024	2023	Change	Change %	2022
Personnel costs in the Group	19,004	19,083	(79)	(0.4)	19,446
Of which: Germany	8,364	8,201	163	2.0	8,389
Of which: international	10,640	10,882	(242)	(2.2)	11,057
Special factors <sup>a</sup>	1,099	1,557	(458)	(29.4)	1,367
Personnel costs in the Group (adjusted for special factors)	17,905	17,526	378	2.2	18,080
Adjusted personnel cost ratio	% 15.5	15.6			15.8
Personnel costs at Deutsche Telekom AG under German GAAP	1,566	1,964	(398)	(20.3)	1,936

<sup>a</sup> Expenses for staff-related measures.

## Reconciliations of financial performance indicators from the IFRS consolidated financial statements

A reconciliation of the definition of EBITDA to the “after leases” indicator (EBITDA AL) can be found in the following table:

millions of €

	2024	2023	Change	Change %	2022
EBITDA	50,304	57,777	(7,473)	(12.9)	43,986
Depreciation of right-of-use assets <sup>a</sup>	(4,703)	(4,810)	107	2.2	(6,507)
Interest expenses on recognized lease liabilities <sup>a</sup>	(1,787)	(1,807)	20	1.1	(1,489)
<b>EBITDA AL</b>	<b>43,815</b>	<b>51,160</b>	<b>(7,345)</b>	<b>(14.4)</b>	<b>35,989</b>
Special factors affecting EBITDA AL	794	10,663	(9,869)	(92.6)	(4,219)
<b>EBITDA AL (adjusted for special factors)</b>	<b>43,021</b>	<b>40,497</b>	<b>2,524</b>	<b>6.2</b>	<b>40,208</b>

<sup>a</sup> Excluding finance leases at T-Mobile US.

The following table presents the reconciliation of net profit to **net profit adjusted for special factors**:

millions of €

	2024	2023	Change	Change %	2022
<b>Net profit (loss)</b>	<b>11,209</b>	<b>17,788</b>	<b>(6,579)</b>	<b>(37.0)</b>	<b>8,001</b>
Special factors affecting EBITDA AL	794	10,663	(9,869)	(92.6)	(4,219)
Staff-related measures	(1,036)	(1,485)	449	30.3	(1,230)
Non-staff-related restructuring	(20)	(40)	19	48.7	(175)
Effects of deconsolidations, disposals and acquisitions	(746)	12,187	(12,933)	n.a.	(2,256)
Impairment losses	0	(8)	8	100.0	(276)
Reversals of impairment losses	2,630	0	2,630	n.a.	0
Other	(34)	8	(42)	n.a.	(283)
Special factors affecting net profit	1,018	(815)	1,833	n.a.	3,139
Depreciation, amortization and impairment losses	(407)	(189)	(218)	n.a.	(989)
Profit (loss) from financial activities	2,328	(2,742)	5,070	n.a.	(487)
Income taxes	(236)	1,503	(1,739)	n.a.	1,936
Non-controlling interests	(666)	613	(1,279)	n.a.	2,680
<b>Special factors</b>	<b>1,812</b>	<b>9,848</b>	<b>(8,036)</b>	<b>(81.6)</b>	<b>(1,080)</b>
<b>Net profit (loss) (adjusted for special factors)</b>	<b>9,397</b>	<b>7,940</b>	<b>1,457</b>	<b>18.3</b>	<b>9,081</b>

The following table presents a reconciliation of EBITDA AL, EBIT, and net profit to the respective figures adjusted for **special factors**:

millions of €

	EBITDA AL 2024	EBIT 2024	EBITDA AL 2023	EBIT 2023	EBITDA AL 2022	EBIT 2022
<b>EBITDA AL/EBIT</b>	<b>43,815</b>	<b>26,277</b>	<b>51,160</b>	<b>33,802</b>	<b>35,989</b>	<b>16,159</b>
<b>Germany</b>	<b>(1,056)</b>	<b>(1,056)</b>	<b>(501)</b>	<b>(501)</b>	<b>1,162</b>	<b>1,162</b>
Staff-related measures	(576)	(576)	(484)	(484)	(523)	(523)
Non-staff-related restructuring	(11)	(11)	(18)	(18)	(8)	(8)
Effects of deconsolidations, disposals and acquisitions	(478)	(478)	(8)	(8)	1,608	1,608
Impairment losses	0	0	0	0	0	0
Other	9	9	11	11	84	84
<b>United States</b>	<b>2,345</b>	<b>2,078</b>	<b>(1,569)</b>	<b>(1,556)</b>	<b>(5,949)</b>	<b>(6,637)</b>
Staff-related measures	(65)	(65)	(643)	(643)	(352)	(352)
Non-staff-related restructuring	0	0	0	0	0	0
Effects of deconsolidations, disposals and acquisitions	(240)	(507)	(958)	(917)	(4,956)	(5,084)
Impairment losses	0	0	(8)	(36)	(275)	(836)
Reversals of impairment losses	2,630	2,630	0	0	0	0
Other	20	20	39	39	(366)	(366)
<b>Europe</b>	<b>(71)</b>	<b>(158)</b>	<b>(94)</b>	<b>(94)</b>	<b>(31)</b>	<b>(147)</b>
Staff-related measures	(62)	(62)	(69)	(69)	(70)	(70)
Non-staff-related restructuring	0	0	0	0	0	0
Effects of deconsolidations, disposals and acquisitions	29	29	1	1	12	12
Impairment losses	0	(88)	0	0	0	(117)
Reversals of impairment losses	0	0	0	0	0	0
Other	(38)	(38)	(26)	(26)	27	27
<b>Systems Solutions</b>	<b>(118)</b>	<b>(133)</b>	<b>(144)</b>	<b>(270)</b>	<b>(159)</b>	<b>(270)</b>
Staff-related measures	(92)	(92)	(116)	(116)	(107)	(107)
Non-staff-related restructuring	0	0	(1)	(1)	(5)	(5)
Effects of deconsolidations, disposals and acquisitions	(1)	(1)	0	0	(2)	(2)
Impairment losses	0	(15)	0	(126)	0	(111)
Other	(25)	(25)	(27)	(27)	(44)	(44)
<b>Group Development</b>	<b>(5)</b>	<b>(5)</b>	<b>13,170</b>	<b>13,170</b>	<b>992</b>	<b>992</b>
Staff-related measures	0	0	(3)	(3)	(10)	(10)
Non-staff-related restructuring	0	0	0	0	0	0
Effects of deconsolidations, disposals and acquisitions	(5)	(5)	13,173	13,173	1,003	1,003
Impairment losses	0	0	0	0	0	0
Other	0	0	0	0	(1)	(1)
<b>Group Headquarters &amp; Group Services</b>	<b>(301)</b>	<b>(302)</b>	<b>(199)</b>	<b>(225)</b>	<b>(234)</b>	<b>(270)</b>
Staff-related measures	(242)	(242)	(169)	(169)	(168)	(168)
Non-staff-related restructuring	(9)	(9)	(21)	(21)	(162)	(162)
Effects of deconsolidations, disposals and acquisitions	(51)	(51)	(20)	(20)	80	80
Impairment losses	0	0	0	(26)	0	(36)
Other	0	0	11	11	17	17
<b>Group</b>	<b>794</b>	<b>424</b>	<b>10,663</b>	<b>10,525</b>	<b>(4,219)</b>	<b>(5,171)</b>
Staff-related measures	(1,036)	(1,036)	(1,485)	(1,485)	(1,230)	(1,230)
Non-staff-related restructuring	(20)	(20)	(40)	(40)	(175)	(175)
Effects of deconsolidations, disposals and acquisitions	(746)	(1,013)	12,187	12,228	(2,256)	(2,384)
Impairment losses	0	(103)	(8)	(187)	(276)	(1,100)
Reversals of impairment losses	2,630	2,630	0	0	0	0
Other	(34)	(34)	8	8	(283)	(283)



millions of €

	EBITDA AL 2024	EBIT 2024	EBITDA AL 2023	EBIT 2023	EBITDA AL 2022	EBIT 2022
<b>EBITDA AL/EBIT (adjusted for special factors)</b>	<b>43,021</b>	<b>25,853</b>	<b>40,497</b>	<b>23,277</b>	<b>40,208</b>	<b>21,330</b>
Profit (loss) from financial activities (adjusted for special factors)		(5,610)		(6,053)		(3,931)
<b>Profit (loss) before income taxes (adjusted for special factors)</b>		<b>20,243</b>		<b>17,225</b>		<b>17,399</b>
Income taxes (adjusted for special factors)		(5,065)		(4,467)		(4,157)
<b>Profit (loss) (adjusted for special factors)</b>		<b>15,179</b>		<b>12,757</b>		<b>13,242</b>
<b>Profit (loss) (adjusted for special factors) attributable to</b>						
Owners of the parent (net profit (loss)) (adjusted for special factors)		9,397		7,940		9,081
Non-controlling interests (adjusted for special factors)		5,782		4,817		4,161

## Net assets of the Group

### Condensed consolidated statement of financial position

millions of €

	Dec. 31, 2024	Share of total assets/ liabilities and shareholders' equity %	Dec. 31, 2023	Change	Dec. 31, 2022
<b>Assets</b>					
Cash and cash equivalents	8,472	2.8	7,274	1,198	5,767
Trade receivables	16,411	5.4	16,157	255	16,766
Intangible assets	149,115	48.9	136,004	13,112	140,600
Property, plant and equipment	66,612	21.8	65,042	1,570	65,729
Right-of-use assets	32,214	10.6	32,826	(613)	33,727
Investments accounted for using the equity method	7,343	2.4	4,605	2,738	1,318
Current and non-current financial assets	7,743	2.5	9,593	(1,849)	9,910
Deferred tax assets	3,682	1.2	6,401	(2,720)	8,316
Non-current assets and disposal groups held for sale	256	0.1	211	45	4,683
Miscellaneous assets	13,085	4.3	12,193	892	11,774
<b>Total assets</b>	<b>304,934</b>	<b>100.0</b>	<b>290,305</b>	<b>14,629</b>	<b>298,590</b>
<b>Liabilities and shareholders' equity</b>					
Current and non-current financial liabilities	112,191	36.8	104,522	7,669	113,030
Current and non-current lease liabilities	40,248	13.2	40,792	(544)	38,792
Trade and other payables	9,489	3.1	10,916	(1,426)	12,035
Provisions for pensions and other employee benefits	3,209	1.1	4,060	(851)	4,150
Current and non-current other provisions	7,868	2.6	8,100	(232)	8,204
Deferred tax liabilities	24,260	8.0	21,918	2,342	22,800
Liabilities directly associated with non-current assets and disposal groups held for sale	0	0.0	0	0	3,347
Miscellaneous liabilities	9,027	3.0	8,759	268	8,914
Shareholders' equity	98,640	32.3	91,237	7,403	87,320
<b>Total liabilities and shareholders' equity</b>	<b>304,934</b>	<b>100.0</b>	<b>290,305</b>	<b>14,629</b>	<b>298,590</b>

**Total assets** amounted to EUR 304.9 billion as of December 31, 2024, up by EUR 14.6 billion against December 31, 2023. Exchange rate effects, primarily from the translation from U.S. dollars into euros, in particular had an increasing effect on the carrying amount of total assets. Our investments in spectrum licenses, the reversal of impairment losses recognized in the prior year on FCC licenses, reversals of impairment losses recognized on investments, and the issue of bonds, also had an increasing effect.

On the assets side, **cash and cash equivalents** increased by EUR 1.2 billion year-on-year to EUR 8.5 billion.

For further information, please refer to Note 37 “Notes to the consolidated statement of cash flows” in the notes to the consolidated financial statements.

At EUR 16.4 billion, **trade receivables** increased by EUR 0.3 billion against the 2023 year-end level, mainly as a result of exchange rate effects, primarily from the translation of U.S. dollars to euros. Excluding exchange rate effects, receivables in the United States operating segment declined. This is due to a lower number of new contracts with equipment installment plans, as well as lower receivables due to the termination of government assistance programs and from wholesale partners.

**Intangible assets** increased by EUR 13.1 billion to EUR 149.1 billion, mainly due to capital expenditure of EUR 9.6 billion, EUR 4.3 billion of which related to the acquisition of mobile spectrum in the United States operating segment. EUR 2.7 billion of this related to the acquisition of spectrum licenses in the 600 MHz band from Channel 51. In addition, T-Mobile US received spectrum licenses worth a net EUR 0.2 billion in transactions for the exchange of spectrum licenses. Also in the United States operating segment, the reversal of impairment losses recognized on FCC licenses in prior years increased the carrying amount by EUR 2.6 billion. Effects of changes in the composition of the Group resulting from the acquisition of Ka’ena increased the carrying amount by another EUR 1.4 billion, EUR 0.7 billion of which related to the goodwill acquired in this connection. Exchange rate effects, primarily from the translation of U.S. dollars into euros, increased the carrying amount by EUR 7.3 billion. By contrast, depreciation, amortization and impairment losses decreased the carrying amount by EUR 6.7 billion. Disposals of EUR 0.2 billion also decreased the carrying amount.

**Property, plant and equipment** increased by EUR 1.6 billion to EUR 66.6 billion compared to December 31, 2023. Additions, primarily for the upgrade and build-out of the network (broadband, fiber-optic, and mobile infrastructure) increased the carrying amount by EUR 11.6 billion. Exchange rate effects, primarily from the translation of U.S. dollars into euros, also increased the carrying amount by EUR 1.7 billion. Reclassifications of right-of-use assets upon expiry of the contractual lease term to property, plant and equipment, primarily for network technology in the United States operating segment, increased the carrying amount by EUR 0.6 billion. Amortization and impairment losses reduced the net carrying amount by EUR 11.9 billion. This includes impairment losses of EUR 0.1 billion. Disposals also decreased the carrying amount by EUR 0.4 billion.

**Right-of-use assets** decreased by EUR 0.6 billion compared with December 31, 2023 to EUR 32.2 billion. Amortization and impairment losses reduced the net carrying amount by EUR 5.4 billion. The previously mentioned reclassifications to property, plant and equipment also reduced the carrying amount by EUR 0.6 billion, and disposals by EUR 0.1 billion. The carrying amount was increased by additions of EUR 3.8 billion and exchange rate effects of EUR 1.6 billion, mainly from the translation of U.S. dollars into euros.

**Investments accounted for using the equity method** increased by EUR 2.7 billion compared to December 31, 2023, to EUR 7.3 billion. This was mainly attributable to reversals of impairment losses in the reporting year of EUR 2.1 billion and EUR 0.3 billion, respectively, on the carrying amounts of the investments in GD Towers and in GlasfaserPlus. These reversals of impairment losses were, at GD Towers, due to lower discount rates and improved planning, and at GlasfaserPlus, almost entirely due to lower discount rates. Capital increases in the investments in GlasfaserPlus and Glasfaser NordWest also increased the respective carrying amount by EUR 0.1 billion.

Current and non-current **financial assets** decreased by EUR 1.8 billion to EUR 7.7 billion. The net total of originated loans and receivables decreased by EUR 1.4 billion, mainly due to lower receivables in connection with device insurance policies (EUR 0.5 billion), lower receivables from collateral agreements as surety for credit risks in connection with forward-payer swaps (EUR 0.2 billion), unscheduled repayments of shareholder loans to GD Towers (EUR 0.2 billion), and lower receivables from grants still to be received from publicly funded projects (EUR 0.3 billion). The carrying amount of debt instruments declined by EUR 0.4 billion due to the forgone contingent consideration receivable from the IFM Global Infrastructure Fund. Derivatives without a hedging relationship decreased by EUR 0.2 billion, in particular in connection with the options to acquire additional T-Mobile US shares exercised in the financial year. Exchange rate effects increased the carrying amount of other financial assets by EUR 0.2 billion.

**Non-current assets and disposal groups held for sale** increased from EUR 0.2 billion compared with December 31, 2023 to EUR 0.3 billion. This increase is primarily attributable to a transaction agreed between T-Mobile US and another telecommunications company for the exchange of spectrum licenses.

**Miscellaneous assets** increased by EUR 0.9 billion to EUR 13.1 billion. Contract assets of EUR 0.3 billion and higher current recoverable income taxes of EUR 0.2 billion contributed to this increase. Current and non-current other assets also contributed EUR 0.2 billion, partly due to an increase in various advance payments, and higher capitalized contract costs contributed EUR 0.2 billion.

On the liabilities and shareholders’ equity side, current and non-current **financial liabilities** increased by EUR 7.7 billion compared with the end of 2023 to EUR 112.2 billion.

Bonds and other securitized liabilities increased by a total of EUR 7.6 billion, mainly due to USD bonds of USD 5.5 billion (EUR 5.0 billion) issued by T-Mobile US and EUR bonds of EUR 2.0 billion. The carrying amount was also increased by the issue of EUR bonds of EUR 1.7 billion by Deutsche Telekom AG. By contrast, scheduled repayments of a USD bond (EUR 2.3 billion), of EUR bonds (EUR 2.0 billion), and of EUR loan notes (EUR 0.1 billion) reduced the carrying amount. The early repayment of a USD bond also reduced the carrying amount by USD 1.5 billion (EUR 1.4 billion). Exchange rate effects increased the carrying amount of bonds and other securitized liabilities by EUR 4.8 billion.

Bonds collateralized by trade receivables increased by EUR 0.8 billion, mainly due to the issue of asset-backed securities by T-Mobile US. Other non-interest-bearing liabilities increased by EUR 0.5 billion, mainly due to the stake of the cash dividend of USD 0.88 per share – declared by T-Mobile US on November 21, 2024 – attributable to non-controlling interests in T-Mobile US. By contrast, liabilities with the right of creditors to priority repayment in the event of default decreased by EUR 0.8 billion, mainly due to the repayment of former Sprint bonds in the United States operating segment. The repayment of an EIB loan reduced the carrying amount of liabilities to banks by EUR 0.4 billion.

Current and non-current **lease liabilities** decreased by EUR 0.5 billion to a total of EUR 40.2 billion compared with December 31, 2023. Lease liabilities in the United States operating segment decreased by EUR 2.2 billion, mainly due to the decommissioning of the former Sprint's wireless network and a decline in network and build-out investments, primarily on account of higher capital efficiency resulting from the accelerated build-out of the nationwide 5G network in the prior year. Exchange rate effects, in particular from the translation of U.S. dollars into euros, raised the carrying amount by EUR 2.0 billion. Lease liabilities in the Germany operating segment and in the Group Headquarters & Group Services segment decreased by EUR 0.2 billion in each case.

**Trade and other payables** decreased by EUR 1.4 billion to EUR 9.5 billion, due in particular to lower liabilities in the United States, Germany, and Europe operating segments. By contrast, exchange rate effects, in particular from the translation from U.S. dollars into euros, increased the carrying amount.

**Provisions for pensions and other employee benefits** decreased by EUR 0.9 billion compared with December 31, 2023 to EUR 3.2 billion, mainly due to an increase in the fair values of plan assets. By contrast, the decline in the discount rate compared with December 31, 2023 increased the carrying amount.

Current and non-current **other provisions** decreased by EUR 0.2 billion to EUR 7.9 billion compared with the end of 2023. Provisions for litigation risks decreased by EUR 0.4 billion compared with the prior year, mainly due to payments to settle the consumer class action in the Federal Court in connection with the cyberattack on T-Mobile US in August 2021. Provisions for termination benefits decreased by EUR 0.2 billion. In the prior year, expenses were recognized in connection with the program to reduce the workforce implemented by T-Mobile US. The decrease is primarily attributable to the cash outflows resulting from this program in the financial year. By contrast, other provisions for personnel costs increased by EUR 0.4 billion, mainly due to an increase in provisions for short- and long-term variable remuneration components and the provisions for phased retirement.

**Miscellaneous liabilities** increased from EUR 8.8 billion as of December 31, 2023 to EUR 9.0 billion, mainly due to an increase of EUR 0.6 billion in contract liabilities. By contrast, other liabilities declined by EUR 0.4 billion, primarily as a result of lower liabilities due to existing build-out obligations in connection with grants still to be received from funding projects for the broadband build-out in Germany, as well as declining liabilities from other taxes.

**Shareholders' equity** increased by EUR 7.4 billion as of December 31, 2023 to EUR 98.6 billion, with profit of EUR 17.7 billion and other comprehensive income of EUR 4.7 billion having an increasing effect. Higher capital increases from share-based payments also increased the carrying amount of shareholders' equity by EUR 0.8 billion. Transactions with owners reduced the carrying amount of shareholders' equity by EUR 7.7 billion, due in particular to the T-Mobile US share buy-back program from September 2023. The carrying amount was also reduced in connection with dividend payments for the 2023 financial year to Deutsche Telekom AG shareholders in the amount of EUR 3.8 billion and to other shareholders of subsidiaries in the amount of EUR 2.2 billion. The latter figure includes in particular cash dividends paid by T-Mobile US to non-controlling interests, as declared in the reporting period. The carrying amount was also reduced by Deutsche Telekom AG's 2024 share buy-back program with share buy-backs of EUR 2.0 billion.

## Profitability and financial position of the Group

### Profitability

millions of €

	2024	2023	2022
Profit (loss) from operations (EBIT)	26,277	33,802	16,159
Share of profit (loss) of associates and joint ventures accounted for using the equity method	2,534	(2,766)	(522)
<b>Net operating profit (NOP)</b>	<b>28,811</b>	<b>31,036</b>	<b>15,636</b>
Tax (imputed tax rate 2024: 25.7 %; 2023: 26.6 %; 2022: 27.8 %)	(7,390)	(8,256)	(4,347)
<b>Net operating profit after taxes (NOPAT)</b>	<b>21,421</b>	<b>22,781</b>	<b>11,289</b>
Cash and cash equivalents	8,472	7,274	5,767
Intangible assets	149,115	136,004	140,600
Property, plant and equipment	66,612	65,042	65,729
Right-of-use assets	32,214	32,826	33,727
Non-current assets and disposal groups held for sale and liabilities <sup>a</sup>	256	211	1,336
Investments accounted for using the equity method	7,343	4,605	1,318
Operating working capital	9,372	7,660	7,370
Other provisions	(7,868)	(8,100)	(8,204)
<b>Net operating assets (NOA)</b>	<b>265,516</b>	<b>245,520</b>	<b>247,643</b>
<b>Average net operating assets (Ø NOA)</b>	<b>253,122</b>	<b>253,453</b>	<b>253,389</b>
<b>ROCE</b>	<b>8.5</b>	<b>9.0</b>	<b>4.5</b>

<sup>a</sup> Excluding the carrying amounts of companies accounted for using the equity method.

**ROCE** decreased by 0.5 percentage points in the reporting year to 8.5 %, due to a EUR 1.4 billion reduction in net operating profit after taxes (NOPAT) to EUR 21.4 billion, while the average amount of net operating assets (NOA) remained almost constant at EUR 253.1 billion.

The reduction in NOPAT is primarily attributable to the development of special factors in profit from operations (EBIT). Special factors totaling EUR 0.4 billion had a positive effect on EBIT in the reporting year including the reversal in full of impairment losses recognized in prior years on FCC licenses at T-Mobile US. In the prior year, EBIT was affected by positive special factors totaling EUR 10.5 billion. This was due to the deconsolidation gain from the sale of GD Towers. At EUR 2.5 billion, the share of profit of associates and joint ventures included in the consolidated financial statements using the equity method, had a positive effect on NOPAT in the reporting year, after a loss of EUR 2.8 billion was recorded in the prior year. The positive result in the reporting year was attributable to reversals of impairment losses of EUR 2.1 billion and EUR 0.3 billion, respectively, on the carrying amounts of the investments in GD Towers and in GlasfaserPlus. These impairment losses had to be recognized in the prior year mainly due to lower discount rates as a result of macroeconomic developments.

For further information on the definition of ROCE and the methods used to calculate this key performance indicator, please refer to the section "[Management of the Group](#)."

### Finance management

Our finance management ensures our Group's ongoing solvency and hence its financial equilibrium. The fundamentals of Deutsche Telekom's finance policy are established each year by the Board of Management and overseen by the Supervisory Board. Group Treasury is responsible for implementing the finance policy and for ongoing risk management. In order to ensure we have scope for financing, we continuously monitor the development of net debt, Deutsche Telekom AG's rating, financial flexibility, and free cash flow AL. There have been no material changes resulting from our finance management in the reporting year. We set out the course for the next few years at our [Capital Markets Day](#) in October 2024.

## Calculation of net debt

millions of €

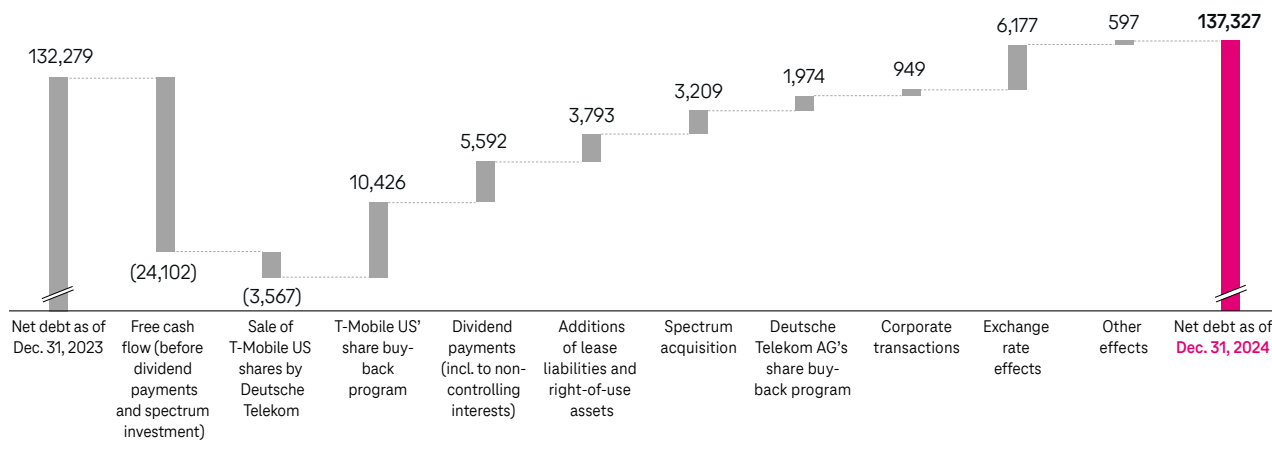
	Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
Bonds and other securitized liabilities	94,678	87,097	7,581	8.7	93,802
Asset-backed securities collateralized by trade receivables	1,506	677	829	n.a.	0
Liabilities to banks	2,284	3,560	(1,276)	(35.9)	4,122
Other financial liabilities	13,723	13,189	534	4.1	15,107
Lease liabilities	40,248	40,792	(544)	(1.3)	41,063
<b>Financial liabilities and lease liabilities</b>	<b>152,439</b>	<b>145,314</b>	<b>7,125</b>	<b>4.9</b>	<b>154,093</b>
Accrued interest	(1,158)	(1,009)	(149)	(14.7)	(999)
Other	(2,184)	(966)	(1,218)	n.a.	(807)
<b>Gross debt</b>	<b>149,097</b>	<b>143,339</b>	<b>5,758</b>	<b>4.0</b>	<b>152,288</b>
Cash and cash equivalents	8,472	7,274	1,198	16.5	5,767
Derivative financial assets	1,585	1,780	(196)	(11.0)	2,273
Other financial assets	1,713	2,006	(292)	(14.6)	1,824
<b>Net debt <sup>a</sup></b>	<b>137,327</b>	<b>132,279</b>	<b>5,048</b>	<b>3.8</b>	<b>142,425</b>
Lease liabilities <sup>b</sup>	38,011	38,533	(522)	(1.4)	38,692
<b>Net debt AL</b>	<b>99,316</b>	<b>93,746</b>	<b>5,570</b>	<b>5.9</b>	<b>103,733</b>

<sup>a</sup> Including net debt reported under liabilities directly associated with non-current assets and disposal groups held for sale.

<sup>b</sup> Excluding finance leases at T-Mobile US.

## Changes in net debt

millions of €



Net debt increased compared with December 31, 2023 to EUR 137.3 billion. The main factors increasing net debt were the share buy-back program at T-Mobile US, exchange rate effects, the dividend payments (including to non-controlling interests), additions to lease liabilities and to right-of-use assets, and the acquisition of spectrum, primarily in the United States operating segment. Corporate transactions mainly included payments by Deutsche Telekom AG for the acquisition of T-Mobile US shares by exercising existing fixed-price options, and changes in cash and cash equivalents in connection with the acquisition of Ka'ena in the United States. Other effects included a large number of offsetting effects. Factors reducing net debt were free cash flow (before dividend payments and spectrum investment) and the sale of T-Mobile US shares by Deutsche Telekom.

## Other financing options

Off-balance-sheet financing instruments mainly relate to the sale of receivables by means of factoring. Total receivables sold as of December 31, 2024 amounted to EUR 2.0 billion (December 31, 2023: EUR 2.7 billion). At the end of 2024, this solely related to factoring agreements in the United States operating segment. The agreements are used in particular for active receivables management.

## The rating of Deutsche Telekom AG

	Standard & Poor's	Moody's	Fitch
<b>Long-term rating/outlook</b>			
Dec. 31, 2022	BBB/positive	Baa1/stable	BBB+/stable
Dec. 31, 2023	BBB+/stable	Baa1/stable	BBB+/stable
<b>Dec. 31, 2024</b>	<b>BBB+/stable</b>	<b>Baa1/positive</b>	<b>BBB+/stable</b>
<b>Short-term rating</b>	<b>A-2</b>	<b>P-2</b>	<b>F2</b>

On October 23, 2024, the rating agency Moody's raised our rating outlook, which stood at Baa1 with a positive outlook as of December 31, 2024. We are therefore still a solid investment-grade company with access to the international capital markets.

## Financial flexibility

	2024	2023	2022
<b>Relative debt<sup>a</sup></b>			
Net debt	2.78x	2.82x	3.07x
EBITDA (adjusted for special factors)			
<b>Equity ratio</b>	<b>%</b>	<b>31.4</b>	<b>29.2</b>

<sup>a</sup> Relative debt is calculated on a quarterly basis.

To ensure financial flexibility, we primarily use the KPI "relative debt" (ratio of net debt to adjusted EBITDA). This is a core component of our finance strategy and an important performance indicator for investors, analysts, and rating agencies. At 2.78x, we did not fully meet the target value for relative debt of  $\leq 2.75x$ , mainly due to exchange rate effects, in particular from the translation of U.S. dollars into euros.

## Calculation of free cash flow AL

millions of €

	2024	2023	Change	Change %	2022
<b>Net cash from operating activities</b>	<b>39,874</b>	<b>37,298</b>	<b>2,577</b>	<b>6.9</b>	<b>35,819</b>
Cash outflows for investments in intangible assets	(7,973)	(5,560)	(2,413)	(43.4)	(7,551)
Cash outflows for investments in property, plant and equipment	(11,198)	(12,306)	1,108	9.0	(16,563)
Cash capex	(19,171)	(17,866)	(1,305)	(7.3)	(24,114)
Spectrum investment	3,209	1,275	1,934	n.a.	3,096
<b>Cash capex (before spectrum investment)</b>	<b>(15,962)</b>	<b>(16,591)</b>	<b>629</b>	<b>3.8</b>	<b>(21,019)</b>
Proceeds from the disposal of intangible assets (excluding goodwill) and property, plant and equipment	190	205	(15)	(7.5)	439
<b>Free cash flow (before dividend payments and spectrum investment)</b>	<b>24,102</b>	<b>20,912</b>	<b>3,190</b>	<b>15.3</b>	<b>15,239</b>
Principal portion of repayment of lease liabilities <sup>a</sup>	(4,946)	(4,770)	(176)	(3.7)	(3,769)
<b>Free cash flow AL (before dividend payments and spectrum investment)</b>	<b>19,156</b>	<b>16,141</b>	<b>3,015</b>	<b>18.7</b>	<b>11,470</b>

<sup>a</sup> Excluding finance leases at T-Mobile US.

**Free cash flow AL** (before dividend payments and spectrum investment) increased from EUR 16.1 billion in the prior year to EUR 19.2 billion. The following effects impacted on this development:

Net cash from operating activities increased by EUR 2.6 billion to EUR 39.9 billion. In addition to strong development of the operating business, lower cash outflows in connection with the integration of Sprint in the United States also had a positive impact.

**Cash capex** (before spectrum investment) decreased by EUR 0.6 billion to EUR 16.0 billion. In the United States operating segment, cash capex decreased by EUR 0.8 billion to EUR 8.2 billion, mainly as a result of higher cash outflows in the prior year for the accelerated build-out of the 5G network. In the Germany operating segment, capital expenditure totaled around EUR 4.8 billion in the reporting year, EUR 0.2 billion more than in the prior year, with much of this figure going towards the fiber-optic build-out. In the Europe operating segment, cash capex stood at EUR 1.9 billion, which was up EUR 0.1 against the prior-year level. We continue to invest here in the provision of broadband and fiber-optic technology and in 5G as part of our integrated network strategy. In the Systems Solutions operating segment, our capital expenditure stood at the prior-year level of EUR 0.2 billion.

An increase of EUR 0.2 billion in cash outflows – in particular in the Germany and United States operating segments – for the repayment of lease liabilities reduced free cash flow AL.

For further information on the statement of cash flows, please refer to Note 37 “[Notes to the consolidated statement of cash flows](#)” in the notes to the consolidated financial statements.

## Development of business in the operating segments

### Germany

#### Customer development

thousands

	Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
Mobile customers	68,553	61,419	7,134	11.6	54,249
Contract customers	26,532	25,171	1,361	5.4	23,791
Prepaid customers	42,021	36,248	5,773	15.9	30,458
Fixed-network lines	17,155	17,342	(187)	(1.1)	17,363
Retail broadband lines	15,152	15,018	134	0.9	14,715
Of which: optical fiber <sup>a</sup>	13,213	12,893	321	2.5	12,112
Television (IPTV, satellite)	4,638	4,327	311	7.2	4,122
Unbundled local loop lines (ULLs)	1,887	2,527	(640)	(25.3)	3,136
Wholesale broadband lines	8,587	8,307	280	3.4	8,045
Of which: optical fiber <sup>a</sup>	7,602	7,307	295	4.0	6,970

<sup>a</sup> Disclosure of the total of all fiber-optic lines (FTTx).

#### Total

In Germany we continue to be market leader both in terms of fixed-network and mobile revenues. This success is attributable to our high-performance networks, a broad product portfolio, and good service. We want to offer our customers a seamless and technology-neutral telecommunications experience. We regularly adapt our product portfolio to address the needs of our customers.

#### Mobile communications

The number of high-value mobile contract customers under the Telekom and congstar brands grew by 1.2 million customers overall against December 31, 2023. Sustained high demand for mobile rate plans with data volumes continues to drive this trend. The number of prepaid customers grew by 5.8 million against the start of 2024, primarily due to M2M SIM cards used in the automotive industry.

#### Fixed network

Demand remained high for our fiber-optic-based lines, with the total number increasing to 20.8 million since the end of 2023. This strong growth is driven by demand for higher bandwidths.



The number of retail broadband lines remained at a high level, increasing to 15.2 million compared with December 31, 2023. Around 51 % of the customers have subscribed to a rate plan with speeds of 100 Mbit/s or higher. The rise in demand for our TV content drove growth in our TV customer base of 311 thousand against year-end 2023. The number of fixed-network lines stood at 17.2 million.

### Wholesale

As of December 31, 2024, fiber-optic-based lines accounted for 72.6 % of all lines -5.1 percentage points more than at the end of 2023. This growth is a result of the demand for our commitment agreements. Ongoing demand among retail customers for higher-bandwidth lines also contributed to the increase. The number of unbundled local loop lines decreased by 640 thousand compared with the end of the prior year, while fiber-optic-based lines increased by 295 thousand. These developments result partly from the shift to higher-value fiber-optic-based lines and partly from consumers switching to other providers. In addition, our wholesale partners are migrating their retail customers to their own infrastructures. The total number of wholesale lines at the end of December 2024 was 10.5 million.

### Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>25,711</b>	<b>25,187</b>	<b>524</b>	<b>2.1</b>	<b>24,505</b>
Consumers	13,174	12,640	535	4.2	12,370
Business Customers <sup>a</sup>	8,727	9,258	(531)	(5.7)	9,040
Wholesale <sup>a</sup>	3,249	2,688	561	20.9	2,676
Other	561	602	(41)	(6.8)	419
<b>Service revenue</b>	<b>22,480</b>	<b>22,096</b>	<b>384</b>	<b>1.7</b>	<b>21,533</b>
EBITDA	10,082	10,294	(212)	(2.1)	11,025
Special factors affecting EBITDA	(1,056)	(501)	(556)	n.a.	1,162
EBITDA (adjusted for special factors)	11,138	10,794	344	3.2	9,864
EBITDA AL	9,459	9,737	(278)	(2.9)	10,998
Special factors affecting EBITDA AL	(1,056)	(501)	(556)	n.a.	1,162
<b>EBITDA AL (adjusted for special factors)</b>	<b>10,516</b>	<b>10,238</b>	<b>278</b>	<b>2.7</b>	<b>9,837</b>
EBITDA AL margin (adjusted for special factors) %	40.9	40.6			40.1
Depreciation, amortization and impairment losses	(4,384)	(4,220)	(164)	(3.9)	(4,019)
<b>Profit (loss) from operations (EBIT)</b>	<b>5,698</b>	<b>6,073</b>	<b>(376)</b>	<b>(6.2)</b>	<b>7,006</b>
EBIT margin %	22.2	24.1			28.6
Cash capex	(4,782)	(4,587)	(195)	(4.3)	(4,399)
<b>Cash capex (before spectrum investment)</b>	<b>(4,782)</b>	<b>(4,587)</b>	<b>(195)</b>	<b>(4.3)</b>	<b>(4,399)</b>

<sup>a</sup> Since January 1, 2024, certain revenues which were previously assigned to Business Customers have been recognized under Wholesale. Prior-year comparatives were not adjusted retrospectively.

### Revenue, service revenue

In 2024, we generated revenue of EUR 25.7 billion, an increase of 2.1 % year-on-year. This was mainly attributable to growth in service revenues of 1.7 %, due to increased revenue in the fixed-network core business, largely driven by broadband and IT business, and in the mobile business.

Revenue from **Consumers** increased by 4.2 % compared with the prior year. Revenue from broadband business continued to grow, due in part to the positive effects from customer appreciation for reliable networks and high bandwidths. Volume-driven declines in revenue from voice components continued to impact on fixed-network business. The mobile business increased due to higher service revenues, mainly as a result of positive customer development.

Revenue from **Business Customers** was down 5.7 % against the prior year, primarily due to certain revenues being recognized under Wholesale since January 1, 2024. In organic terms, revenue was on a par with the prior year.

**Wholesale** revenue was up in 2024 by 20.9 % year-on-year as a result of the change in disclosure of revenues described under Business Customers. In organic terms, revenue was on a par with the prior year.

### Adjusted EBITDA AL, EBITDA AL

Adjusted EBITDA AL increased by EUR 0.3 billion or 2.7 % year-on-year. The main reasons for this increase are a sound operational development, driven by high-value service revenue growth and enhanced cost efficiency, primarily as a result of the lower headcount and the ongoing implementation of efficiency enhancement and digitalization measures. This trend was negatively affected in particular by the inflation compensation premium under the scope of the collective agreement. Our adjusted EBITDA AL margin amounted to 40.9 %.

At EUR 9.5 billion, EBITDA AL was below the level of the prior-year period. The effects described with regard to adjusted EBITDA AL included special factors in the amount of EUR 1.1 billion and included socially responsible staff restructuring instruments and the forgone contingent consideration receivable from IFM Global Infrastructure Fund.

### Profit/loss from operations (EBIT)

Profit from operations amounted to EUR 5.7 billion, a decrease of 6.2 % year-on-year. In addition to the issues mentioned under EBITDA AL, which had a negative effect on EBITDA, EBIT was also negatively affected by higher depreciation, amortization and impairment losses compared with the prior year, which mainly resulted from rising volumes in the fiber-optic and mobile communications build-out, and from the mobile network infrastructure we lease from GD Towers. In addition, depreciation, amortization and impairment losses increased as a consequence of higher investments in licenses.

### Cash capex (before spectrum investment), cash capex

Cash capex (before spectrum investment) increased by EUR 195 million, or 4.3 %, compared with the prior year. Capital expenditure totaled around EUR 4.8 billion in 2024, with much of this figure going towards the build-out of our fiber-optic network. The number of households passed by our fiber-optic network had increased to 10.1 million by the end of 2024. In mobile communications, 98.0 % of German households can already use 5G.

## United States

### Customer development

thousands

	Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
Customers	129,528	119,700	9,828	8.2	113,598
Postpaid customers	104,118	98,052	6,066	6.2	92,232
Postpaid phone customers <sup>a</sup>	79,013	75,936	3,076	4.1	72,834
Other postpaid customers <sup>a</sup>	25,105	22,116	2,989	13.5	19,398
Prepaid customers <sup>b</sup>	25,410	21,648	3,763	17.4	21,366

<sup>a</sup> In the fourth quarter of 2023, we recognized an additional base adjustment to increase postpaid phone customers by 20 thousand and increase postpaid other customers by 150 thousand due to fewer customers than expected whose service was deactivated as a result of the network shutdowns.

<sup>b</sup> In the second quarter of 2024, we acquired 3.5 million prepaid customers through the Ka'ena Acquisition, which includes the impact of certain base adjustments to align the policies of Ka'ena and T-Mobile US.

### Customers

At December 31, 2024, the United States operating segment (T-Mobile US) had 129.5 million customers, compared to 119.7 million customers at December 31, 2023. Net customer additions were 6.3 million in 2024, compared to 5.9 million in 2023 due to the factors described below.

**Postpaid net customer** additions were 6.1 million in 2024, compared to 5.7 million in 2023. Postpaid net customer additions increased primarily from higher postpaid other net customer additions, primarily due to higher net additions from mobile internet devices and higher net additions from other connected devices. The increase in net additions from mobile internet devices was primarily due to higher prior year deactivations of lower Average Revenue Per User (ARPU) mobile internet devices in the educational sector that were activated during the coronavirus pandemic and no longer needed. The increase in postpaid other net customer additions was partially offset by lower net additions from wearables and lower net additions from High Speed Internet, primarily driven by increased deactivations from a growing customer base, partially offset by a lower churn rate. High Speed Internet net customer additions included in postpaid other net customer additions were 1.5 million and 1.9 million in 2024 and 2023, respectively.

**Prepaid net customer** additions were 258 thousand in 2024, compared to 282 thousand in 2023. The decrease was primarily driven by continued moderation of prepaid industry growth and lower net additions from High Speed Internet, partially offset by higher net additions following the Ka'ena Acquisition. High Speed Internet net customer additions included in prepaid net customer additions were 200 thousand and 252 thousand in 2024 and 2023, respectively.

## Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>75,046</b>	<b>72,436</b>	<b>2,611</b>	<b>3.6</b>	<b>75,436</b>
<b>Service revenue</b>	<b>61,143</b>	<b>58,522</b>	<b>2,620</b>	<b>4.5</b>	<b>58,219</b>
EBITDA	35,869	30,038	5,831	19.4	26,707
Special factors affecting EBITDA	2,432	(1,286)	3,718	n.a.	(4,155)
EBITDA (adjusted for special factors)	33,437	31,324	2,112	6.7	30,862
EBITDA AL	30,890	24,840	6,050	24.4	19,665
Special factors affecting EBITDA AL	2,345	(1,569)	3,914	n.a.	(5,949)
<b>EBITDA AL (adjusted for special factors)</b>	<b>28,545</b>	<b>26,409</b>	<b>2,136</b>	<b>8.1</b>	<b>25,614</b>
Core EBITDA AL (adjusted for special factors) <sup>a</sup>	28,459	26,130	2,329	8.9	24,280
EBITDA AL margin (adjusted for special factors) %	38.0	36.5			34.0
Depreciation, amortization and impairment losses	(15,546)	(15,551)	4	0.0	(19,237)
<b>Profit (loss) from operations (EBIT)</b>	<b>20,323</b>	<b>14,487</b>	<b>5,835</b>	<b>40.3</b>	<b>7,470</b>
EBIT margin %	27.1	20.0			9.9
Cash capex	(11,410)	(10,053)	(1,358)	(13.5)	(16,340)
<b>Cash capex (before spectrum investment)</b>	<b>(8,248)</b>	<b>(9,060)</b>	<b>813</b>	<b>9.0</b>	<b>(13,361)</b>

<sup>a</sup> Adjusted core EBITDA AL is distinguished by excluding revenue from terminal equipment leases from adjusted EBITDA AL, thereby presenting operational development undistorted by the withdrawal from the terminal equipment lease business.

### Revenue, service revenue

Total revenue for the United States operating segment of EUR 75.0 billion in 2024 increased by 3.6 %, compared to EUR 72.4 billion in 2023. In U.S. dollars, T-Mobile US' total revenue also increased by 3.6 % during the same period. Total revenue increased primarily due to higher service revenues, partially offset by lower other revenues. The components of these changes are described below.

**Service revenues** increased in 2024 by 4.5 % to EUR 61.1 billion. In U.S. dollars, T-Mobile US' service revenues also increased by 4.5 % during the same period. This increase resulted from higher postpaid revenues, primarily due to higher average postpaid accounts and higher postpaid Average Revenue per Account (ARPA). In addition, service revenues increased from higher prepaid revenues, primarily due to higher average prepaid customers, primarily from the prepaid customers acquired through the Ka'ena Acquisition, partially offset by lower prepaid ARPU. This increase was partially offset by lower wholesale and other service revenues, primarily from lower MVNO revenues, lower Affordable Connectivity Program and Lifeline revenues, and lower Wireline revenues due to the sale of the Wireline Business on May 1, 2023. The decrease in MVNO revenues includes the impact from the Ka'ena Acquisition, and lower DISH and TracFone MVNO revenue.

**Equipment revenues** increased slightly in 2024 primarily from an increase in liquidation revenue, primarily due to a higher number of liquidated devices, including the impact from the transition of certain device recovery programs from external sources to in-house processing. This increase was mostly offset by a net decrease in the total number of devices sold, driven by lower government assistance program and prepaid devices, partially offset by higher postpaid devices. This decrease was partially offset by higher average revenue per device sold, net of promotions, primarily driven by an increase in the high-end phone mix. In addition, the increase in equipment revenues was offset by a decrease in lease revenues, primarily due to a lower number of customer devices under lease as a result of the continued strategic shift in device financing from leasing to equipment installment plans (EIP).

**Other revenues** decreased in 2024 primarily from the transition of certain device recovery programs from external sources to in-house processing, resulting in a change in presentation to equipment revenues.

### Adjusted EBITDA AL, EBITDA AL

In euros, adjusted EBITDA AL increased by 8.1 % to EUR 28.5 billion in 2024, compared to EUR 26.4 billion in 2023. The adjusted EBITDA AL margin increased to 38.0 % in 2024, compared to 36.5 % in 2023. In U.S. dollars, adjusted EBITDA AL also increased 8.1 % during the same period. Adjusted EBITDA AL increased primarily due to higher service revenues and slightly higher equipment revenues, as discussed above, lower costs due to the sale of the Wireline Business on May 1, 2023, higher Sprint Merger-related synergies, and lower equipment costs as a result of a net decrease in the total number of devices sold. The net decrease in the total number of devices sold was driven by lower government assistance program and prepaid devices, partially offset by higher postpaid devices. The increase in adjusted EBITDA AL was partially offset by higher site costs related to the continued build-out of the T-Mobile US nationwide 5G network, higher advertising expenses, an increase in liquidation costs, primarily due to a higher number of liquidated devices, and higher average cost per device sold, primarily driven by an increase in the high-end phone mix. The increase in liquidation costs includes the impact from the transition of certain device recovery programs from external sources to in-house processing. In U.S. dollars, lease revenues decreased as a result of the continued strategic shift in device financing from leasing to EIP by 69.1 % in 2024.

In euros, adjusted core EBITDA AL increased by 8.9 % to EUR 28.5 billion in 2024, compared to EUR 26.1 billion in 2023. In U.S. dollars, adjusted core EBITDA AL increased by 9.0 % during the same period. The increase was primarily due to the fluctuation in adjusted EBITDA AL as discussed above, excluding the change in lease revenues.

EBITDA AL in 2024 included special factors of EUR 2.3 billion compared to EUR-1.6 billion in 2023. The change in special factors was primarily due to the spectrum impairment reversal, lower Sprint Merger-related costs and severance and related costs associated with the August 2023 workforce reduction recognized in the prior year. The change in special factors was also impacted by other special items including certain severance, restructuring, and other expenses, gains and losses, not directly attributable to the Sprint Merger which are not reflective of T-Mobile US' core business activities recognized in 2023. Overall, EBITDA AL increased by 24.4 % to EUR 30.9 billion in 2024, compared to EUR 24.8 billion in 2023, primarily due to the factors described above, including special factors.

### Profit/loss from operations (EBIT)

EBIT increased by 40.3 % to EUR 20.3 billion in 2024, compared to EUR 14.5 billion in 2023. In U.S. dollars, EBIT increased by 39.8 % during the same period primarily due to higher EBITDA AL. In U.S. dollars, depreciation, amortization and impairment losses remained flat.

### Cash capex (before spectrum investment), cash capex

Cash capex (before spectrum investment) decreased by 9.0 % to EUR 8.2 billion in 2024, compared to EUR 9.1 billion in 2023. In U.S. dollars, cash capex (before spectrum investment) also decreased by 9.0 % during the same period due to a decrease in purchases of property and equipment, primarily due to increased capital efficiencies from accelerated investments in the T-Mobile US nationwide 5G network in previous years.

Cash capex increased by 13.5 % to EUR 11.4 billion in 2024, compared to EUR 10.1 billion in 2023. In U.S. dollars, cash capex increased by 13.9 % during the same period primarily due to an increase in purchases of spectrum licenses, primarily for the first tranche and certain licenses of the second tranche of 600 MHz licenses purchased from Channel 51. The increase was partially offset by lower purchases of property and equipment as discussed above.

## Europe

### Customer development

thousands

		Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
<b>Europe, total</b>	Mobile customers	49,722	47,853	1,869	3.9	47,336
	Contract customers	27,951	27,222	729	2.7	26,476
	Prepaid customers	21,772	20,631	1,141	5.5	20,860
	Fixed-network lines	8,076	8,020	56	0.7	7,904
	Broadband customers	7,223	6,989	234	3.3	6,682
	Television (IPTV, satellite, cable)	4,410	4,283	126	3.0	4,131
	Unbundled local loop lines (ULLs)/ wholesale PSTN	1,445	1,614	(168)	(10.4)	1,768
	Wholesale broadband lines	1,182	1,121	61	5.4	1,011
<b>Greece</b>	Mobile customers	7,143	7,119	24	0.3	7,323
	Fixed-network lines	2,581	2,617	(36)	(1.4)	2,622
	Broadband customers	2,402	2,405	(3)	(0.1)	2,359
<b>Romania</b>	Mobile customers	3,517	3,798	(282)	(7.4)	4,166
<b>Hungary</b>	Mobile customers	6,454	6,246	208	3.3	5,950
	Fixed-network lines	1,958	1,936	22	1.1	1,886
	Broadband customers	1,654	1,592	62	3.9	1,507
<b>Poland</b>	Mobile customers	12,865	12,592	273	2.2	12,512
	Fixed-network lines	28	29	0	(1.4)	30
	Broadband customers	359	260	98	37.8	154
<b>Czech Republic</b>	Mobile customers	6,510	6,523	(14)	(0.2)	6,423
	Fixed-network lines	835	763	72	9.4	704
	Broadband customers	512	463	50	10.8	430
<b>Croatia</b>	Mobile customers	2,477	2,336	141	6.1	2,305
	Fixed-network lines	867	870	(3)	(0.3)	868
	Broadband customers	669	661	8	1.2	648
<b>Slovakia</b>	Mobile customers	2,534	2,525	9	0.3	2,446
	Fixed-network lines	849	860	(11)	(1.3)	854
	Broadband customers	664	657	7	1.0	643
<b>Austria</b>	Mobile customers	6,428	4,975	1,452	29.2	4,510
	Fixed-network lines	615	607	8	1.4	605
	Broadband customers	669	665	4	0.6	663
<b>Other<sup>a</sup></b>	Mobile customers	1,796	1,738	58	3.3	1,702
	Fixed-network lines	342	338	4	1.3	336
	Broadband customers	294	285	9	3.1	277

<sup>a</sup> "Other": national companies of North Macedonia, Montenegro, and the lines of the GTS Central Europe group in Romania.

### Total

In the Europe operating segment, almost all key performance indicators for customer development posted improvement compared with the end of 2023. Our convergent product portfolio generated growth of 6.5 % in FMC customers thanks to ongoing demand. The build-out of our fixed-network infrastructure with state-of-the-art optical fiber is our priority. The number of broadband customers increased by 3.3 %. The number of mobile customers increased by 3.9 %. Our build-out of the 5G network is making good progress.

### Mobile communications

At the end of 2024, we had a total of 49.7 million mobile customers in the Europe operating segment – an increase of 3.9 % compared with the end of 2023. The number of contract customers increased by 2.7 %. The contract customer base grew in almost all of our national companies, but especially in Poland, Greece, Croatia, and the Czech Republic. Overall, contract customers accounted for 56.2 % of the total customer base. Our customers benefit from greater coverage with fast mobile broadband – a result of our integrated network strategy. The footprint countries of our operating segment are also making further headway with 5G. As of the end of 2024, our national companies covered 77.2 % of the population on average with 5G, a further increase against the prior year.

The prepaid customer base grew by 5.5 % compared with the end of 2023. Since January 1, 2024, customers of a wholesale service provider have been reported as prepaid customers in Austria. Without this effect, the number of prepaid customers remained at the prior-year level. We convinced a portion of our prepaid customers to switch to higher-value contract rate plans.

### Fixed network

The broadband business increased by 3.3 % compared with the end of 2023 to a total of 7.2 million customers. This growth is mainly driven by the national companies in Poland, Hungary, and the Czech Republic. By continuing to invest in optical fiber, we are systematically building out our fixed-network infrastructure. As of the end of 2024, 10.1 million households, which is around 1 million additional households against the end of 2023, had access to our high-performance fiber-optic network offering gigabit speeds. The number of fixed-network lines subscribed to increased slightly year-on-year to 8.1 million lines as of the end of 2024.

The TV and entertainment business had 4.4 million customers in total at the end of 2024, posting growth of 3.0 % compared with the prior-year figure. In the third quarter of 2024, our Greek national company reached an agreement with competitor Nova, allowing our TV customers in Greece who subscribe to a Sports package access to all Novasports channels at a minimal extra charge. The TV market is already saturated in many of the countries in our segment, where TV services are offered not only by telecommunications companies, but also by OTT players.

### FMC – fixed-mobile convergence and digitalization

Our portfolio of convergent products, MagentaOne, was highly popular with consumers across all of our national companies. As of year-end 2024, we had 8.2 million FMC customers; this corresponds to growth of 6.5 % compared with the prior-year figure. Almost all of our national companies, but in particular in Poland, Greece, Hungary, and the Czech Republic, contributed to this growth. The customer base in Slovakia was smaller due to optimizations to the FMC product portfolio there. We have also seen rising customer numbers from the marketing of our MagentaOne Business product to business customers.

We continue to expand our digital interaction with customers, which means we can meet customer needs in a more personalized and efficient way, and position products and innovative services on the market more quickly. Our service app is used by 72.8 % of our consumers.

### Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>12,347</b>	<b>11,790</b>	<b>557</b>	<b>4.7</b>	<b>11,158</b>
Greece	3,334	3,189	145	4.5	3,155
Romania	263	287	(24)	(8.2)	306
Hungary	2,238	2,031	208	10.2	1,715
Poland	1,660	1,522	138	9.1	1,413
Czech Republic	1,238	1,280	(42)	(3.3)	1,226
Croatia	1,012	956	56	5.9	905
Slovakia	864	825	39	4.8	806
Austria	1,494	1,458	36	2.5	1,391
Other <sup>a</sup>	315	319	(3)	(1.1)	319
<b>Service revenue</b>	<b>10,239</b>	<b>9,739</b>	<b>500</b>	<b>5.1</b>	<b>9,296</b>
EBITDA	4,869	4,496	372	8.3	4,296
Special factors affecting EBITDA	(71)	(94)	23	24.9	(31)
EBITDA (adjusted for special factors)	4,939	4,590	349	7.6	4,327
EBITDA AL	4,360	4,020	340	8.5	3,933
Special factors affecting EBITDA AL	(71)	(94)	23	24.9	(31)

The contributions of the national companies correspond to their respective unconsolidated financial statements and do not take consolidation effects at operating segment level into account.

<sup>a</sup> "Other": national companies in North Macedonia, Montenegro, and the GTS Central Europe group in Romania, as well as the Europe Headquarters.

millions of €

	2024	2023	Change	Change %	2022
<b>EBITDA AL (adjusted for special factors)</b>	<b>4,431</b>	<b>4,114</b>	<b>317</b>	<b>7.7</b>	<b>3,964</b>
Greece	1,346	1,325	21	1.6	1,310
Romania	1	17	(16)	(93.5)	38
Hungary	768	600	168	27.9	493
Poland	435	393	42	10.7	378
Czech Republic	506	470	37	7.8	503
Croatia	384	367	17	4.5	349
Slovakia	389	350	39	11.2	350
Austria	546	529	17	3.2	506
Other <sup>a</sup>	54	61	(7)	(11.8)	37
EBITDA AL margin (adjusted for special factors) %	35.9	34.9			35.5
Depreciation, amortization and impairment losses	(2,622)	(2,524)	(98)	(3.9)	(2,572)
<b>Profit (loss) from operations (EBIT)</b>	<b>2,247</b>	<b>1,973</b>	<b>274</b>	<b>13.9</b>	<b>1,724</b>
EBIT margin %	18.2	16.7			15.4
Cash capex	(1,919)	(2,049)	130	6.3	(1,872)
<b>Cash capex (before spectrum investment)</b>	<b>(1,872)</b>	<b>(1,766)</b>	<b>(106)</b>	<b>(6.0)</b>	<b>(1,755)</b>

The contributions of the national companies correspond to their respective unconsolidated financial statements and do not take consolidation effects at operating segment level into account.

<sup>a</sup> "Other": national companies in North Macedonia, Montenegro, and the GTS Central Europe group in Romania, as well as the Europe Headquarters.

### Revenue, service revenue

Our Europe operating segment generated revenue of EUR 12.3 billion in 2024, an increase of 4.7 % compared with the prior year. In organic terms, revenue increased by 5.2 %. Service revenues grew by 5.1 % year-on-year, or by 5.0 % in organic terms.

The organic growth in service revenues was due to the strong performance of the mobile business on the back of a larger contract customer base and higher revenue per customer in several countries. The year-on-year increase in fixed-network service revenues additionally contributed to this growth. Our intense focus on the continued build-out of high-speed network infrastructure drove growth in broadband and TV revenues, which more than offset the expected declines in voice telephony revenues. The IT business also made a positive contribution to revenue. Regulatory interventions such as the reduction in termination rates had a negative impact on our organic development of revenue in the reporting year. Contract customer additions also had positive effects on terminal equipment revenues.

All countries apart from Romania contributed to the growth in service revenue in organic terms, with our national companies in Hungary, Greece, Poland, and Croatia recording the strongest development in absolute terms by country.

Service revenues from **Consumers** increased in organic terms by 5.2 % against the prior year. In mobile communications, both service revenues and mobile terminal equipment sales were up. In the fixed network, revenue from broadband and TV business increased thanks to our continuous fiber-optic build-out and our TV and entertainment offerings. This more than offset the decline in revenue from voice telephony. The higher number of FMC customers additionally had a positive impact on revenue.

Service revenues from **Business Customers** grew on an organic basis by 6.2 % against the prior year, with Greece, Hungary, Croatia, and Poland making the largest contribution. All product areas – mobile communications, fixed network, and IT – recorded growth. The mobile contract customer base grew by 2.1 %, with almost all of our national companies, but in particular Poland, Romania, Austria, Croatia, and Greece, contributing to this growth. In the fixed-network business, the number of broadband customers rose by 5.6 %. Fixed-network revenues grew on an organic basis by 3.2 % overall, with the strongest growth recorded in the segment of smaller business customers. This offset the decline in voice telephony revenues in the corporate customer segment in Greece. On an organic basis, IT revenues grew strongly compared with the prior year by 11.6 %, due to an increase in the systems solutions and data communications businesses, especially in connection with EU-funded projects in Greece's public sector. Digital Infrastructure developed positively as a result of the expansion of capacities and strong growth in the cloud and security solutions business.



## Adjusted EBITDA AL, EBITDA AL

The sound operational development in the mobile, fixed-network, and IT businesses more than offset the inflation-induced cost increases. This led to strong year-on-year growth of 7.7 % in adjusted EBITDA AL to EUR 4.4 billion in 2024. In organic terms, adjusted EBITDA AL grew by 8.1 %, with a positive net margin sufficient to more than offset higher indirect costs that resulted primarily from the inflation-induced increase in salaries.

Looking at the development by country, the increase in adjusted organic EBITDA AL was attributable to positive absolute trends, in particular at our national companies in Hungary, the Czech Republic, Slovakia, Greece, and Poland. These increases were partially offset by declines in Romania.

At EUR 4.4 billion, EBITDA AL increased by 8.5 % against the prior-year level. The expense arising from special factors decreased from the prior-year level.

## Development of operations in selected countries

**Greece.** In 2024, revenue in Greece increased by 4.5 % year-on-year to EUR 3.3 billion. In organic terms, revenues increased by 4.8 %. This development is largely due to higher service revenues, mainly from IT, but also from the mobile, wholesale, and TV businesses. However, mobile revenues were affected by termination rate cuts imposed by the regulatory authority. Traditional voice telephony revenues continued to decline in line with expectations. By contrast, terminal equipment revenues from contract customer additions contributed to the growth in revenue. Our convergence products performed well, with further customer additions and corresponding revenue.

Adjusted EBITDA AL stood at EUR 1.3 billion, up 1.6 % year-on-year, driven by a higher net margin. Higher indirect costs, e.g., for energy, reduced the positive effect.

**Hungary.** Revenue in Hungary totaled EUR 2.2 billion in the 2024 financial year, which corresponds to substantial growth of 10.2 % despite unfavorable exchange rate effects. In organic terms, revenue was up against the prior year by 14.3 %. This development was driven mainly by the mobile business, in part on the back of higher revenue per customer, and by higher service revenues in the fixed-network business. Thanks to our increased investments in the build-out of fiber-optic lines, our offers have won over large numbers of customers. IT revenues also posted significant growth. Growth in the customer base, especially among consumers, additionally drove an increase in terminal equipment revenues. Our convergence products also continued to perform well, with further customer additions and corresponding revenue.

Adjusted EBITDA AL stood at EUR 768 million, 27.9 % above the prior-year level. In organic terms, adjusted EBITDA AL grew by 32.9 %. This marked increase was due to a significantly higher net margin from the positive development in operating business, as well as to the repeal of the special tax levied on owners of telecommunications cables (utility tax).

**Poland.** In the reporting year, revenue in Poland totaled EUR 1.7 billion, an increase of 9.1 %. Excluding positive exchange rate effects, revenue increased by 3.5 %. Mobile service revenues recorded the strongest growth. However, mobile revenues were affected by termination rate cuts imposed by the regulatory authority. Broadband revenues from the fixed-network business also posted significant increases. Both trends are the result of growth in the respective customer bases. The number of FMC customers increased substantially again, with a corresponding positive impact on revenues. This was partially offset by lower revenues from the IT business.

Adjusted EBITDA AL stood at EUR 435 million, 10.7 % above the prior-year level. In organic terms, adjusted EBITDA AL grew by 5.0 %, due to a higher net margin, which more than offset the increase in indirect costs.

**Czech Republic.** Revenue in the Czech Republic stood at EUR 1.2 billion in 2024, a decrease of 3.3 % against the prior year. Excluding negative exchange rate effects, growth was 1.3 %. Service revenues increased on an organic basis by 2.2 %, mainly due to increases in the fixed network business, particularly the broadband and TV businesses. Mobile revenues also recorded positive growth rates, driven by growth in the respective customer bases. However, they were affected by termination rate cuts imposed by the regulatory authority. The number of FMC customers likewise grew in the reporting year. This was offset by declines, for instance in IT revenues, as well as in other revenues, which declined as a result of the termination of a business relationship.

Adjusted EBITDA AL increased by 7.8 % year-on-year to EUR 506 million. In organic terms, earnings grew by 12.9 % on the back of a higher net margin driven by higher mobile and fixed-network service revenues.

**Austria.** Revenue generated in Austria increased by 2.5 % in 2024 to EUR 1.5 billion. In organic terms, the increase was 2.2 %. This development was driven by higher service revenues from the broadband and mobile businesses on account of increases in the respective customer bases and higher revenue per customer. However, mobile revenues were affected by termination rate cuts imposed by the regulatory authority. The number of FMC customers also grew in the reporting year, with corresponding revenues. Revenue from IT business increased slightly.

Adjusted EBITDA AL increased by 3.2 % year-on-year to EUR 546 million. In organic terms, earnings grew by 3.0 %, driven mainly by a revenue-related increase in the net margin, which was partially offset by higher indirect costs for personnel and energy, among other indirect costs.

### Profit/loss from operations (EBIT)

In our Europe operating segment, EBIT grew by 13.9 % in 2024 to EUR 2.2 billion, mainly due to the 8.3 % increase in EBITDA. Depreciation, amortization and impairment losses were up EUR 0.1 billion against the prior-year level, due to an impairment loss recognized on non-current assets in the Romanian mobile business, and partially offset the increase in EBITDA. Depreciation and amortization remained stable.

### Cash capex (before spectrum investment), cash capex

In 2024, our Europe operating segment reported cash capex (before spectrum investment) of EUR 1.9 billion, up 6.0 % year-on-year. This increase is attributable to higher investments. Cash capex decreased by 6.3 % due to lower cash outflows for the acquisition of spectrum compared with the prior year. We continue to invest in the provision of broadband, fiber-optic technology, and 5G as part of our integrated network strategy.

## Systems Solutions

### Order entry

millions of €

	2024	2023	Change	Change %	2022
Order entry	4,020	3,628	392	10.8	3,952

### Development of business

In the 2024 financial year, our systems solutions business continued to focus on growth and future viability.

Order entry in our Systems Solutions operating segment was up by 10.8 % year-on-year in 2024. This development is mainly attributable to increased order entry in the Cloud and Digital portfolio areas.

### Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>4,004</b>	<b>3,896</b>	<b>108</b>	<b>2.8</b>	<b>3,811</b>
Of which: external revenue	3,377	3,258	120	3.7	3,106
<b>Service revenue</b>	<b>3,883</b>	<b>3,796</b>	<b>87</b>	<b>2.3</b>	<b>3,751</b>
EBITDA	344	272	71	26.2	229
Special factors affecting EBITDA	(118)	(144)	26	17.8	(159)
EBITDA (adjusted for special factors)	462	416	46	11.0	388
EBITDA AL	251	177	73	41.3	125
Special factors affecting EBITDA AL	(118)	(144)	26	17.8	(159)
<b>EBITDA AL (adjusted for special factors)</b>	<b>369</b>	<b>321</b>	<b>48</b>	<b>14.8</b>	<b>284</b>
EBITDA AL margin (adjusted for special factors) %	9.2	8.3			7.4
Depreciation, amortization and impairment losses	(237)	(344)	107	31.1	(340)
<b>Profit (loss) from operations (EBIT)</b>	<b>107</b>	<b>(71)</b>	<b>178</b>	<b>n.a.</b>	<b>(110)</b>
Special factors affecting EBIT	(133)	(270)	136	50.6	(270)
EBIT (adjusted for special factors)	240	198	42	21.2	160
EBIT margin (adjusted for special factors) %	6.0	5.1			4.2
Cash capex	(229)	(210)	(19)	(9.1)	(221)
<b>Cash capex (before spectrum investment)</b>	<b>(229)</b>	<b>(210)</b>	<b>(19)</b>	<b>(9.1)</b>	<b>(221)</b>

## Revenue, service revenue

Revenue in our Systems Solutions operating segment in 2024 amounted to EUR 4.0 billion, up 2.8 % year-on-year, mainly due to growth in the Digital, Cloud, and Road Charging portfolio areas. External revenue increased by 3.7 %, also driven by the Digital, Cloud, and Road Charging portfolio areas. Service revenue also developed positively, increasing by 2.3 %.

## Adjusted EBITDA AL, EBITDA AL

In 2024, adjusted EBITDA AL at our Systems Solutions operating segment increased by 14.8 % year-on-year to EUR 369 million. The increase in adjusted EBITDA AL is mainly attributable to revenue growth in the Cloud and Digital areas. EBITDA AL increased by EUR 73 million compared with the prior year to EUR 251 million. The expense arising from special factors decreased by EUR 26 million year-on-year to EUR 118 million, mainly as a result of lower restructuring costs.

## Profit/loss from operations (EBIT), adjusted EBIT

Adjusted EBIT in our Systems Solutions operating segment grew by EUR 42 million year-on-year in 2024, coming in at EUR 240 million, due to the reasons described under adjusted EBITDA AL. EBIT increased significantly year-on-year to EUR 107 million. This increase was due to both an operational improvement and to lower depreciation, amortization and impairment losses. The expense arising from special factors was EUR 133 million, a decrease of EUR 136 million compared with the prior year, mainly as a result of lower impairment losses on non-current assets.

## Cash capex (before spectrum investment), cash capex

Cash capex in the Systems Solutions operating segment totaled EUR 229 million in 2024, up EUR 19 million against the prior year. This trend mainly resulted from higher cash capex in the Cloud portfolio area.

## Group Development

### Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>10</b>	<b>115</b>	<b>(106)</b>	<b>(91.8)</b>	<b>1,708</b>
Of which: GD Towers	0	99	(99)	(100.0)	1,154
<b>Service revenue</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n.a.</b>	<b>411</b>
EBITDA	(36)	13,220	(13,256)	n.a.	2,106
Special factors affecting EBITDA	(5)	13,170	(13,174)	n.a.	992
EBITDA (adjusted for special factors)	(32)	50	(82)	n.a.	1,113
Of which: GD Towers	0	78	(78)	(100.0)	943
EBITDA AL	(36)	13,215	(13,251)	n.a.	1,956
Special factors affecting EBITDA AL	(5)	13,170	(13,174)	n.a.	992
<b>EBITDA AL (adjusted for special factors)</b>	<b>(32)</b>	<b>45</b>	<b>(77)</b>	<b>n.a.</b>	<b>964</b>
Of which: GD Towers	0	73	(73)	(100.0)	804
EBITDA AL margin (adjusted for special factors)	%	n.a.	39.2		56.4
Depreciation, amortization and impairment losses	(3)	(2)	0	(8.5)	(195)
<b>Profit (loss) from operations (EBIT)</b>	<b>(39)</b>	<b>13,217</b>	<b>(13,256)</b>	<b>n.a.</b>	<b>1,911</b>
Cash capex	(4)	(24)	21	84.4	(343)
<b>Cash capex (before spectrum investment)</b>	<b>(4)</b>	<b>(24)</b>	<b>21</b>	<b>84.4</b>	<b>(343)</b>

The sale of the GD Towers business entity was consummated on February 1, 2023. Since that date, GD Towers has no longer been part of the Group. The development of operations for the prior year contains the value contributions up to and including January 2023.

For further information on the presentation of GD Towers in the prior year, please refer to the section “[Management of the Group.](#)”

The comparison of the 2024 financial year with the prior year is significantly influenced by the sale of GD Towers. The gain on deconsolidation in the 2023 financial year resulting from the transaction amounted to EUR 12.9 billion and is included in EBITDA and the associated performance indicators.

The goal of our Group Development operating segment is to actively manage entities and equity investments to grow their value. For this reason, entities such as Deutsche Telekom Capital Partners and Comfort Charge are assigned to this segment.

## Group Headquarters & Group Services

### Development of operations

millions of €

	2024	2023	Change	Change %	2022
<b>Revenue</b>	<b>2,226</b>	<b>2,305</b>	<b>(79)</b>	<b>(3.4)</b>	<b>2,407</b>
<b>Service revenue</b>	<b>972</b>	<b>1,024</b>	<b>(51)</b>	<b>(5.0)</b>	<b>1,026</b>
EBITDA	(816)	(522)	(295)	(56.4)	(361)
Special factors affecting EBITDA	(301)	(199)	(102)	(51.3)	(234)
EBITDA (adjusted for special factors)	(515)	(323)	(192)	(59.6)	(128)
EBITDA AL	(1,103)	(808)	(295)	(36.5)	(672)
Special factors affecting EBITDA AL	(301)	(199)	(102)	(51.3)	(234)
<b>EBITDA AL (adjusted for special factors)</b>	<b>(801)</b>	<b>(609)</b>	<b>(193)</b>	<b>(31.6)</b>	<b>(437)</b>
Depreciation, amortization and impairment losses	(1,242)	(1,352)	110	8.1	(1,476)
<b>Profit (loss) from operations (EBIT)</b>	<b>(2,058)</b>	<b>(1,874)</b>	<b>(184)</b>	<b>(9.8)</b>	<b>(1,837)</b>
Cash capex	(833)	(969)	136	14.0	(973)
<b>Cash capex (before spectrum investment)</b>	<b>(833)</b>	<b>(969)</b>	<b>136</b>	<b>14.0</b>	<b>(973)</b>

#### Revenue, service revenue

Revenue in our Group Headquarters & Group Services segment decreased in the reporting year by 3.4 %, mainly as a result of lower intragroup service revenues at Deutsche Telekom IT on account of a reduced revenue-relevant cost basis, which was primarily due to fewer commissions of IT projects. Furthermore, intragroup revenue from land and buildings declined due to the ongoing optimization of space.

#### Adjusted EBITDA AL, EBITDA AL

Adjusted EBITDA AL in the Group Headquarters & Group Services segment declined by EUR 193 million in 2024 to EUR -801 million, mainly due to a lower capitalization rate for own capitalized costs and to higher infrastructure costs, both at Deutsche Telekom IT, as well as to various one-time effects. Furthermore, revenue from land and buildings declined due to the ongoing optimization of space. Overall, special factors negatively affecting EBITDA AL – in particular due to staff-related measures – totaled EUR 301 million in the reporting year and EUR 199 million in the prior year.

#### Profit/loss from operations (EBIT)

The year-on-year decrease of EUR 184 million in EBIT to EUR -2,058 million was largely due to the decline in EBITDA AL. Depreciation, amortization and impairment losses were down by contrast, mainly due to fewer commissions of IT projects and to a lower capitalization rate for own capitalized costs. In addition, impairment losses on software used by the Systems Solutions operating segment were recognized in the prior year.

#### Cash capex (before spectrum investment), cash capex

Cash capex decreased year-on-year by EUR 136 million, primarily due to lower cash capex in the Technology and Innovation Board of Management department on account of fewer commissions of IT projects at Deutsche Telekom IT.

## Development of business at Deutsche Telekom AG

Deutsche Telekom AG prepares its annual financial statements in accordance with the principles of the German GAAP, as specified in the German Commercial Code (Handelsgesetzbuch – HGB) and the German Stock Corporation Act (Aktiengesetz – AktG).

As the Headquarters of the Deutsche Telekom Group, we perform strategic and cross-segment management functions and provide services for other Group companies. The profits and losses of our subsidiaries and Group financing measures have a material effect on our financial position and results of operations. In the Germany operating segment, total revenue was up 2.1 % against the prior year. This was mainly attributable to growth in service revenues in the fixed-network core business and mobile business. Total revenue in the United States operating segment increased by 3.6 % year-on-year. In U.S. dollars, T-Mobile US' total revenues also rose by 3.6 %. Total revenue increased primarily due to higher service revenues, offset by a decline in other revenues. Revenue in our Europe operating segment climbed by 4.7 % year-on-year. Growth in service revenues was due on the one hand to the strong performance of the mobile business. On the other hand, the year-on-year increase in fixed-network service revenues additionally contributed to this growth. Revenue in our Systems Solutions operating segment was up 2.8 % year-on-year, mainly due to growth in the Digital, Cloud, and Road Charging portfolio areas.

Deutsche Telekom AG reported net income for the 2024 financial year of EUR 20.6 billion. This includes book gains of EUR 12.8 billion arising from the use of hidden reserves in connection with the intragroup aggregation of shares in the multi-level holding structure for the investment in T-Mobile US after Deutsche Telekom AG had exercised call options to acquire additional shares of T-Mobile US in the reporting year and previous financial years. EUR 0.6 billion of this figure relates to the intragroup transfer of the acquired T-Mobile US shares to Deutsche Telekom Holding B.V., Maastricht, which thus consolidates all T-Mobile US shares held in the Group, while EUR 12.2 billion relates to the subsequent transfer of shares in an intermediate holding company. A further EUR 5.7 billion stems from an intragroup capital repayment by Deutsche Telekom Holding B.V., Maastricht. The capital repayment mainly included proceeds from the sale of T-Mobile US shares and dividends from T-Mobile US at the level of Deutsche Telekom Holding B.V., Maastricht.

## Results of operations of Deutsche Telekom AG

### Statement of income of Deutsche Telekom AG under German GAAP (total cost method)

millions of €

	2024	2023	Change	Change %	2022
<b>Net revenue</b>	<b>1,964</b>	<b>2,110</b>	<b>(146)</b>	<b>(6.9)</b>	<b>2,250</b>
Other own capitalized costs	2	2	0	0.0	9
<b>Total operating performance</b>	<b>1,966</b>	<b>2,112</b>	<b>(146)</b>	<b>(6.9)</b>	<b>2,259</b>
Other operating income	13,794	1,371	12,423	n.a.	2,480
Goods and services purchased	(391)	(419)	28	6.7	(456)
Personnel costs	(1,566)	(1,964)	398	20.3	(1,936)
Depreciation, amortization and write-downs	(117)	(174)	57	32.8	(277)
Other operating expenses	(3,193)	(2,481)	(712)	(28.7)	(2,919)
<b>Operating results</b>	<b>10,493</b>	<b>(1,555)</b>	<b>12,048</b>	<b>n.a.</b>	<b>(849)</b>
Net financial income (expense)	10,633	11,281	(648)	(5.7)	5,700
Income taxes	(481)	(614)	133	21.7	(839)
<b>Income after income taxes</b>	<b>20,645</b>	<b>9,112</b>	<b>11,533</b>	<b>n.a.</b>	<b>4,012</b>
Other taxes	(18)	(17)	(1)	(5.9)	(18)
<b>Net income</b>	<b>20,627</b>	<b>9,095</b>	<b>11,532</b>	<b>n.a.</b>	<b>3,994</b>

Operating results improved from EUR -1.6 billion to EUR 10.5 billion, due mainly to a year-on-year increase in other operating income of EUR 12.4 billion and a EUR 0.4 billion decrease in personnel costs. In particular, an increase in other operating expenses of EUR 0.7 billion had an offsetting effect.

Lower intragroup cost transfers from hiring out employees contributed to the reduction in net revenue of EUR 0.1 billion in total.

EUR 12.8 billion of other operating income relates in particular to book gains arising from the use of hidden reserves in connection with the intragroup aggregation of shares in the multi-level holding structure for the investment in T-Mobile US.

The decrease in personnel costs is largely attributable to early retirement arrangements for civil servants. As the statutory regulation has not yet been extended beyond 2024, no accruals were recognized for early retirement arrangements for civil servants. In the previous year, expenses of EUR 0.4 billion had been recognized for such arrangements.

Other operating expenses of EUR 0.8 billion are attributable to a reduction in shares in affiliated companies in connection with the capital repayment by the indirect subsidiary Deutsche Telekom Holding B.V., Maastricht. The capital repayment also changed the income related to subsidiaries, associated and related companies of Deutsche Telekom AG.

Net financial income decreased by EUR 0.6 billion to EUR 10.6 billion, due primarily to a decrease of EUR 0.6 billion in income related to subsidiaries, associated and related companies. Net interest expense remained virtually unchanged year-on-year at EUR 0.8 billion.

Income related to subsidiaries, associated and related companies of EUR 11.5 billion (2023: EUR 12.1 billion) was positively affected in the reporting year, in particular by profits transferred by T-Mobile Global Zwischenholding GmbH, Bonn, of EUR 6.4 billion (2023: loss of EUR 0.1 billion) and by Telekom Deutschland GmbH, Bonn, of EUR 4.9 billion (2023: EUR 5.0 billion). The transfer of losses of EUR 0.9 billion (2023: EUR 1.3 billion) had an offsetting effect. Overall, transfers of operating profits and losses were at the prior-year level.

Income related to subsidiaries, associated and related companies was positively affected in the reporting year by the operating business of the subsidiaries and in particular by the capital repayment of the indirect subsidiary Deutsche Telekom Holding B.V., Maastricht, which directly holds the shares in T-Mobile US. The capital repayment generated income from the use of a portion of hidden reserves of EUR 6.5 billion, applying IDW ERS HFA 13 as amended, at the level of the shareholder T-Mobile Global Holding GmbH, Bonn, which due to the multi-level holding structure was reflected in the profit transfers to T-Mobile Global Zwischenholding GmbH, Bonn, and to Deutsche Telekom AG. Income related to subsidiaries, associated and related companies in the previous year had included income of EUR 3.7 billion from the sale of shares in GD Towers Holding GmbH, Bonn, and income of EUR 3.5 billion from a capital repayment by Deutsche Telekom Europe B.V., Maastricht.

Income after income taxes increased by EUR 11.5 billion year-on-year in the 2024 financial year.

Other tax expense of EUR 18 million resulted in net income of EUR 20,627 million in the 2024 financial year. Taking into account EUR 8,495 million in unappropriated net income carried forward, unappropriated net income totaled EUR 29,122 million (prior year: EUR 12,312 million).

## Financial position of Deutsche Telekom AG

### Balance sheet of Deutsche Telekom AG under German GAAP

millions of €

	Dec. 31, 2024	Dec. 31, 2024 %	Dec. 31, 2023	Change	Dec. 31, 2022
<b>Assets</b>					
Intangible assets	54	0.0	79	(25)	139
Property, plant and equipment	2,246	1.7	2,268	(22)	2,252
Financial assets	118,781	89.0	106,260	12,521	105,599
<b>Noncurrent assets</b>	<b>121,081</b>	<b>90.8</b>	<b>108,607</b>	<b>12,474</b>	<b>107,990</b>
Receivables	7,641	5.7	9,981	(2,340)	10,800
Other assets	2,360	1.8	2,995	(635)	2,689
Cash and cash equivalents	1,965	1.5	1,450	515	162
<b>Current assets</b>	<b>11,966</b>	<b>9.0</b>	<b>14,426</b>	<b>(2,460)</b>	<b>13,651</b>
Prepaid expenses and deferred charges	367	0.3	364	3	338
Difference between plan assets and corresponding liabilities	1	0.0	4	(3)	0
<b>Total assets</b>	<b>133,415</b>	<b>100.0</b>	<b>123,401</b>	<b>10,014</b>	<b>121,979</b>
<b>Shareholders' equity and liabilities</b>					
Capital stock and reserves	51,894	38.9	53,792	(1,898)	53,674
Unappropriated net income	29,122	21.8	12,312	16,810	6,700
<b>Shareholders' equity</b>	<b>81,016</b>	<b>60.7</b>	<b>66,104</b>	<b>14,912</b>	<b>60,374</b>
Accruals for pensions and similar obligations	3,827	2.9	4,133	(306)	4,010
Tax accruals	299	0.2	319	(20)	490
Other accruals	2,898	2.2	3,141	(243)	3,150
<b>Accruals</b>	<b>7,024</b>	<b>5.3</b>	<b>7,593</b>	<b>(569)</b>	<b>7,650</b>
Debt	10,697	8.0	9,428	1,269	12,619
Remaining liabilities	34,583	25.9	40,167	(5,584)	41,206
<b>Liabilities</b>	<b>45,280</b>	<b>33.9</b>	<b>49,595</b>	<b>(4,315)</b>	<b>53,825</b>
Deferred income	95	0.1	109	(14)	130
<b>Total shareholders' equity and liabilities</b>	<b>133,415</b>	<b>100.0</b>	<b>123,401</b>	<b>10,014</b>	<b>121,979</b>

In addition to shareholders' equity, our financial position is mainly determined by noncurrent assets as well as by receivables from and payables to Group companies. Loans recognized under financial assets as well as receivables from and payables to affiliated companies primarily resulted from financing relationships between Deutsche Telekom AG and its subsidiaries.

The balance sheet total increased by EUR 10.0 billion year-on-year to EUR 133.4 billion.

The development of total assets was attributable in particular to the increase of EUR 12.5 billion in financial assets and the increase of EUR 0.5 billion in cash and cash equivalents. By contrast, receivables decreased by EUR 2.3 billion and other assets by EUR 0.6 billion.

The increase in financial assets of EUR 12.5 billion mainly resulted from the use of hidden reserves in connection with the intragroup aggregation of shares in the multi-level holding structure for T-Mobile US through transfers at fair value.

Receivables decreased to EUR 7.6 billion, down by EUR 2.3 billion compared to the prior year. This decline was due in particular to the repayment of cash management receivables from Deutsche Telekom Towers Holding GmbH, Bonn, in the amount of EUR 3.7 billion through a loan repayment to the company. The grant of a short-term loan to Deutsche Telekom International Finance B.V., Maastricht, in the amount of EUR 1.7 billion had an offsetting effect.

The decrease of EUR 0.6 billion in other assets is due primarily to lower receivables from Deutsche Telekom Trust e. V., Bonn, arising from credit balances on securities accounts.

The development of total shareholders' equity and liabilities was mainly influenced by the increase of EUR 14.9 billion in shareholders' equity and of EUR 1.3 billion in financial liabilities. The decline of EUR 5.6 billion in remaining liabilities, of EUR 0.3 billion in accruals for pensions and similar obligations, and of EUR 0.2 billion in other accruals had an offsetting effect.

The increase in shareholders' equity of EUR 14.9 billion was primarily attributable to net income of EUR 20.6 billion for the 2024 financial year. The dividend payment of EUR 3.8 billion for the previous year had a reducing effect. The share buy-back program reduced retained earnings by EUR 1.8 billion and capital stock by EUR 0.2 billion.



Accruals for pensions and similar obligations fell by EUR 0.3 billion. Payments of pension entitlements and the higher fair value of the plan assets offset against obligations more than compensated for the current service cost and interest cost as well as a reimbursement from the plan assets.

Other accruals decreased by EUR 0.2 billion. The prior-year figure had included accruals of EUR 0.4 billion for early retirement arrangements for civil servants. As the statutory regulation has not yet been extended beyond 2024, further early retirement programs for civil servants are currently not in sight.

Financial liabilities increased by EUR 1.3 billion year-on-year to EUR 10.7 billion, due primarily to the issue of new bonds in the amount of EUR 1.7 billion. Repayments of loans reported in the previous year amounting to EUR 0.5 billion had an offsetting effect.

The decrease in remaining liabilities totaling EUR 5.6 billion was attributable primarily to loan repayments to Deutsche Telekom Towers Holding GmbH, Bonn, of EUR 6.3 billion and to Deutsche Telekom International Finance B.V., Maastricht, of EUR 2.2 billion. This was offset by liabilities from cash management. In particular, the repayment of a loan to Deutsche Telekom Towers Holding GmbH, Bonn, as part of the intragroup cash management resulted in the net increase in a corresponding liability of EUR 2.6 billion.

#### Statement of cash flows of Deutsche Telekom AG under German GAAP

millions of €

	2024	2023	Change	2022
<b>Net income</b>	<b>20,627</b>	<b>9,095</b>	<b>11,532</b>	<b>3,994</b>
Net cash provided by (used for) operating activities	15,575	8,714	6,861	4,753
Net cash (used for) provided by investing activities	(162)	47	(209)	1,614
Net cash (used for) provided by financing activities	(14,898)	(7,473)	(7,425)	(6,659)
<b>Net change in cash and cash equivalents</b>	<b>515</b>	<b>1,288</b>	<b>(773)</b>	<b>(292)</b>
Cash and cash equivalents, at the beginning of the year	1,450	162	1,288	454
<b>Cash and cash equivalents, at the end of the year</b>	<b>1,965</b>	<b>1,450</b>	<b>515</b>	<b>162</b>

Net cash provided by operating activities increased by EUR 6.9 billion year-on-year to EUR 15.6 billion and was mainly influenced by income related to subsidiaries, associated and related companies and the change in intragroup cash management balances. The increase is due in particular to the change of EUR 6.3 billion in cash management balances vis-à-vis Deutsche Telekom Towers Holding GmbH, Bonn, resulting from the payment of the proceeds from the sale of shares in GD Towers Holding GmbH, Bonn, collected by Deutsche Telekom AG in the prior year.

Net cash used for investing activities amounted to a slightly negative figure of EUR -0.2 billion, which corresponds to a change of EUR -0.2 billion year-on-year. The main cash inflows resulted from interest received of EUR 1.1 billion and repayments of medium- and long-term loans by subsidiaries in the amount of EUR 0.8 billion. The grant of a short-term loan to Deutsche Telekom International Finance B.V., Maastricht, of EUR 1.7 billion and the acquisition of 6.7 million shares in T-Mobile US, Inc., Bellevue, for EUR 0.6 billion in connection with the exercise of fixed-price options had an offsetting effect.

Net cash used for financing activities increased by EUR 7.4 billion year-on-year to EUR 14.9 billion. In the reporting year, it mainly included net repayments of financial liabilities to affiliated companies in the amount of EUR 8.2 billion. Net cash used for financing activities also resulted from payment of the dividend for the 2023 financial year of EUR 3.8 billion, from interest paid of EUR 2.1 billion, and from payments for share buy-backs of EUR 2.0 billion. The net issuance of financial liabilities of EUR 1.2 billion had an offsetting effect.

In all, this resulted in an increase in cash and cash equivalents of EUR 515 million in the reporting year.

#### Risk management in hedge accounting

We use derivatives to hedge interest rate and currency exposures as well as other price risks; i.e., exclusively for hedging purposes, not for speculative gains. In the process, we monitor the effectiveness of the hedges on a regular basis.

## Combined sustainability statement

### General information

#### ESRS 2 – General disclosures

##### Creating transparency

Sustainability is at the heart of Deutsche Telekom's business activities. We report on our progress annually, also in the combined management report. The requirements for transparency in corporate sustainability are constantly increasing. In light of the expected transposition of the European Corporate Sustainability Reporting Directive (CSRD) into national law, we as a company with a global footprint have already based the preparation of the combined sustainability statement ("sustainability statement") on the first set of the European Sustainability Reporting Standards (ESRS) as a framework for the Group's sustainability statement and applied these standards in full. This sustainability statement contains the information in accordance with § 315c of the German Commercial Code (Handelsgesetzbuch – HGB) in conjunction with §§ 289c through 289e HGB. The materiality assessment was performed in accordance with the requirements of the ESRS and thus goes beyond the requirements of German commercial law.

This sustainability statement is divided into the sections "General information," "Environment," "Social," and "Governance." When applying the ESRS, the concept of "materiality" is of utmost importance and defines the content to be included in sustainability reporting. In line with the principle of double materiality, we present our management of material impacts of our business activities on society and the environment, as well as the material risks and opportunities identified by Deutsche Telekom along its entire value chain in the following ESRS topical standards:

- ESRS E1 – Climate change
- ESRS E5 – Resource use and circular economy
- ESRS S1 – Own workforce
- ESRS S2 – Workers in the value chain
- ESRS S4 – Consumers and end-users
- ESRS G1 – Business conduct

In addition, we comply with the reporting requirements that have been mandatory since the 2021 reporting year with regard to environmentally sustainable economic activities in accordance with Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (the "EU Taxonomy").

Unless otherwise stated, all disclosures in this sustainability statement apply to the Deutsche Telekom Group (also referred to as "we" or "us").

The Supervisory Board of Deutsche Telekom AG is responsible for the review of the content of the sustainability statement. It did this with the support of Deloitte GmbH Wirtschaftsprüfungsgesellschaft (external auditor) in the form of a limited assurance engagement. The two non-financial performance indicators "energy consumption" and "CO<sub>2</sub> emissions" (Scope 1 and 2) are included as management-relevant performance indicators in the reasonable assurance engagement on Deutsche Telekom's consolidated financial statements and the combined management report. The sustainability statement engagement is based on International Standard on Assurance Engagements ISAE 3000 (revised). To avoid repetition within the combined management report, we refer to further information provided in other sections wherever relevant. References to disclosures outside of the combined management report or the consolidated financial statements constitute further information that goes beyond the legal requirements for sustainability reporting and is not subject to external audit.

#### Consideration of Deutsche Telekom AG in the sustainability statement

As the parent company, Deutsche Telekom AG is obligated in accordance with §§ 289b and 315b HGB to submit a non-financial statement and a consolidated non-financial statement and makes use of the option to combine the two reports. The disclosures that Deutsche Telekom AG is required to make in accordance with § 289c HGB are contained in the sustainability statement and are indicated as such where necessary. The information required of Deutsche Telekom AG in accordance with § 289c (2) and (3) HGB is thus part of the general disclosures and the ESRS topical standards of the sustainability statement. The transition to the ESRS is presented in the following section.

## Transition to the ESRS

In preparation for the transposition of the CSRD into national law, Deutsche Telekom applied the ESRS as framework on a voluntary basis when preparing the 2024 sustainability statement. In addition to the sector-agnostic standard “ESRS 2 – General disclosures,” the ESRS topical standards that are material for Deutsche Telekom determine the content of the report and can be allocated to the five aspects set out in § 315c (1) HGB in conjunction with § 289c (2) HGB:

## Transition to the ESRS

Aspect pursuant to § 315c (1) HGB in conjunction with § 289c (2) HGB	Reflected in ESRS topical standards	Selected content
Aspect 1 – Environmental concerns	<a href="#">ESRS E1 – Climate change</a> <a href="#">ESRS E5 – Resource use and circular economy</a>	Greenhouse gas emissions, energy efficiency, and resource use
Aspect 2 – Employee concerns	<a href="#">ESRS S1 – Own workforce</a>	Guidance and actions on the topics of working conditions, such as health and safety or social dialogue, as well as equal treatment and opportunities for all
Aspect 3 – Social concerns	<a href="#">ESRS S1 – Own workforce</a> <a href="#">ESRS S2 – Workers in the value chain</a> <a href="#">ESRS S4 – Consumers and end-users</a>	Dialogue formats, whistleblower systems, as well as protection of consumers and end-users
Aspect 4 – Respecting human rights	<a href="#">ESRS S1 – Own workforce</a> <a href="#">ESRS S2 – Workers in the value chain</a>	Processes for complying with human rights and environmental due diligence in the upstream value chain and in own business activities, labor standards at suppliers
Aspect 5 – Fighting corruption	<a href="#">ESRS G1 – Business conduct</a>	Anti-corruption and anti-bribery instruments

The aspects described in the ESRS topical standards in accordance with the requirements of the HGB are supplemented by information on strategies, actions, targets, and metrics related to the impacts, risks, and opportunities of our business activities. An overview of these impacts, risks, and opportunities can be found at the beginning of each topical standard under “[ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#).”

## Basis for preparation

The index below shows the general disclosures required by the standard ESRS 2 – General Disclosures.

## ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS 2 General Disclosures</b>	
ESRS 2 BP-1	<a href="#">General basis for preparation of the sustainability statement</a>
ESRS 2 BP-2	<a href="#">Disclosures in relation to specific circumstances</a>
ESRS 2 GOV-1	<a href="#">The role of the administrative, management, and supervisory bodies</a>
ESRS 2 GOV-2	<a href="#">Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies</a>
ESRS 2 GOV-3	<a href="#">Integration of sustainability-related performance in incentive schemes</a>
ESRS 2 GOV-4	<a href="#">Statement on due diligence</a>
ESRS 2 GOV-5	<a href="#">Risk management and internal controls over sustainability reporting</a>
ESRS 2 SBM-1	<a href="#">Strategy, business model, and value chain</a>
ESRS 2 SBM-2	<a href="#">Interests and views of stakeholders</a>
ESRS 2 SBM-3	<a href="#">Material impacts, risks, and opportunities and their interaction with strategy and business model (use of phase-in option for ESRS 2 SBM-3 para. 48e)</a>
ESRS 2 IRO-1	<a href="#">Description of the process to identify and assess material impacts, risks, and opportunities</a>
ESRS 2 IRO-2	<a href="#">Disclosure requirements in ESRS covered by the undertaking's sustainability statement</a>

## ESRS 2 BP-1 – General basis for preparation of the sustainability statement

This sustainability statement was prepared on a consolidated basis. The scope of consolidation of the companies included in the consolidated sustainability statement generally consists of Deutsche Telekom AG and its subsidiaries. Subsidiaries classified as not material from a financial perspective were analyzed in terms of their impact on society and the environment caused by our business activities, and are also not material for the sustainability statement. The sustainability statement covers both our own business activities and our upstream and downstream value chain.

When preparing the statement we did not make use of the option to omit specific pieces of information corresponding to intellectual property, know-how, or the results of innovation. We also did not omit the disclosure of impending developments or matters in the course of negotiation.

## ESRS 2 BP-2 – Disclosures in relation to specific circumstances

The following table provides an overview of the metrics we identified by means of estimates and describes the basis for preparation and the resulting level of accuracy.

### Value chain estimation

Metrics of the upstream and downstream value chain	Description of the basis for preparation	Description of the resulting level of accuracy
Scope 3 emissions and emissions factors	<p>Due to a lack of primary data, particularly in the upstream and downstream value chain, coupled with a lack of product-related emissions factors, we used estimates to determine greenhouse gas (GHG) emissions.</p> <p>Emissions factors cannot be precisely determined for each individual product, which is why we use an average value in the upstream value chain for the calculation. Because few suppliers have submitted primary data, we worked with statistical secondary data, as is customary in the industry.</p>	<p>We use only recognized sources from public bodies. Software solutions and increasingly digitalized data collection ensure a reliable calculation basis. By performing an annual comparison of the data used against the publicly available sources and the latest findings, we increase our data quality year by year. In this way, we ensure that the overall data quality continues to improve. Given the highly complex relationships in the supply chain and the difficulties involved in collecting and compiling data (life-cycle analysis), the annual assessment forms an integral part of discussions with customers and supplier selection. It includes life-cycle analyses, surveys, and updated emissions factors based on CDP data. The aim is to reduce emissions and improve the accuracy of the emissions data collected with the help of our suppliers.</p>

For more detailed information on the calculation of Scope 3 emissions, please refer to the section “[ESRS E1-6 – Gross Scopes 1, 2, 3, and total GHG emissions](#).”

The following table shows an overview of metrics that are subject to a high level of measurement uncertainty. It also indicates the sources of those measurement uncertainties.

### Sources of estimation and outcome uncertainty

Metrics that are subject to a high level of measurement uncertainty	Information on the sources for measurement uncertainty	Assumptions, approximations, and judgments on which the measurement was based
Resource inflows: optical fiber and antennas	Since data on the weight of optical fiber and antennas used is known but it is not practical to record it at the component level, we work with average values and extrapolations, and use clustering to determine weight efficiently.	We use historical average values to record data on fiber-optic cables and mobile communications antennas. For cables, these are based on data on the total length of purchased cables and the average weight per unit of length. To calculate the total weight of the antennas, we multiply the number of antennas by the average weight per unit. When collecting data for both cables and antennas, we use two weight categories in order to measure the weights of different cable and antenna types per unit as precisely as possible.
Use of sustainably sourced biological materials for the build-out and maintenance of the network infrastructure	Since manufacturers did not submit any information on this, an estimate was made based on experience from previous years. The level of accuracy of the estimate is limited. When certifying packaging, we primarily focus on responsible forestry certificates, such as the internationally recognized certificate issued by the Forest Stewardship Council (FSC).	Due to the low weight of the packaging in relation to the total weight, the proportion of biological materials used is estimated at 5 % of the total weight.
Use of recycled materials in network technology packaging, components, and materials	The level of accuracy of the estimate is considered low because no data is disclosed and the estimate is based on assumptions derived from experience in previous years.	The recycling rate for packaging is estimated at 15 % of the total weight.

The following overview shows the information that we incorporate by reference.

## Incorporation by reference

Disclosure requirement (datapoints)	Reference, section
ESRS 2 GOV-5 Risk management and internal controls over sustainability reporting (para. 36 a, b, d, e)	<a href="#">Risk and opportunity management</a>

## Governance

### ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies

The Board of Management and Supervisory Board of Deutsche Telekom AG collaborate closely for the benefit of the Company and maintain regular contact. The Board of Management coordinates the strategic direction with the Supervisory Board and works towards its implementation in the Group in accordance with applicable law and the existing opportunities for influence under company law. Local adaptations are and remain possible at our national companies. We determine a uniform strategic framework by integrating minimum standards into our Group-wide policies, such as the Code of Human Rights, wherever this is legally possible. The Board of Management and Supervisory Board discuss progress in the implementation of the strategy at regular intervals.

As of December 31, 2024, the responsibilities of the Board of Management of Deutsche Telekom AG were distributed across eight Board departments. The Supervisory Board of Deutsche Telekom AG advises the Board of Management and oversees its management of business. It is composed of 20 members: 10 represent the shareholders and 10 the employees.

The members of the Board of Management have the relevant experience to be able to perform their function. As a whole, the Board of Management is in particular to have many years of experience in the telecommunications sector, technology, innovation, finance, digitalization, human resources management, and legal and compliance affairs. Until January 26, 2025, as a rule, members of the Board of Management were not to be older than 65 years of age. No Board member is currently older than this limit. From January 27, 2025, as a rule, members of the Board of Management should not be older than 67 years of age. In view of the Group's international focus, it is our aspiration for at least one member of the Board of Management to have an international background. The Supervisory Board members also have experience that is relevant to our sector, our products, and the geographical locations where we operate. As a whole, the Supervisory Board must in particular have experience in the areas of business that are important for Deutsche Telekom, especially the fields of telecommunications and infrastructure, as well as experience with strategy, finance, control, innovation, ESG, and human resources.

The following table shows the gender diversity of the Board of Management and Supervisory Board of Deutsche Telekom AG.

### Percentage of female members on the Board of Management and Supervisory Board

%	Dec. 31, 2024	Dec. 31, 2023
Percentage of female members on the Board of Management of Deutsche Telekom AG	37.5	37.5
Percentage of female members on the Supervisory Board of Deutsche Telekom AG	45	45

According to the assessment of the shareholders' representatives on the Supervisory Board, all members on the shareholders' side (100 %) are independent within the meaning of the German Corporate Governance Code (GCGC) as of December 31, 2024.

## Composition of the Board of Management and the Supervisory Board as of December 31, 2024

Body	Members	Body	Members
<b>Board of Management</b>	Timotheus Höttges	<b>Supervisory Board</b>	Dr. Frank Appel
	Dr. Ferri Abolhassan		Odysseus D. Chatzidis
	Birgit Bohle		Eric Daum
	Srini Gopalan		Constantin Greve
	Dr. Christian P. Illek		Katja Hessel
	Thorsten Langheim		Lars Hinrichs
	Dominique Leroy		Dr. Helga Jung
	Claudia Nemat		Dagmar P. Kollmann
			Petra Steffi Kreusel
			Harald Krüger
			Kerstin Marx
			Dr. Reinhard Ploss
			Frank Sauerland
			Christoph Schmitz-Dethlefsen
			Susanne Schöttke
			Nicole Seelemann-Wandtke
			Karl-Heinz Streibich
			Margret Suckale
			Karin Topel
			Stefan B. Wintels

The Board of Management assesses, manages, and monitors the social and environmental impacts of our business activities identified in the double materiality assessment, as well as risks and opportunities. The Supervisory Board advises the Board of Management and oversees its performance of these activities. For this purpose, it has set up an Audit and Finance Committee as well as a Strategy, ESG, and Innovation Committee, among others.

The Supervisory Board of Deutsche Telekom AG is informed regularly about the corporate responsibility (CR) strategy, its implementation, and its key metrics. The Supervisory Board additionally has a number of committees. While the Audit and Finance Committee monitors the effectiveness of the internal control system and the risk management system, as well as the sustainability reporting and the audit thereof, the Strategy, ESG, and Innovation Committee addresses matters such as the Company's activities in the areas of environment, social, and governance (ESG) and the implementation of the sustainability strategy. The Board of Management of Deutsche Telekom AG adopts Group-wide sustainability-related policies and strategic objectives. It is regularly informed by representatives of the business areas about the status and progress in implementing the CR strategy and about the status of the targets and related actions. The Group Corporate Responsibility (GCR) department is a key center of competence for strategy, strategic policies and projects, functional and process-related advice, external reporting, and stakeholder management of sustainability topics. The segment heads are responsible for implementing strategy, objectives, and targets within the segments, reporting on these to the Board of Management, and fleshing out the CR strategy in line with business requirements. The management bodies of the Group companies are responsible for implementing strategy, objectives, and targets in the Group companies, reporting on them to their own segment, and also fleshing out the CR strategy.

Processes, controls, and procedures used to monitor, manage, and oversee sustainability-related impacts, risks, and opportunities are not the responsibility of only one specific position or committee in the Company. Rather, they are part of the standard process of the Group-wide risk and opportunity management system. The Group risk report, which presents the major risks, is prepared for the Board of Management on a quarterly basis. The Audit and Finance Committee of the Supervisory Board of Deutsche Telekom AG also examines this report at its meetings. In addition, the Board of Management briefs the Supervisory Board on the Group's sustainability-related impacts, risks, and opportunities.

Deutsche Telekom has established a Group-wide internal control system (ICS) to ensure the accuracy of its financial reporting. Deutsche Telekom reviews the effectiveness of all controls internally every year.

For further information on our integrated control and monitoring system, please refer to the section "[Governance and other disclosures](#)."

The Supervisory Board monitors the definition of targets related to material impacts, risks, and opportunities, and the progress in achieving these targets, by continuously monitoring and assessing them and by regularly obtaining information about progress from GCR.

Thanks to her proven enterprise in the area of ESG, in particular her responsibility for this subject area at a DAX company (including a role as Head of the Corporate Sustainability Board) and on association level (Chair of the Committee at the German Chemical Industry Association, VCI), Margret Suckale was appointed by the Supervisory Board as an ESG expert to specifically address the Group's sustainability-related topics and areas. Moreover, Ms. Suckale undergoes continuous training in the area of ESG. In addition, the Supervisory Board's Strategy, ESG, and Innovation Committee was established in the reporting year. Furthermore, GCR experts provide training to the Supervisory Board on sustainability matters. GCR also briefs the Board of Management on sustainability matters. In doing so, we take our material impacts, risks, and opportunities into account and enable our Board of Management and Supervisory Board to properly monitor sustainability matters.

#### **ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies**

The Chair of the Board of Management is responsible for GCR. GCR informs the Board of Management every quarter in the Group Performance Report about the status of the most important sustainability indicators. In addition, a deeper exchange between the members of the Board of Management about these indicators and about developments in the Group takes place in a sustainability business review. Additionally, the Global CR Board serves as a Group-wide steering committee and preparatory body for the Board of Management. GCR also regularly updates the Supervisory Board on the CR strategy and progress in implementing it, as well as on new sustainability-related requirements for the Supervisory Board.

The Board of Management of Deutsche Telekom AG and the management of the individual Group companies are responsible for implementation of and compliance with our due diligence processes. Periodic and/or event-driven internal reporting on human rights and environmental results in decision-making bodies (e.g., management bodies) is designed to ensure that informed decisions can always be made.

The Board of Management and the Supervisory Board were informed by GCR in the reporting year of the outcome of the double materiality assessment and the identified sustainability-related impacts, risks, and opportunities, and discussed these. The Supervisory Board and the Board of Management of Deutsche Telekom AG take the material impacts, risks, and opportunities into account when monitoring the strategy, the decisions of the Company on major transactions, and its risk management process by risk and opportunity management. Compromises in relation to our impacts, risks, and opportunities are only accepted if there are no breaches of the law and, at the same time, all relevant codes and sustainability targets are complied with. Deviations from the Group strategy are reported. We take corresponding actions to mitigate our negative impacts on society and the environment.

The Board of Management and Supervisory Board addressed all material impacts, risks, and opportunities during the reporting year. A list of the material impacts, risks, and opportunities can be found in the disclosure requirements for SBM-3 in the relevant topical standards.

#### **ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes**

The remuneration system for the members of the Supervisory Board is submitted to the Shareholders' Meeting of Deutsche Telekom AG for resolution whenever material changes are made, but at least every four years. The remuneration system for the members of the Board of Management is initially approved by the Supervisory Board of Deutsche Telekom AG. The Shareholders' Meeting is likewise required to approve the remuneration system for the Board of Management members whenever material changes are made, or at least every four years.

While the remuneration of the Supervisory Board members is comprised exclusively of fixed basic remuneration, committee remuneration, and meeting attendance fees, the remuneration system for the members of the Board of Management provides for basic remuneration in addition to one-year and multi-year variable remuneration components, with target achievement depending on both financial and non-financial performance indicators. In the following, we will consider only the non-financial performance indicators of the variable remuneration instruments for Board of Management members.

Please refer to the separate [Remuneration Report](#) and the [remuneration systems](#) for detailed information on the financial performance indicators of the individual remuneration components, as well as on the other remuneration components of the remuneration system for Board of Management members that are not discussed in detail here, and on the remuneration system for Supervisory Board members.



The one-year variable remuneration (Short-Term Incentive, STI) for the members of the Board of Management comprises the non-financial environmental performance indicators “energy consumption” and “CO<sub>2</sub> emissions” (Scope 1 and 2). These account for one third of the total target amount (before application of the performance factor) and are each weighted at 50 %. Since 2022, the two environmental performance indicators have also been applied for our managers (excluding T-Mobile US) and all employees not covered by collective agreements in Germany.

Before the start of a financial year, the Supervisory Board derives the target and threshold values for these performance indicators from the company planning. The 100 % target value corresponds to the budget value from the planning. The target achievement level for each target parameter can vary between 0 % and 150 %.

The energy consumption performance indicator is a record of the energy consumed in connection with the operation of our actual business model. The aim is to incentivize the members of the Board of Management to behave in a way so as to ensure that energy consumption that is harmful to the environment remains at least stable in the medium term (2027 compared with 2023, Deutsche Telekom excluding T-Mobile US). This target is supported by programs and investments in energy-saving measures for all energy sources, the optimization of infrastructure, and through the use of innovative technology components. The CO<sub>2</sub> emissions performance indicator (Scope 1 and 2) is designed to motivate the Board of Management members to sustainably promote green energy, to optimize consumption levels in buildings, and to successively convert the Group's vehicle fleet from fossil fuels to emission-free or low-emission engine types. The level of ambition and the target achievement in terms of short-term variable remuneration for both sustainability-related goals were calculated excluding T-Mobile US. This is due in part to the fact that we are forging ahead with the intensive build-out of the 5G network in rural areas of the United States, which leads to increased electricity consumption. T-Mobile US, like the Group, has covered 100 % of these electricity requirements from renewable energy sources since 2021. In addition, the Scope 1 emissions at T-Mobile US are subject to strong fluctuations due to unforeseeable natural disasters and the associated temporary use of equipment such as diesel generators to restore and back up damaged network infrastructure. Consideration should be given to the special national situation in this key market, which is why the decision was taken not to include T-Mobile US in the sustainability-related goals in respect of short-term variable remuneration. This step aims to ensure that the right incentives are set for the Board of Management toward the sustainable development of the business, while at the same time safeguarding the stability of network operations. The annual ambition for the performance indicators “energy consumption” and “CO<sub>2</sub> emissions” (Scope 1 and 2) will continue to be set, managed, and reported for the entire Group as before, including a target value for T-Mobile US.

As part of the multi-year variable remuneration for Board of Management members (Long-Term Incentive, LTI), the Supervisory Board decided to incorporate the non-financial social performance indicators of “customer satisfaction” and “employee satisfaction” in the remuneration system in addition to the financial performance indicators ROCE and adjusted earnings per share (EPS), to ensure that the Board of Management is appropriately committed to the interests of customers and employees (Deutsche Telekom excluding T-Mobile US). The LTI is designed as a share-based plan with a term of four years. At the start of the LTI plan, the participation contribution of a member of the Board of Management is converted into phantom shares of the Company and divided equally among each of the four years of the plan. The two performance indicators – customer satisfaction and employee satisfaction – each have a 25 % weighting in the LTI, and the resulting target achievement level can vary between 0 % and 150 %. Customer satisfaction is measured using the globally recognized TRI\*M method. The Supervisory Board assesses and measures employee satisfaction based on what it considers to be particularly relevant questions for the pulse surveys carried out during the year and the employee survey, which is conducted every two years.

For more information on our non-financial performance indicators for employee satisfaction (engagement score) and customer satisfaction (TRI\*M index), please refer to the section “[Management of the Group](#).”

#### ESRS 2 GOV-4 – Statement on due diligence

The following overview shows how and in which sections of the sustainability statement the main aspects and steps of the due diligence process are considered.

## Overview of the main aspects and steps of the due diligence process in the sustainability statement

Core elements of the due diligence process	Sections in the sustainability statement
Embedding due diligence in governance, strategy, and business model	ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies
	ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes
	ESRS 2 SBM-3 E1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 E5 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S2 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S4 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 G1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
Engaging with affected stakeholders in all key steps of the due diligence process	ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies
	ESRS 2 SBM-2 – Interests and views of stakeholders
	ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities
	ESRS E1-2 – Policies related to climate change mitigation and adaptation
	ESRS E5-1 – Policies related to resource use and circular economy
	ESRS S1-1 – Policies related to own workforce
	ESRS S2-1 – Policies related to value chain workers
	ESRS S4-1 – Policies related to consumers and end-users
Identifying and assessing adverse impacts	ESRS G1-1 – Business conduct policies and corporate culture
	ESRS 2 IRO-1 (including Application Requirements related to specific sustainability matters in the relevant ESRS)
	ESRS 2 SBM-3 E1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 E5 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S2 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 S4 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
	ESRS 2 SBM-3 G1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.
Taking action to address those adverse impacts	ESRS E1-3 – Actions and resources in relation to climate change policies
	ESRS E5-2 – Actions and resources in relation to resource use and circular economy
	ESRS S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
	ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions
	ESRS S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
	ESRS G1-3 – Prevention and detection of corruption and bribery
Tracking the effectiveness of these efforts and communicating	<b>Targets:</b>
	ESRS E1-4 – Targets related to climate change mitigation and adaptation
	ESRS E5-3 – Targets related to resource use and circular economy
	ESRS S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
	ESRS S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
	ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
	<b>Metrics:</b>
	ESRS E1-5 – Energy consumption and mix
	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions
	ESRS E1-7 – GHG removals and GHG mitigation projects financed through carbon credits
	ESRS E1-8 – Internal carbon pricing
	ESRS E5-4 – Resource inflows
	ESRS E5-5 – Resource outflows
	ESRS S1-6 – Characteristics of the undertaking's employees
	ESRS S1-8 – Collective bargaining coverage and social dialogue
	ESRS S1-9 – Diversity metrics
	ESRS S1-12 – Persons with disabilities
	ESRS S1-14 – Health and safety metrics
	ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)
	ESRS S1-17 – Incidents, complaints, and severe human rights impacts

## ESRS 2 GOV-5 – Risk management and internal controls over sustainability reporting

Risk management and the internal controls of sustainability reporting are part of Deutsche Telekom's risk management process. As a rule, we assess all sustainability-related risks and opportunities in our risk and opportunity management system, including those in relation to the sustainability reporting process. No such risks were identified in the reporting year. However, the internal control system includes continuous controls that address the Group-wide, IT-based collection process for ESG data from the ESRS E1, E5, and S4 topical standards.

For a more precise description of our risk management process, please refer to the section "[Risk and opportunity management](#)."

The various systems implemented by the Board of Management (in particular the internal control system and the risk and opportunity management system including the compliance management system) to record and mitigate risks work together as part of a mutually complementary control and monitoring system and are subject to review by Internal Audit.

The ICS supports the organizational implementation of the Board of Management's decisions. This includes achieving the business targets, proper and reliable accounting, and compliance with significant legal requirements and regulations. Sustainability aspects, such as sustainability reporting, which are continuously developed on the basis of regulatory requirements, are also taken into consideration.

Effectiveness is regularly reviewed applying the dual-checking principle and, depending on the risk exposure of the controls within the functional unit, across departments or (additionally) by Internal Audit. The aim is to identify control gaps and non-effective controls, in particular to analyze the impact on financial reporting and to initiate and monitor suitable countermeasures.

The ICS process is completed with a cascaded approval process, starting with the function owners in the entities and the local finance and managing directors, through to Group level. The ICS Steering Committee, with the involvement of the Group's most important function owners, then evaluates the results and makes recommendations to the Board of Management. Based on this, the Board of Management decides on the appropriateness and effectiveness of the ICS twice a year. The Audit and Finance Committee is informed in detail on the status and results of the ICS process at least three times a year and discusses the alignment of the ICS with management and the external auditors. Nevertheless, there are inherent limitations in every ICS. No control system – even if it is deemed to be appropriate and effective – can ensure that all relevant control risks are identified and are being completely and effectively addressed by means of controls.

For further information on our integrated control and monitoring system, please refer to the section "[Governance and other disclosures](#)."

## Strategy

### ESRS 2 SBM-1 – Strategy, business model, and value chain

Our Group is divided into five operating segments plus the Group Headquarters & Group Services segment, each of which we describe below.

Our Germany operating segment comprises all fixed-network and mobile business activities for consumers and business customers, including separate sales entities in Germany to allow a customer-centric sales approach. The Wholesale business delivers wholesale telecommunications services for third-party telecommunications companies.

Our United States operating segment combines all mobile activities in the U.S. market. The wireless communications portfolio comprises a variety of rate plan options for consumers and business customers, as well as mobile devices. In addition to its wireless communications services, T-Mobile US offers high-speed internet utilizing its nationwide 5G network.

Our Europe operating segment comprises all fixed-network and mobile operations of the national companies in Greece, Hungary, Poland, the Czech Republic, Croatia, Slovakia, Austria, North Macedonia, and Montenegro. In these countries, we are an integrated provider of telecommunications services. In Romania, our focus is on mobile communications. Besides traditional B2C and B2B fixed-network and mobile business, most of the national companies also offer ICT solutions for business customers.

Our Systems Solutions operating segment offers B2B ICT services in the core DACH market (Germany, Austria, and Switzerland) under the T-Systems brand. T-Systems primarily addresses the ICT growth areas of advisory, cloud services, and digitalization with a corresponding portfolio of products. Security solutions and networking are integral components of its service offering, supported by strategic partnerships.

Our Group Development operating segment actively manages entities, subsidiaries, and equity investments to grow their value while giving them the entrepreneurial freedom they need to promote their continued strategic development.

Group Headquarters & Group Services comprises all Group units that cannot be allocated directly to one of the operating segments, as well as our Board of Management department Technology and Innovation, which unites the cross-segment technology, innovation, IT, and security functions of our Germany, United States, Europe, and Systems Solutions operating segments.

For further information on our business operations and segment structure, please refer to the section “[Group organization](#).”

Of the segments presented, the Germany, United States, Europe, and Systems Solutions operating segments make a significant contribution to the Group’s sustainability performance. As the Group Headquarters, Deutsche Telekom AG exercises strategic and cross-segment management functions and provides services to other Group companies.

#### Number of employees by geographical areas

FTEs		
	Dec. 31, 2024	Dec. 31, 2023
Germany	74,550	78,600
International	123,644	121,052
<b>Total number of employees</b>	<b>198,194</b>	<b>199,652</b>
Of which: other EU member states	48,169	48,305
Of which: rest of Europe	2,105	2,174
Of which: North America	65,355	62,902
Of which: rest of world	8,015	7,672

#### Contribution of the segments to net revenue

millions of €		
	2024	2023
Germany	25,711	25,187
United States	75,046	72,436
Europe	12,347	11,790
Systems Solutions	4,004	3,896
Group Development	10	115
Group Headquarters & Group Services	2,226	2,305
Intersegment revenue	(3,575)	(3,744)
<b>Net revenue</b>	<b>115,769</b>	<b>111,985</b>

## Sustainability-related goals

No.	Goal	Scope by geographical areas
<b>1</b>	<b>Environment</b>	
<b>1.1</b>	<b>Climate change</b>	
1.1.1	We will be climate neutral in terms of our own emissions (Scope 1 and 2) by the end of 2025. To achieve this, we will reduce emissions from our own business activities by up to 95 % against the 2017 level. We will offset the remaining emissions from our CO <sub>2</sub> e footprint with high-quality carbon offsets.	Group-wide/global
1.1.2	Reduce CO <sub>2</sub> e emissions (Scopes 1 to 3) by 55 % against the 2020 level by 2030	Group-wide/global
1.1.3	By 2040, we will reduce our emissions along the entire value chain by 90 % in absolute terms compared with 2020 and achieve net zero.	Group-wide/global
<b>1.2</b>	<b>Resource use and circular economy</b>	
1.2.1	We want our technology and devices to be almost completely circular by 2030 (Deutsche Telekom excluding T-Mobile US).	Europe (incl. Germany) and global for the Systems Solutions segment
<b>2</b>	<b>Social aspects</b>	
<b>2.1</b>	<b>Own workforce</b>	
2.1.1	Increase the proportion of women in management positions to 30 % by the end of 2025	Group-wide/global
<b>2.2</b>	<b>Consumers/end-users</b>	
2.2.1	>80 million people (Beneficiaries – Digital Society ESG KPI: cumulatively in the period 2024–2027) who will benefit from Deutsche Telekom's social commitment in the Digital Society area	Group-wide/global

The following table shows the assessment of the currently most significant products and services, as well as significant markets and customer groups, in relation to Deutsche Telekom's sustainability-related goals.

### Assessment of the significant products and services, markets, and customer groups in relation to the sustainability-related goals

Customer groups	Products and services	Germany (incl. Systems Solutions)	Europe (excl. Germany; incl. Systems Solutions)	North America (incl. Systems Solutions)	Sustainability-related goal (no.)
Consumers	Mobile communications	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US), 2.2.1
	Fixed network	x	x		1.1.1, 1.1.2, 1.1.3, 1.2.1, 2.2.1
	TV	x	x	H1 2024 (discontinued)	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
Business customers: SMEs (small and medium- sized enterprises)	Mobile communications	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US), 2.2.1
	Fixed network	x	x		1.1.1, 1.1.2, 1.1.3, 1.2.1, 2.2.1
	Cloud	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
	Security	x	x	x	1.1.1, 1.1.2, 1.1.3
Business customers: L	Journey-to-Digital (standard applications, process transformation and integration, data analytics)	x	x	x	1.1.1, 1.1.2, 1.1.3
	Scalable telecommunications platforms	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
Business customers: XL	Advisory	x	x	x	1.1.1, 1.1.2, 1.1.3
	Security	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
	Digital	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
	Connectivity	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
	Productivity, e.g., UCC (Unified Communication Collaboration tools)	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US)
Public sector	Digitalization and connectivity at public institutions (e.g., local authorities and schools)	x	x	x	1.1.1, 1.1.2, 1.1.3, 1.2.1 (Deutsche Telekom excluding T-Mobile US), 2.2.1
Wholesale	Telecommunications	x	x	x	1.1.1, 1.1.2, 1.1.3
	App and IT landscapes	x			1.1.1, 1.1.2, 1.1.3

Sustainability has been a component of our corporate activities for more than two decades. We see ourselves as a responsible company and have made this part of our Group strategy. By doing so, we commit ourselves to implementing sustainability along our value chain – and to playing an important role in meeting environmental, economic, and social challenges.

Our CR strategy is derived from the Group strategy. It focuses on good governance and on four environmental and social areas in which we aim to lead by example:

1. Our strict commitment to climate-neutral business practices: We want to play a pioneering role on the way to a climate-neutral future and enable our customers and society as a whole to complete this journey together with us by 2040. We want to cut emissions by at least 90 % compared with 2020, so that we only need to offset up to 10 %.
2. Our efforts to ensure products and services are compatible with the circular economy: We want to make almost all of our technologies and terminal equipment circular across the entire value chain by 2030 (Deutsche Telekom excluding T-Mobile US).
3. Our pursuit of diversity, equity, and inclusion as well as our investments in training for our employees: We want to provide a safe, supportive environment where we promote equity among people – across all dimensions of diversity.
4. Our commitment to help shape a digital society that is based on fundamental democratic values and in which all people can participate safely, competently, and with autonomy: We want to help make the digital world a tolerant, safe space for everyone and enable society to bridge the digital divide.

Good governance is the basis of these strategic pillars. To implement this, we concentrate on a number of different but equally important aspects:

- Data protection, cybersecurity, and information security
- Compliance and risk and opportunity management system
- Application of the basic principles of digital responsibility
- Respect for human rights and the sustainable development of supply chains
- Investment based on environmental and social criteria and transparent communication about our activities relating to ecological and social sustainability
- Effective management for sustainability topics in the Group

In terms of the associated challenges, we are working on solutions to address the most important challenges. We intend to further develop and integrate them in the coming years. For us, this involves:

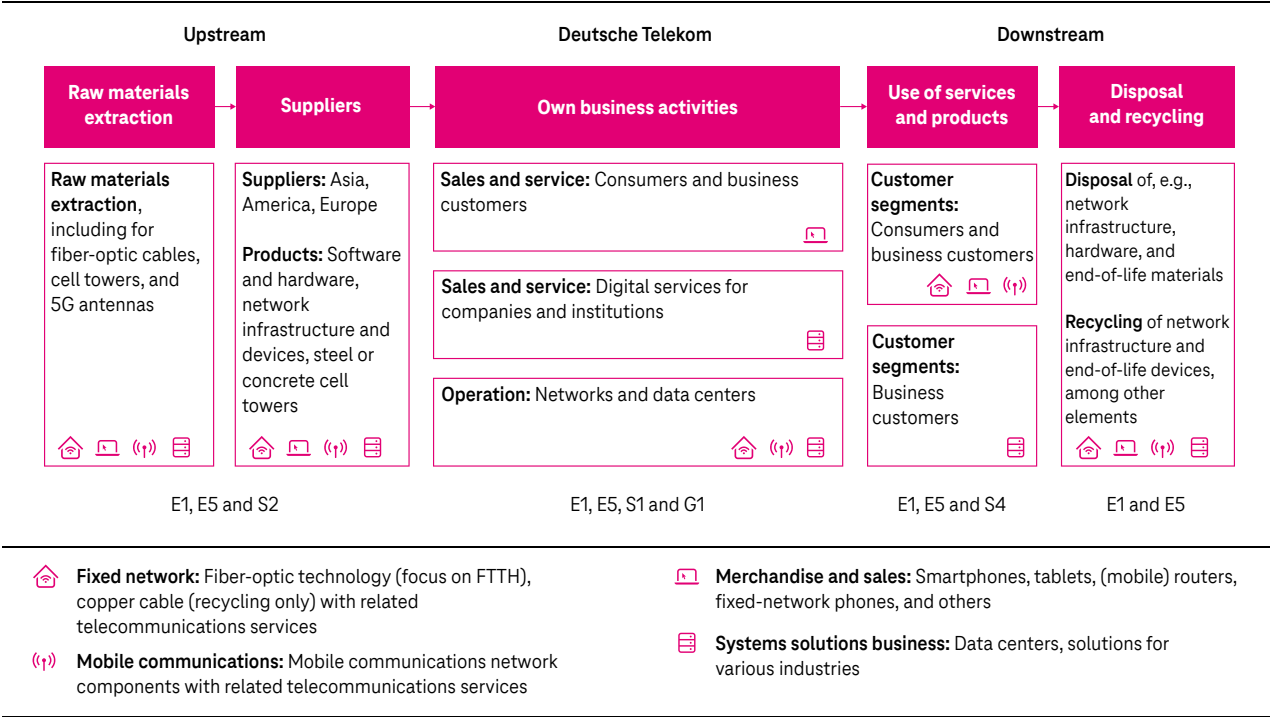
- integrated ESG management in the Group's value chain, e.g., through a project on supplier management with regard to Scope 3 emissions or by implementing a management system to meet the requirements of the German Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG),
- developing cross-industry standards for the key sustainability indicators in the value chain through collaborations, and
- enabling employees and managers to overcome specific sustainability challenges in their respective roles through the Telekom Sustainability Campus, a learning platform for digital ESG training.

We are one of the leading telecommunications companies worldwide. We have structured our business into the areas of fixed network, mobile communications, merchandise (sale of hardware for using the network), and the systems solutions business (business customers).

For further information on our business model, please refer to the sections "[Group organization](#)" and "[Group strategy](#)."

The following figure shows our value chain along our business areas, including the inputs used and outputs generated by our Company. We have considered the impacts, risks, and opportunities for the telecommunications industry as part of our double materiality assessment and examined a potential relationship with our value chain and business model. We explain material potential impacts, risks, and opportunities in the relevant topical standards.

Value chain



Our goal is to make our product portfolio increasingly sustainable. To achieve this, we take a holistic approach to resource conservation and are committed to the responsible use of resources along our entire value chain. Reusing products and materials and extending their use phase not only saves on resources, but also reduces energy consumption and emissions. By 2030, we aim to ensure that almost all of the products we bring into the market are circular. This also applies to the network technology we use. T-Mobile US does not have any formal targets for the circular economy.

For further information on our approach to the extraction of raw materials as well as disposal and recycling, please refer to the section [“ESRS E5 – Resource use and circular economy.”](#)

The most important economic actors for Deutsche Telekom are its suppliers, customers, and investors.

- **Suppliers:** For the build-out of our network infrastructure, our suppliers from the civil engineering sector and manufacturers of fixed-network and mobile devices and ICT network technology are particularly important. They provide the infrastructure services, technology, devices, and network technology required to operate and develop the telecommunications infrastructure. Deutsche Telekom works closely with its suppliers to achieve common sustainability-related goals, for example reducing emissions from CO<sub>2</sub> equivalents (CO<sub>2</sub>e) and promoting a circular economy. In addition, we have requested our suppliers of network technology and terminal equipment (Deutsche Telekom excluding T-Mobile US) to make their products and services almost completely circular by 2030. The relationship between Deutsche Telekom and its economic actors is distinguished by close cooperation on the one hand and by interdependencies on the other hand. The two sides are working to achieve common goals and promote sustainable practices.
- **Customers:** Our customer portfolio comprises consumers, business customers, the public sector, and wholesale. These customer groups use the different telecommunications services and products that Deutsche Telekom offers, such as mobile communications, fixed-network, internet, and TV services. Our relationship with our customers is shaped by our high standards in terms of service quality and customer satisfaction. We also attach great importance to the protection of their privacy and data.



- **Investors:** One of the main objectives of our finance strategy is to ensure unrestricted access to capital markets. Investors are therefore critically important to us as a company, providing the capital we need to grow, innovate, and expand. They enable us to share risks and offer strategic support and valuable networks that help us to secure our ability to obtain financing and optimize our value chain. The liquidity this provides us with is indispensable for scaling up our business model. The support received from investors thus strengthens our long-term competitiveness and sustainability, enabling us to efficiently achieve our business goals and continuously evolve.

## ESRS 2 SBM-2 – Interests and views of stakeholders

Interaction with our stakeholder groups does not only help us to find support for our concerns. It also provides input that helps us identify key trends early on. In this way, it facilitates our innovation processes. Our stakeholder groups are listed below:

- Shareholders
- Providers of debt capital
- Workers (employees, managers, members of the Board of Management, applicants and potential employees, trade union and works council members, apprentices, and students)
- “Entrepreneurs within the enterprise”
- Society (from a sustainability perspective, broken down into: customers, potential customers, end-users and their representatives, analysts, NGOs and interest groups, media, companies in the supply chain and their workforce, science, research and education, endowed chairs, business and its representatives, politics and public administration)

For further information on our stakeholder groups, please refer to the section [“Management of the Group.”](#)

We involve our stakeholder groups in our business activities. We have developed an appropriate approach to do this. It is based on the AA1000 principles developed by AccountAbility, a non-governmental organization (NGO): materiality, inclusivity, and responsiveness. In the reporting year, we continued to intensify our dialogue with employees to embed the topic of sustainability even more firmly in our internal processes, e.g., at the CR management meeting in Bonn and through regular virtual meetings with the CR network.

We organize our stakeholder engagement in three forms: participation, dialogue, and information. We use our recurring case-related relevance analysis to determine how intensively we involve our stakeholders. The more relevant a stakeholder group is to the topic or project concerned, the more intensively that stakeholder group is to be engaged. We list some examples of our active stakeholder management below:

- **Data Privacy Advisory Board:** The Data Privacy Advisory Board is an independent advisory body to Deutsche Telekom AG’s Board of Management. It advises on key data privacy and data security issues. The Advisory Board also covers aspects of digitalization, societal developments, and ethical issues. It includes members of stakeholder groups from science, business, politics, and independent organizations.
- **“Telekom hilft” (Telekom helps out):** We include customers and end-users by giving them the opportunity to ask questions and provide answers in the community, as well as to take part in discussions, read and comment on blogs on Deutsche Telekom topics, and test new Deutsche Telekom products.
- **“Telekom Ideenschmiede” (Telekom’s Ideas Forge):** Deutsche Telekom’s Ideas Forge also facilitates dialogue with customers, end-users, and interested parties and gives them the opportunity to share and assess ideas for innovations. Our employees can also submit ideas and suggestions for improvement through our idea management program.
- **Deutsche Telekom’s Municipal Advisory Board:** The board provides the framework for direct dialogue between municipalities and Deutsche Telekom. It functions as a platform for discussing ideas, interests, and expectations and for finding a rapid resolution to certain issues. The board may also invite outside experts to attend individual meetings. It consists of 14 members from municipalities and municipal umbrella organizations.
- **Dialogue with our employees:** Our employees can exchange ideas in various areas of interest through our internal communities, such as GreenPioneers, the Human-Centered Technology Community, and Telekom@School.
- **Town hall meetings:** The members of the Board of Management regularly enter into dialogue with our employees and answer questions on current topics.

The feedback we receive from our stakeholders is incorporated into the alignment of our CR activities and has an impact on the CR program.

Our approach is to address the concerns of stakeholders, if possible, where dialogue with the stakeholder takes place. The areas involved in the dialogue receive direct feedback and can incorporate this directly into the organization of their work. They are responsible for referring concerns that cannot be resolved locally to the appropriate bodies within the Group. This also applies accordingly to the specific topics that are relevant in the context of the due diligence process and the materiality assessment. If a topic proves to be of particular interest to certain stakeholders, we initiate a topic-specific response and, if necessary, develop special dialogue formats. We are also committed to respect for human rights and are dedicated to protecting them in connection with our business operations, our suppliers, and our customers at both global and regional level. Our actions are based, among others, on the relevant recognized international standards and guiding principles, which we describe in section [“ESRS S2-1 – Policies related to value chain workers.”](#) In addition, we express our commitment to this in our Code of Human Rights.

The Supervisory Board and the Board of Management of Deutsche Telekom AG were informed in the 2024 financial year about the views and interests of affected stakeholders with regard to the Company’s sustainability-related impacts in the context of the presentation of the materiality assessment.

### **ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model**

Deutsche Telekom’s material impacts on society and the environment, risks and opportunities, and their interactions with our strategy and business model are described in the relevant topical standards. There we describe in detail the ESRS topics identified as being material and report on corresponding policies, targets, actions, and metrics in conjunction with the material impacts, risks, and opportunities.

We continuously review the current and anticipated effects of the impacts, risks, and opportunities on our strategy, business model, value chain, and decision-making and their interaction and develop actions to address these. Neither the identified impacts, risks, and opportunities nor the actions taken and planned led to a change in strategy or the business model in the reporting year. Furthermore, the material risks and opportunities did not have any relevant current financial effects on our financial position, financial performance, and cash flows in the reporting year. We aim to foster change towards greater sustainability through new technologies and innovative ideas and by offering more sustainable products and services. This is our response to the effects of climate change. We always take care to comply with the due diligence process and consider all aspects for sustainable governance. The results of the recurring risk analysis pursuant to the LkSG in our own business areas and in the upstream value chain serve, for example, as a basis for deriving actions and are also integrated into corporate decision-making processes (Deutsche Telekom excluding T-Mobile US). As a company listed in the US, T-Mobile US carries out a company-specific risk assessment using its own methodology. The Company regularly reports the results to representatives of Deutsche Telekom AG, among others.

The actual and potential impacts on the different stakeholders, on which we report under ESRS S1, S2, and S4, arise from our strategy or our business model (ESRS S1) or are connected with these through the procurement of goods (ESRS S2) and our focus on the advancing network build-out (ESRS S4). All material negative impacts on the affected stakeholders that we identified in the double materiality assessment are of a systemic nature; they are not connected with individual incidents or with specific business relationships of Deutsche Telekom. In addition to reporting on how we deal with significant impacts, we also disclose information in the social topical standards on the relationship between significant risks and opportunities arising from impacts and dependencies with regard to our different stakeholders.

Deutsche Telekom’s Business Continuity Management (BCM) is a process within operational security and risk management that helps protect business processes from the consequences of damaging incidents and disruptions. By continuously analyzing, assessing, and managing risks, BCM aims to ensure the continuity of business processes and to guarantee the resilience of the Group.

In addition, Deutsche Telekom reports on its climate risk analysis taking into consideration the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in order to ensure resilience, particularly with regard to risks arising from the consequences of climate change.

For further information, please refer to the section [“ESRS E1 – Climate change.”](#)

The following table provides an overview of the impacts, risks, and opportunities covered by additional entity-specific disclosures.

### Entity-specific disclosures

Impacts, risks, and opportunities	Entity-specific disclosure	Reference
T-Systems' data centers are cooled using between around 30 % and 50 % adiabatic (evaporative) cooling systems. The remaining energy requirements are met with electricity generated from renewable sources. In addition, the growing demand for cloud-based services also requires data center services and increases energy demand.	PUE ESG KPI (Power Usage Effectiveness)	<a href="#">ESRS E1-3 – Actions and resources in relation to climate change policies</a>
Using and maintaining the networks provided by Deutsche Telekom also requires large amounts of energy.	Energy Intensity ESG KPI	<a href="#">ESRS E1-5 – Energy consumption and mix</a>
Deutsche Telekom's ongoing network build-out facilitates access to information. The ability to share opinions with a wider audience has a fundamentally positive impact on the exercise of the right to freedom of expression. The network build-out will thus also help to ensure that all people have equal opportunities to be a part of the digital society.	Community Contribution – Digital Society ESG KPI Beneficiaries – Digital Society ESG KPI	<a href="#">ESRS S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions</a>
The network build-out is helping to ensure that all people have access to Deutsche Telekom's products and services and can therefore participate in the digital society. Initiatives such as No Hate Speech also promote non-discrimination in the digital world. Our involvement in these initiatives and the changes they have achieved are shown by company-specific metrics such as the Community Contribution – Digital Society and Beneficiaries – Digital Society ESG KPIs.	Community Contribution – Digital Society ESG KPI Beneficiaries – Digital Society ESG KPI	<a href="#">ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</a>

### Impact, risk, and opportunity management

#### ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities

We performed a double materiality assessment to identify our impacts, risks, and opportunities. The objective of the double materiality analysis was, first, to identify all actual and potential material impacts on society and on the environment that are caused by our business activities and locations along the entire value chain. Second, our objective was to obtain a thorough understanding of the financial risks and opportunities for Deutsche Telekom that may arise from the responses of stakeholder groups and from climate change.

The double materiality assessment for this sustainability statement was based on extensive research with reference to studies, other publicly available information, as well as internal and external stakeholder engagement in the form of qualitative interviews.

For the double materiality assessment, the functional units addressed the disclosure requirements of all ESRS in the reporting year and considered their relevance for Deutsche Telekom's business. They also compared the maturity of the existing management systems with the requirements of the sustainability standards. The findings were used to review and update the materiality assessment from the previous year and to identify impacts, risks, and opportunities. In addition, the experts compared the results with all the datapoints required by the ESRS to ensure that all disclosure requirements had been reviewed and that Deutsche Telekom was complying with its disclosure obligations.

We considered both the negative and the positive impacts of our business activities and locations on society and on the environment and along the entire value chain. We considered factors such as the impacts on pollution, on water and marine resources, and dependencies on biodiversity and ecosystems. We then assessed our financial sustainability opportunities and risks, also considering transition risks and physical risks and opportunities connected with biodiversity and ecosystems. This process also considered systemic risks. The results were subsequently validated in an internal workshop with attendees from various functional units. They also raised the concerns of different external stakeholders whose positions they are well aware of due to their work. In this context, we conducted a biodiversity analysis that identified social and environmental impacts along Deutsche Telekom's entire value chain. Fixed-network and mobile communications infrastructure is primarily installed in built-up urban areas. In rural areas and biodiversity-sensitive areas, any intervention takes place in accordance with the national legal requirements (e.g., environmental impact assessments) and is coordinated with the local environmental authorities as required. However, our activities do not have any material impacts on these areas. Nevertheless, Deutsche Telekom attaches great importance to this topic and will continue to track it.

We made the following basic assumptions to allow us to analyze Deutsche Telekom's business activities and value chain realistically and efficiently:

- We have structured our business into the areas of fixed network, mobile communications, merchandise (sale of hardware for using the network), and the systems solutions business (business customers).
- As a service provider that generally does not manufacture products itself, we distribute the products of our suppliers. These are primarily manufacturers of mobile devices. Deutsche Telekom only has a very limited influence on the extraction of raw materials for its merchandise and does not establish a direct link between these activities and its own business model.

Our due diligence process is based on the ESRS dimensions of severity and likelihood of occurrence. Based on these criteria, we used an assessment scheme to evaluate the relevance of positive and negative actual and potential impacts. We considered the following aspects and determined the severity when assessing actual and potential impacts:

- Scale: How grave is the impact?
- Scope: How widespread is it?
- Irreversibility: How difficult is it to reverse it? (only for negative impacts)

In addition, potential impacts are assessed based on their likelihood of occurrence and the time horizon (short, medium, or long term), and we used a five-point scale for this which is based on the recommendations of the December 2023 Implementation Guidance of the European Financial Reporting Advisory Group (EFRAG). We also identified the stage in the value chain where each impact occurs or could occur.

The structure of the financial materiality assessment follows the four-level assessment logic of our established risk and opportunity management system. To determine our financial risks and opportunities, we inventoried and assessed them, allocated them to the ESRS subtopics, and identified correlations with the impacts. The risks are divided into the following categories:

- Strategic risks
- Operational risks
- Regulatory risks
- Legal and antitrust proceedings (risks only)
- Compliance risks
- Financial risks

For a more precise description of our risk management process, please refer to the section "[Risk and opportunity management](#)."

We also identified the stages of the value chain where risks and opportunities arise. Likewise, we assigned the time horizon during which they may arise for us to the risks. The two criteria we use – probability of occurrence and risk extent – are taken from the established criteria in our Group-wide risk and opportunity management. Any individual risks or opportunities that exceed GCR's internal monitoring thresholds are reported as part of the Group-wide risk and opportunity management process. In the reporting year, we continued to apply the assessment scheme from our risk and opportunity management, which is linked to our materiality processes. GCR has been using the risk and opportunity inventory since 2022 as part of the materiality assessment to track new sustainability-related risks and take the assessment scheme into account accordingly in the Group-wide risk management system.

After identifying our sustainability-related impacts, risks, and opportunities, we prioritized these on the basis of a threshold. The negative and positive impacts close to the materiality threshold are subject to internal control processes and are continuously observed to determine their potential materiality.

Responsible, appropriate management of risks and opportunities is a core component of our governance. The Board of Management has implemented systems for risk identification and mitigation, in particular the risk and opportunity management system and the internal control system, including the compliance management system. Sustainability topics are integrated into both the risk and opportunity management system and the internal control system. Both systems incorporate sustainability aspects, which are becoming increasingly important as regulatory requirements continue to evolve.

The Group-wide risk and opportunity management system covers risks and opportunities of all segments and central departments. In addition, all material risks and opportunities are measured and disclosed separately based on ESG criteria. Sustainability-related goals are also a component of the Group's risk reporting. The internal control system includes controls that address the Group-wide, IT-based collection process for ESG data from the ESRS E1, E5, and S4 topical standards.

The risk and opportunity inventory for the reporting year is based on the previous year's inventory. It was enhanced and reviewed for plausibility following the analysis of the ESRS datapoints. We used the insights gained from this to adjust and update individual ratings.

The outcome of the double materiality assessment shows that Deutsche Telekom does not have any material impacts through sites located in or near biodiversity-sensitive areas. No mitigation measures are therefore required.

#### **ESRS 2 IRO-1 E1 – Description of the processes to identify and assess material climate-related impacts, risks, and opportunities**

We calculate GHG emissions for our climate-related targets for our own energy consumption (Scope 1 and 2) as well as the energy consumption in our upstream and downstream activities along our value chain (Scope 3). We align ourselves with the internationally recognized Greenhouse Gas Protocol. Indirect GHG emissions from upstream and downstream activities make up the majority of our total emissions. Collecting this data helps us to identify ways of reducing emissions in our own business activities and also of working with our suppliers and customers to reduce emissions in our value chain through targeted actions. As part of our materiality assessment, we identified actual and potential sources of greenhouse gas emissions for our own operations and along the value chain. The main levers have been systematically analyzed.

Deutsche Telekom reports on its climate risk analysis taking into consideration the recommendations of the TCFD.

In the course of the climate risk analysis, we identified the material climate-related opportunities and risks with experts from the areas of technology, procurement, and strategy and risk management, and began weighting them on this basis. In the process, we considered the consequences for our business activities that may result from the physical impacts of the ongoing climate change. On the other hand, we analyzed the potential impacts as a result of political, technological, and social developments associated with the transition to a low-emission economy that has already begun. The analysis also involves a financial quantification of transition risks. This process was last carried out in full in 2023; in the reporting year, we reviewed the defined risks and updated the data basis for the physical climate risks.

In 2023, we analyzed selected Deutsche Telekom locations in Germany, Hungary, Greece, and Croatia with regard to their physical climate risks. The analysis included all data centers as well as critical infrastructure in the fixed network and sampling in the mobile communications network. We extended this analysis to Austria, Poland, Slovakia, the Czech Republic, and the US in 2024. The analysis thus comprises our German and international units that made up a total of 97 % of our revenue in 2023. Locations related to mobile communications, fixed networks, and data centers whose functionality has a material influence on our business activities were taken into account. In total, we analyzed more than 8 thousand sites using a recognized software platform that is based on the climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC).

The analysis comprised nine climate indices. We considered the risks for the various sites in light of two climate scenarios of the IPCC: a business-as-usual scenario (RCP 4.5/SSP2-4.5), with a global temperature increase of more than two degrees, and a four-degree scenario (RCP 8.5/SSP5-8.5).

In addition to the climate scenarios, we examined the risks in different time periods: in the reporting year for the years 2030, 2040, and 2050.

Deutsche Telekom has defined short-, medium-, and long-term time horizons based on the existing time horizons from the Group-wide risk and opportunity management system. Our intention is to ensure that climate risks are integrated into our risk and opportunity management system and that all business risk categories follow a comparable approach. We also selected a time horizon up to 2050 for the scenario analysis. On the one hand, this matches the time horizons of international agreements on climate change mitigation, such as the Paris Agreement. On the other, it corresponds to a realistic planning horizon for internal strategic planning and the useful life of classic Deutsche Telekom assets such as infrastructure components.

When assessing climate risks, we assessed the probability of occurrence and risk extent. We assessed both the physical climate risks and the transition hazards, taking into account the geographical coordinates of Deutsche Telekom's key locations. We also analyzed the upstream and downstream value chain for the transition risk assessment. Due to the prioritization of our own business activities, our upstream and downstream supply chain was not included in the physical climate risk analysis for the time being.

To identify transition opportunities and risks, we also applied the Net Zero Emissions (NZE) 2050 scenario described under “[ESRS 2 SBM-3 E-1 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#).” The process for assessing the opportunities and risks associated with climate change includes:

- identifying and quantifying the important trends
- calculating the impacts on the undertaking
- analyzing the impacts on the value chain

As part of our risk management activities, we quantify a number of risks and publish these in the questionnaire for the CDP, a tool for disclosing climate-related indicators to investors, for example. We factor the extent of the risks into our corporate planning. We also assess the applicability and benefits of management tools that we use to regularly integrate sustainable, attractive financing models, e.g., related to climate protection aspects in investment decisions.

We have not identified any assets and business activities that are incompatible with a transition to a carbon-neutral economy or that require significant effort to be compatible with a transition to a carbon-neutral economy. No critical climate-related assumptions have been used to date to measure assets and liabilities in the consolidated financial statements.

#### ESRS 2 IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The following table contains a list of the disclosure requirements that we complied with in preparing the sustainability statement, following the outcome of the double materiality assessment, as well as the disclosures required by Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation). The datapoints to be reported and hence the material information were determined using qualitative mapping based on an in-depth examination at a content level of the identified impacts, risks, and opportunities. The mapping is based on the criteria defined in para. 31 of ESRS 1. Following a comprehensive examination of our business activities and locations, we assessed the topical standards ESRS E2 – Pollution, ESRS E3 – Water and marine resources, ESRS E4 – Biodiversity and ecosystems, and ESRS S3 – Affected communities as not material. By contrast, the following topical standards were assessed as material:

#### ESRS Index

Disclosure requirement with reference

##### General information

[ESRS 2 – General Disclosures](#)

##### Environment

[Disclosures pursuant to Article 8 of Regulation \(EU\) 2020/852 \(Taxonomy Regulation\)](#)

[ESRS E1 – Climate change](#)

[ESRS E5 – Resource use and circular economy](#)

##### Social aspects

[ESRS S1 – Own workforce](#)

[ESRS S2 – Workers in the value chain](#)

[ESRS S4 – Consumers and end-users](#)

##### Governance

[ESRS G1 – Business conduct](#)

The following table contains all the datapoints that derive from other EU legislation, as listed in ESRS 2 Appendix B, and also indicates where the datapoints can be found in our report and which datapoints are assessed as “not material,” “not reported,” and “not relevant.”

#### List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Disclosure requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS 2 GOV-1	21d	Board's gender diversity	x		x			ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies
ESRS 2 GOV-1	21e	Percentage of board members who are independent			x			ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies
ESRS 2 GOV-4	30	Statement on due diligence	x					ESRS 2 GOV-4 – Statement on due diligence
ESRS 2 SBM-1	40d-i	Involvement in activities related to fossil fuel activities	x	x	x		Not relevant	–
ESRS 2 SBM-1	40d-ii	Involvement in activities related to chemical production	x		x		Not relevant	–
ESRS 2 SBM-1	40d-iii	Involvement in activities related to controversial weapons	x		x		Not relevant	–
ESRS 2 SBM-1	40d-iv	Involvement in activities related to cultivation and production of tobacco			x		Not relevant	–
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x		ESRS E1-1 – Transition plan for climate change mitigation
ESRS E1-1	16g	Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		x	x			ESRS E1-1 – Transition plan for climate change mitigation
ESRS E1-4	34	GHG emissions reduction targets	x	x	x			ESRS E1-4 – Targets related to climate change mitigation and adaptation
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x					ESRS E1-5 – Energy consumption and mix
ESRS E1-5	37	Energy consumption and mix	x					ESRS E1-5 – Energy consumption and mix
ESRS E1-5	40–43	Energy intensity associated with activities in high climate impact sectors	x					ESRS E1-5 – Energy consumption and mix
ESRS E1-6	44	ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	x	x	x			ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions
ESRS E1-6	53–55	Gross GHG emissions intensity	x	x	x			ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions

Disclosure requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS E1-7	56	GHG removals and carbon credits				x		ESRS E1-7 – GHG removals and GHG mitigation projects financed through carbon credits
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		Not reported (phase-in option)	–
ESRS E1-9	66a, 66c	Disaggregation of monetary amounts by acute and chronic physical risk/Location of significant assets at material physical risk		x			Not reported (phase-in option)	–
ESRS E1-9	67c	Breakdown of the carrying value of its real estate assets by energy-efficiency class		x			Not reported (phase-in option)	–
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		Not reported (phase-in option)	–
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the EPRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water, and soil	x				Not material	–
ESRS E3-1	9	Water and marine resources	x				Not material	–
ESRS E3-1	13	Dedicated policy	x				Not material	–
ESRS E3-1	14	Sustainable oceans and seas	x				Not material	–
ESRS E3-4	28c	Total water recycled and reused	x				Not material	–
ESRS E3-4	29	Total water consumption in m <sup>3</sup> per net revenue on own operations	x				Not material	–
ESRS 2 SBM-3 E4	16a-i		x				Not material	–
ESRS 2 SBM-3 E4	16b		x				Not material	–
ESRS 2 SBM-3 E4	16c		x				Not material	–
ESRS E4-2	24b	Sustainable land/agriculture practices or policies	x				Not material	–
ESRS E4-2	24c	Sustainable oceans/seas practices or policies	x				Not material	–
ESRS E4-2	24d	Policies to address deforestation	x				Not material	–
ESRS E5-5	37d	Non-recycled waste	x					ESRS E5-5 – Resource outflows
ESRS E5-5	39	Hazardous waste and radioactive waste	x					ESRS E5-5 – Resource outflows



Disclosure requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS 2 SBM-3 – S1	14f	Risk of incidents of forced labor	x				Not material	–
ESRS 2 SBM-3 – S1	14g	Risk of incidents of child labor	x				Not material	–
ESRS S1-1	20	Human rights policy commitments	x					ESRS S1-1 – Policies related to own workforce
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			x			ESRS S1-1 – Policies related to own workforce
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x					ESRS S1-1 – Policies related to own workforce
ESRS S1-1	23	Workplace accident prevention policy or management system	x					ESRS S1-1 – Policies related to own workforce
ESRS S1-3	32c	Grievance/complaints handling mechanisms	x					ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns
ESRS S1-14	88b, 88c	Number of fatalities and number and rate of work-related accidents	x		x			ESRS S1-14 – Health and safety metrics
ESRS S1-14	88e	Number of days lost to injuries, accidents, fatalities, or illness	x					ESRS S1-14 – Health and safety metrics
ESRS S1-16	97a	Unadjusted gender pay gap	x		x			ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)
ESRS S1-16	97b	Annual total remuneration ratio of the highest-paid individual to the median annual total remuneration for all employees	x					ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)
ESRS S1-17	103a	Incidents of discrimination	x					ESRS S1-17 – Incidents, complaints, and severe human rights impacts
ESRS S1-17	104a	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	x		x			ESRS S1-17 – Incidents, complaints, and severe human rights impacts
ESRS 2 SBM3 S2	11b	Significant risk of child labor or forced labor in the value chain	x					ESRS 2 SBM-3 S2 – Material impacts, risks, and opportunities and their interaction with strategy and business model.

Disclosure requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S2-1	17	Human rights policy commitments	x					ESRS S2-1 – Policies related to workers in the value chain
ESRS S2-1	18	Policies related to value chain workers	x					ESRS S2-1 – Policies related to workers in the value chain
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	x		x			ESRS S2-1 – Policies related to workers in the value chain
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	x					ESRS S2-1 – Policies related to workers in the value chain
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x					ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions
ESRS S3-1	16	Human rights policy commitments	x				Not material	–
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO Principles or OECD Guidelines	x		x		Not material	–
ESRS S3-4	36	Human rights issues and incidents	x				Not material	–
ESRS S4-1	16	Policies related to consumers and end-users	x					ESRS S4-1 – Policies related to consumers and end-users
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	x		x			ESRS S4-1 – Policies related to consumers and end-users

Disclosure requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S4-4	35	Human rights issues and incidents	x					ESRS S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
ESRS G1-1	10b	United Nations Convention against Corruption	x					ESRS G1-1 – Business conduct policies and corporate culture
ESRS G1-1	10d	Protection of whistleblowers	x					ESRS G1-1 – Business conduct policies and corporate culture
ESRS G1-4	24a	Fines for violation of anti-corruption and anti-bribery laws	x		x			ESRS G1-4 – Incidents of corruption or bribery
ESRS G1-4	24b	Standards of anti-corruption and anti-bribery	x					ESRS G1-4 – Incidents of corruption or bribery

## Environment

### Disclosures pursuant to Article 8 of Regulation 2020/852 (Taxonomy Regulation)

The EU Taxonomy is designed to promote investment flows from the finance sector to businesses that are involved in environmentally sustainable activities. The EU Taxonomy is therefore aimed at helping implement the European Green Deal. As a basis for this, the EU Taxonomy provides a binding definition of the environmental sustainability of activities and investments. The EU Taxonomy Regulation requires companies to report on these economic activities.

Under the EU Taxonomy Regulation, the first step is to ascertain the taxonomy-eligible economic activities of a company. These are activities that are covered by the EU Taxonomy and that therefore potentially contribute significantly to achieving the environmental objectives. The second step is to check whether these activities are taxonomy-aligned. An activity is defined as taxonomy-aligned if it meets the technical screening criteria for a significant contribution to at least one environmental objective listed in the Annexes to Delegated Regulations (EU) 2021/2139, (EU) 2022/1214, (EU) 2023/2485, and (EU) 2023/2486. At the same time, it must not do any significant harm to any of the other environmental objectives and must meet the minimum social standards (“minimum safeguards”) set out in Taxonomy Regulation (EU) 2020/852, which in particular require compliance with human and labor rights.

Deutsche Telekom is a company in the information and telecommunications industry. The following two economic activities are therefore relevant to our core business in connection with the “Climate change mitigation” (CCM) environmental objective under the EU Taxonomy:

- Data processing, hosting, and related activities (CCM 8.1)
- Data-driven solutions for GHG emissions reductions (CCM 8.2)

Additionally, we also lease devices to our customers as part of our core business, so the following economic activity, which is assigned to the “Circular economy” (CE) environmental objective, is also relevant for Deutsche Telekom:

- Product-as-a-service and other circular use and result-oriented service models (CE 5.5)

No economic activities relevant to the environmental objective “Climate change adaptation” (CCA) were identified.

The EU Taxonomy does not currently include criteria for an economic activity “Provision and operation of electronic communication networks and services.” This means that most of our business model is not yet covered by the EU Taxonomy. As a result, the EU Taxonomy does not give us an opportunity to indicate our contribution to climate change mitigation in the area of fixed and mobile network build-out and operation. We are active in various business and industry associations to ensure that relevant and appropriate criteria are added to the EU Taxonomy to reflect our core activities in the area of fixed and mobile networks. To this end, we developed a joint position paper in 2024 with industry associations including Connect Europe, GSMA, and Ecta. This paper underscores the significant contribution our sector is making to achieving Europe’s digital transformation and climate goals.

The EU Taxonomy provides a list of cross-cutting activities outside of our core business that are potentially relevant for our general business activities, such as for fleet and building management and energy production. In the 2024 financial year, Deutsche Telekom carried out the following taxonomy-eligible cross-cutting activity for the environmental objective “Climate change mitigation” (CCM) to a financially material extent:

- Transport by motorbikes, passenger cars, and light commercial vehicles (CCM 6.5)

The three tables below provide an overview of our taxonomy-eligible and taxonomy-aligned economic activities. They break the figures down into both absolute values and the applicable percentage of Deutsche Telekom’s turnover, capital expenditure, and operating expenditure.

#### Method for ascertaining taxonomy eligibility and alignment

When ascertaining the taxonomy-eligibility of economic activities, we focused on our core business activities taking cost-benefit aspects into account.

Those activities identified as taxonomy-eligible were checked individually for their taxonomy alignment. However, proof of conformity for avoiding significant harm to the environmental objective “Climate change adaptation” (CCA) was provided comprehensively for all taxonomy-eligible activities, as we manage climate risks centrally at Group level. We monitor compliance with minimum social safeguards using a Group-wide management system.

To avoid significant harm to the environmental objective “Climate change adaptation” (CCA), checking for taxonomy alignment of all of the economic activities listed above requires an analysis of potential physical climate risks. As part of our risk management, we carried out a comprehensive analysis of physical climate risks in 2023 and extended it to include the United States operating segment in 2024. The climate risk analysis was carried out using a recognized software platform based on the most recent climate scenarios defined by the Intergovernmental Panel on Climate Change (IPCC). In connection with the taxonomy-eligible activities, no significant harm to the environmental objective “Climate change adaptation” (CCA) was identified, as individual local climate risks are minimized by existing mitigation measures.

The minimum social safeguards require a management system to monitor compliance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the ILO Core Conventions and the International Bill of Human Rights. We have made an express commitment to the principles listed above. We perform human rights-related due diligence using a risk-based management system encompassing both the Group and our supply chain that we use to monitor compliance with social and environmental standards. We also maintain a process of trust-based dialogue with employees’ representatives and trade unions. To prevent corruption and safeguard fair competition, Deutsche Telekom has established a compliance management system that is aligned with the company’s risk situation and is externally certified at regular intervals.

You can find more information on the minimum social standards in the sections [“ESRS S1 – Own workforce,”](#) [“ESRS S2 – Workers in the value chain,”](#) [“ESRS S4 – Consumers and end-users,”](#) and [“ESRS G1 – Business conduct.”](#)

#### Economic activities that are relevant to turnover

The taxonomy-eligible economic activity **Data processing, hosting and related activities (CCM 8.1)** covers “Storage, manipulation, management, movement, control, display, switching, interchange, transmission or processing of data through data centers, including edge computing.” Of our Group-wide business activities, our Systems Solutions operating segment (T-Systems) comes under this sector. As well as data centers operated by T-Systems, we also included data centers operated on co-locations in the assessment. Only data centers that comply with the European Code of Conduct for Energy Efficiency in Data Centres can be considered as making a substantial contribution to climate change mitigation in accordance with the EU Taxonomy. All of the nine locations directly managed by T-Systems comply with this code. As we have not yet verified compliance with the Code of Conduct through external audits in accordance with EU Taxonomy requirements, we are classifying the data centers used for economic activity CCM 8.1 as not taxonomy-aligned in the reporting year. In addition, in accordance with the EU Taxonomy, the global warming potential of refrigerants that need to be used in data center cooling systems may not exceed a value of 675 GWP (Global Warming Potential). This criterion is currently met by one data center that was fully refurbished in 2022. The other sites currently still use industry-typical refrigerants that meet the criteria of the EU regulation on fluorinated greenhouse gases. We will make the change to taxonomy-aligned refrigerants as

part of the regular refurbishment program for our data centers. We will carry out a detailed review of the individual data centers' compliance with the criteria for preventing significant harm to the remaining environmental objectives in each case as soon as they fulfill the aforementioned climate change mitigation requirements in full.

We associate those solutions and products in the Group that, in accordance with the description in the EU Taxonomy, are “predominantly aimed at the provision of data and analytics enabling GHG emission reductions” with the economic activity **“Data-driven solutions for GHG emissions reductions” (CCM 8.2)**. These are solutions and products that have clear potential to enable users to save CO<sub>2</sub> emissions. We thus identified the following taxonomy-eligible services within our Group-wide business activities:

- Business-related video conferencing solutions (save travel-induced CO<sub>2</sub> emissions)
- Workplace and cloud solutions (increase energy efficiency by improving server utilization)
- IoT solutions (save CO<sub>2</sub> emissions)

We provide these services to a significant financial extent in the Germany operating segment, in our major national companies in the Europe operating segment, and local business units in the Systems Solutions operating segment.

The technical screening criteria require a life-cycle analysis as evidence of the taxonomy alignment of the solutions in question. This must show that a solution results in substantial greenhouse gas emission reductions both over and beyond its entire life cycle in comparison with the relevant reference solution available on the market. We understand reference solutions to be alternative solutions that would typically be used in a company in our footprint markets. This assumes that the companies are aligned with best practices. The technical screening criteria do not stipulate a specific threshold for “substantial” reductions in greenhouse gases in comparison with the reference solution. In 2022, we therefore defined a threshold based on scientific findings; greenhouse gas reductions resulting from taxonomy-eligible solutions exceeding this threshold value are thus considered “substantial.” We update the necessary life-cycle analyses on an ad hoc basis to reflect relevant technological developments and market trends. For the reporting year, we rely on the life-cycle analyses that we conducted in 2023 for business-related web conferencing solutions and for the Future Cloud Infrastructure, Open Telekom Cloud, and SAP Cloud Services cloud solutions. Deutsche Telekom also offers IoT solutions that can reduce CO<sub>2</sub> emissions. As we have not yet prepared any life-cycle analysis to demonstrate the effects of these solutions, they are reported as not taxonomy-aligned.

The taxonomy-eligible business-related web conferencing solutions were analyzed by comparing them with hybrid meetings. This provided evidence for significant greenhouse gas savings. For instance, compared with hybrid meetings, virtual-only meetings reduce greenhouse gas emissions by around 62 % (small meetings) or 32 % (large meetings).

Of the workplace and cloud solutions covered by the life-cycle analysis, the Future Cloud Infrastructure, including the SAP Cloud Services run on this infrastructure, reduced greenhouse gas emissions by around 9.7 % in comparison with decentralized data centers operated by our customers themselves. However, this effect was below the threshold value defined in the 2022 financial year. Future Cloud Infrastructure and SAP Cloud Services are hence also reported as not taxonomy-aligned for the 2024 financial year. The life-cycle analysis also found that using the Open Telekom Cloud reduced greenhouse gas emissions by 47 % compared with the reference scenario. The reference scenario is based on the assumption that our customers use their own, decentralized server infrastructure for storing and processing data rather than the cloud solution. We therefore classify the Open Telekom Cloud and all web conferencing solutions included in a life-cycle analysis as taxonomy-aligned.

For the aforementioned solutions, we exclusively use infrastructure located in Germany. The requirements for the “Transition to a circular economy” (CE) conform to current EU legislation, which we implement as part of our environment management activities at our EU sites. We also require our business partners to provide evidence that the hardware used in the data centers is actually reconditioned or recycled at the end of its service life.

We primarily record leases of devices to business customers and consumers in the Germany operating segment under the taxonomy-eligible economic activity **“Product-as-a-service and other circular use and result-oriented service models” (CE 5.5)**. By leasing new and returned used devices instead of selling them to our customers, we are enabling a longer use phase and hence making a material contribution to circular economy – including by using environmentally friendly packaging for the devices. Our climate strategy for the upstream and downstream value chain enables us to help minimize greenhouse gas emissions in connection with the manufacturing and transportation of devices. Moreover, our business partners use processes for reconditioning leased devices that do not significantly impact water bodies and biodiversity. We meet the requirements for preventing and mitigating pollution (Appendix C to Annex II of Commission Delegated Regulation (EU) 2023/2486) in part by complying with applicable EU law when manufacturing and marketing devices. This includes the EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS). Deutsche Telekom has set itself the goal of only using devices that do not contain any substances of very high concern. However, suitable technical alternatives are not yet available for all substances. In individual cases, we therefore make use of the exemptions defined in the Taxonomy criteria. We are able to verify compliance with Appendix C for the more recent generations of our devices. We therefore classify the service described above as proportionately taxonomy-aligned. Using the number

of leased and Appendix C-compliant devices, taxonomy-aligned turnover and capital expenditure were calculated as a percentage of total turnover and capital expenditure.

### Cross-cutting activities

Deutsche Telekom has a vehicle fleet that includes both company cars and service vehicles. The economic activity **“Transport by motorbikes, passenger cars, and light commercial vehicles” (CCM 6.5)** is therefore relevant as a cross-cutting activity that applies to the purchase, the lease, and the operation of vehicles of the classes M1 (passenger cars) and N1 (light commercial vehicles with a maximum weight of 3.5 t). As we are pushing forward with the transition to a fully electric fleet, especially in Germany and the EU, some of the new vehicles purchased already meet the CO<sub>2</sub> thresholds set by the EU Taxonomy. We were also able to provide evidence of the alignment of these vehicles with the other key EU Taxonomy requirements, which are based on current EU legislation for new vehicles. As the choice of tires is left to the vehicle users themselves, we could not provide evidence of the taxonomy alignment of tires for the reporting year. We therefore report capital expenditure associated with our vehicle fleet as not taxonomy-aligned.

### Calculation of the Taxonomy KPIs

Deutsche Telekom's total figures used as the basis for calculation in accordance with the EU Taxonomy in the reporting year amounted to EUR 115.8 billion in turnover (2023: EUR 112.0 billion), EUR 25.6 billion in capital expenditure (2023: EUR 24.3 billion), and EUR 0.5 billion in operating expenditure (2023: EUR 0.4 billion). The definition of turnover according to the EU Taxonomy is equivalent to net revenue in our consolidated income statement contained in the consolidated financial statements. The relevant capital expenditure was determined on the basis of the consolidated statement of financial position contained in the consolidated financial statements and is determined as the sum of additions under property, plant, and equipment, intangible assets (excluding goodwill), and right-of-use assets. It also includes additions from these assets acquired as a result of business combinations and additions recognized under non-current assets and disposal groups held for sale. In line with the EU Taxonomy requirements, the disclosures on capital expenditures do not form part of a capital expenditure (capex) plan. The EU Taxonomy defines costs that relate to building remediation measures, short-term leases, maintenance and repair, research and development, and any other direct expenditures relating to the day-to-day maintenance of property, plant, and equipment as relevant operating expenditure.

The disclosures on taxonomy eligibility and taxonomy alignment in terms of turnover, capital expenditure, and operating expenditure are directly assigned at the level of product groups to either the operation of data centers in accordance with economic activity CCM 8.1, the provision of ICT solutions in accordance with economic activity CCM 8.2, and lease of devices in accordance with economic activity CE 5.5. We do not generate any turnover with cross-cutting activities. Exclusively capital expenditure was assigned to economic activity CCM 6.5.

To avoid double counting within the meaning of the EU Taxonomy, we have almost exclusively allocated taxonomy-eligible cloud solutions from T-Systems to economic activity CCM 8.2; we report those few solutions portfolios under economic activity CCM 8.1 that are not taxonomy-eligible in accordance with economic activity CCM 8.2. The lease of devices to our customers in accordance with economic activity CE 5.5 does not overlap with the solutions that fall under economic activities CCM 8.1 and CCM 8.2. In the case of the capital and operating expenditure allocated to the cross-cutting activity CCM 6.5, a direct connection with the turnover-related economic activities reported is excluded.

As the EU Taxonomy does not yet adequately cover our core business, an aggregate view of the taxonomy eligibility of all economic activities results in very low proportions again in 2024 of turnover of 2.5 % (2023: 2.5 %), of capital expenditure of 2.2 % (2023: 2.1 %), and of operating expenditure of 29.1 % (2023: 33.2 %) for Deutsche Telekom.

The largest proportion of taxonomy-eligible turnover of 1.0 % (2023: 1.0 %) can be allotted to economic activity CCM 8.1, which comprises data processing and hosting, followed by economic activity CCM 8.2 of 0.8 % (2023: 0.8 %), to which the business-related web conference solutions make a substantial contribution. We generated relevant taxonomy-eligible turnover from the lease of terminal equipment in accordance with economic activity CE 5.5 that accounted for 0.6 % (2023: 0.6 %) of total turnover.

Economic activity CCM 8.1 also accounts for the largest proportion of taxonomy-eligible capital expenditure (1.0 %; 2023: 0.9 %). For economic activity CE 5.5 we invested 0.6 % (2023: 0.7 %) of the relevant capital expenditure. Cross-cutting activity CCM 6.5 has only a supporting function for Deutsche Telekom's core business. The taxonomy-eligible proportion here is 0.6 % (2023: 0.5 %). The largest proportion of taxonomy-eligible capital expenditure can be allotted to property, plant, and equipment (71.0 %; 2023: 76.4 %), followed by right-of-use assets (19.4 %; 2023: 15.5 %) and intangible assets (9.6 %; 2023: 8.0 %).

Economic activity CCM 8.1 accounts for the largest proportion of direct operating expenditure with 16.5 % (2023: 19.1 %). This is followed in second place by economic activity CCM 8.2 with 12.7 % (2023: 14.1 %).

In the 2024 financial year, the taxonomy-aligned proportion of all of Deutsche Telekom's economic activities was 0.5 % of turnover (2023: 0.2 %), 0.3 % of capital expenditure (2023: 0.0 %), and 0.0 % of operating expenditure (2023: 0.5 %). The taxonomy-aligned proportion of turnover results both from economic activity CE 5.5, whose taxonomy alignment we are disclosing for the first time for this reporting year in accordance with legal requirements, and from economic activity CCM 8.2. In the 2024 financial year, only economic activity CE 5.5 contributed to the taxonomy-aligned capital expenditure.

## EU Taxonomy KPIs

		Substantial contribution to environmental objectives <sup>a</sup>								Do no significant harm to environmental objectives											
Economic activities	Code	Turnover 2024	millions of €	%	Climate change miti- gation	Climate change adap- tation	Water	Pollution	Circular economy	Bio- diversity	Climate change miti- gation	Climate change adap- tation	Water	Pollution	Circular economy	Bio- diversity	Minimum safe- guards	Taxonomy aligned (A.1.) or eligible (A.2.) proportion of turn- over 2023	Category enabling activity	Category tran- sitional activity	
					Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E
A. Taxonomy-eligible activities																					
A.1. Environmentally sustainable activities (taxonomy-aligned)																					
Data-driven solutions for GHG emissions reductions	CCM 8.2	255	0.2		Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2	E		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	307	0.3		N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	-			
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1.)		562	0.5		0.2	0.0	0.0	0.0	0.3	0.0	Y	Y	Y	Y	Y	Y	Y	0.2			
of which: enabling		255	0.2		0.2	0.0	0.0	0.0	0.0	0.0								0.2	E		
of which: transitional		0	0.0		0.0													0.0		T	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																					
Data processing, hosting, and related activities	CCM 8.1	1,207	1.0		EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.0			
Data-driven solutions for GHG emissions reductions	CCM 8.2	718	0.6		EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.6			
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	399	0.3		N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.6			
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	0	0.0		EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0			
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)		2,324	2.0		1.7	0.0	0.0	0.0	0.3	0.0								2.2			
A. Turnover of taxonomy-eligible activities (A.1. + A.2.)		2,886	2.5		1.9	0.0	0.0	0.0	0.6	0.0								2.5			
B. Taxonomy non-eligible activities																					
Turnover of taxonomy non-eligible activities		112,884	97.5															97.5			
Total		115,769	100.0															100.0			

<sup>a</sup> Meaning of abbreviations: Y: Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; N: No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; EL: Eligible, taxonomy-eligible activity for the relevant objective; N/EL: Not eligible, taxonomy-non-eligible activity for the relevant environmental objective.

For further information on turnover, please refer to the [consolidated income statement](#) in the consolidated financial statements or to Note 20 “[Net revenue](#)” in the notes to the consolidated financial statements.



		Substantial contribution to environmental objectives <sup>a</sup>								Do no significant harm to environmental objectives									
	Code	Capital expenditure (capex) 2024		Climate change mitigation	Climate change adaptation <sup>b</sup>	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safe-guards	Taxonomy aligned (A.1.) or eligible (A.2.) proportion of capex 2023	Category enabling activity	Category transitional activity
				Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Economic activities																			
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																			
Data-driven solutions for GHG emissions reductions	CCM 8.2	0	0.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	75	0.3	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	-		
<b>Capex of environmentally sustainable activities (taxonomy-aligned) (A.1.)</b>		<b>75</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>0.0</b>		
of which: enabling		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0								0.0	E	
of which: transitional		0	0.0	0.0													0.0		T
<b>A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)</b>																			
Data processing, hosting, and related activities	CCM 8.1	248	1.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.9		
Data-driven solutions for GHG emissions reductions	CCM 8.2	1	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	89	0.3	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.7		
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	150	0.6	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.5		
<b>Capex of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)</b>		<b>488</b>	<b>1.9</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>								<b>2.1</b>		
<b>A. Capex of taxonomy-eligible activities (A.1. + A.2.)</b>		<b>562</b>	<b>2.2</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.6</b>	<b>0.0</b>								<b>2.1</b>		
<b>B. Taxonomy non-eligible activities</b>																			
<b>Capex of taxonomy non-eligible activities</b>		<b>25,078</b>	<b>97.8</b>														<b>97.9</b>		
<b>Total</b>		<b>25,641</b>	<b>100.0</b>														<b>100.0</b>		

<sup>a</sup> Meaning of abbreviations: Y: Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; N: No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; EL: Eligible, taxonomy-eligible activity for the relevant objective; N/EL: Not eligible, taxonomy-non-eligible activity for the relevant environmental objective.

<sup>b</sup> No economic activities that are taxonomy-eligible for the environmental objective "Climate change adaptation" (CCA) were identified in the 2024 financial year. According to Commission Notice C/2023/305 (question 18), only those economic activities must be disclosed as taxonomy-eligible for which, following a climate risk assessment, an action plan for climate change adaptation has been drawn up. This does not apply to our economic activities because the existing adaptation actions provide sufficient protection against possible climate-related hazards.

For further information on capital expenditure, please refer to Notes 6 "Intangible assets," 7 "Property, plant and equipment," 8 "Right-of-use assets" and to the section "Changes in the composition of the Group and other transactions" in the notes to the consolidated financial statements.

		Substantial contribution to environmental objectives <sup>a</sup>								Do no significant harm to environmental objectives											
Economic activities	Code	Operating expenditure (opex) 2024		Climate change mitigation	Climate change adaptation <sup>b</sup>	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safe-guards	Taxonomy aligned (A.1.) or eligible (A.2.) proportion of opex 2023	Category enabling activity	Category transitional activity		
				Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y, N, EL, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																					
A.1. Environmentally sustainable activities (taxonomy-aligned)																					
Data-driven solutions for GHG emissions reductions	CCM 8.2	0	0.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.5	E			
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	0	0.0	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	-				
Opex of environmentally sustainable activities (taxonomy-aligned) (A.1.)		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Y	Y	Y	Y	Y	Y	Y	0.5				
of which: enabling		0	0.0	0.0	0.0	0.0	0.0	0.0	0.0								0.5	E			
of which: transitional		0	0.0	0.0													0.0		T		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																					
Data processing, hosting, and related activities	CCM 8.1	78	16.5	EL	N/EL	N/EL	N/EL	N/EL	N/EL								19.1				
Data-driven solutions for GHG emissions reductions	CCM 8.2	60	12.7	EL	N/EL	N/EL	N/EL	N/EL	N/EL								13.6				
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	0	0.0	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.0				
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	0	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0				
Opex of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)		138	29.1	29.1	0.0	0.0	0.0	0.0	0.0								32.7				
A. Opex of taxonomy-eligible activities (A.1. + A.2.)		138	29.1	29.1	0.0	0.0	0.0	0.0	0.0								33.2				
B. Taxonomy non-eligible activities																					
Opex of taxonomy non-eligible activities		335	70.9															66.8			
Total		473	100.0															100.0			

<sup>a</sup> Meaning of abbreviations: Y: Yes, taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; N: No, taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; EL: Eligible, taxonomy-eligible activity for the relevant objective; N/EL: Not eligible, taxonomy-non-eligible activity for the relevant environmental objective.

<sup>b</sup> No economic activities that are taxonomy-eligible for the environmental objective "Climate change adaptation" (CCA) were identified in the 2024 financial year. According to Commission Notice C/2023/305 (question 18), only those economic activities must be disclosed as taxonomy-eligible for which, following a climate risk assessment, an action plan for climate change adaptation has been drawn up. This does not apply to our economic activities because the existing adaptation actions provide sufficient protection against possible climate-related hazards.

For further information on operating expenditure, please refer to Note 26 “Other operating expenses” in the notes to the consolidated financial statements.

## ESRS E1 – Climate change

Digitalization is changing our society. We intend to support this change and simplify people's lives. However, increasing digitalization requires large quantities of energy. We want to play a pioneering role in climate change mitigation, which is why we set climate-related targets that apply throughout the entire Group.

The following index shows the disclosure requirements relating to the topical standard “Climate change” identified by the materiality assessment.

### ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS E1 – Climate change</b>	
ESRS 2 GOV-3 E1	<a href="#">Integration of sustainability-related performance in incentive schemes</a>
ESRS E1-1	<a href="#">Transition plan for climate change mitigation</a>
ESRS 2 SBM-3 E1	<a href="#">Material impacts, risks, and opportunities and their interaction with strategy and business model</a> (use of phase-in option for ESRS 2 SBM-3 para. 48e)
ESRS 2 IRO-1 E1	<a href="#">Description of the processes to identify and assess material impacts, risks, and opportunities</a>
ESRS E1-2	<a href="#">Policies related to climate change mitigation and adaptation</a>
ESRS E1-3	<a href="#">Actions and resources in relation to climate change policies</a>
ESRS E1-4	<a href="#">Targets related to climate change mitigation and adaptation</a>
ESRS E1-5	<a href="#">Energy consumption and mix</a>
ESRS E1-6	<a href="#">Gross Scopes 1, 2, 3 and total GHG emissions</a>
ESRS E1-7	<a href="#">GHG removals and GHG mitigation projects financed through carbon credits</a>
ESRS E1-8	<a href="#">Internal carbon pricing</a>
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (use of phase-in option)

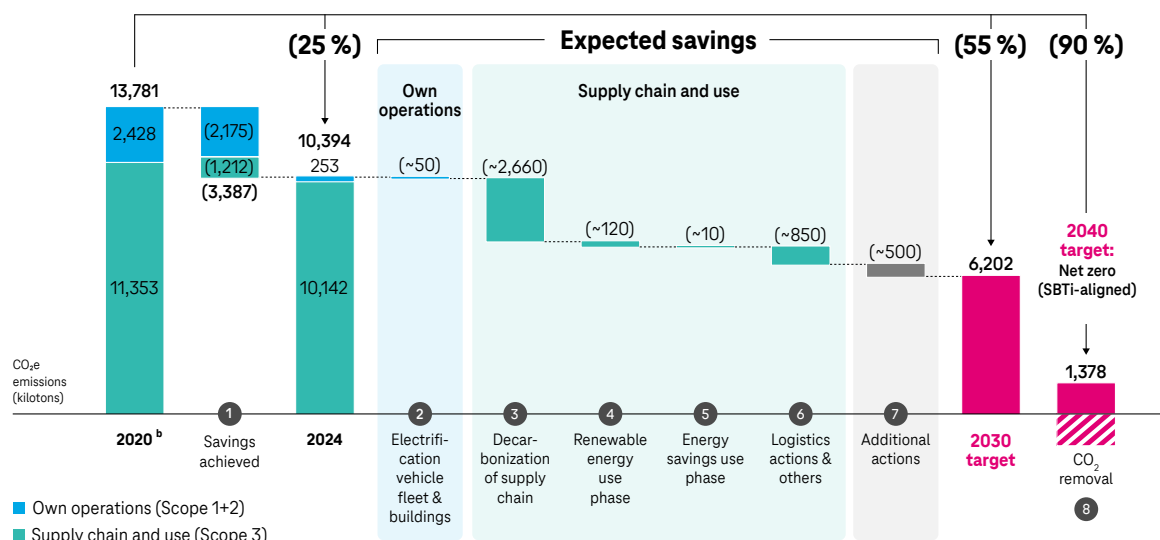
### Strategy

#### ESRS E1-1 – Transition plan for climate change mitigation

We drew up a Transition Plan that we use for internal management and planning of our emission reduction actions. It also helps us to inform our stakeholders about our journey towards net zero emissions. The Transition Plan is based on greenhouse gas emissions calculations from previous years as well as our short-, medium-, and long-term climate-related targets. The Transition Plan has been approved by Deutsche Telekom AG's Board of Management and Supervisory Board.

For more information on our GHG emission reduction targets, please refer to the section “[ESRS E1-4 – Targets related to climate change mitigation and adaptation](#).”

## Transition Plan for net zero emissions <sup>a</sup>



**1 Savings achieved and expected savings:** Savings achieved between 2020 and 2024 were 8.2 % for Scope 1 emissions and 99.3 % for Scope 2 emissions. Scope 1 emission savings are expected at approximately 50 kilotons of CO<sub>2</sub>e emissions by 2030. Savings achieved for Scope 3 emissions were approximately 10.7 % between the base year and 2024. We expect general savings of approximately 4,190 kilotons of CO<sub>2</sub>e emissions by 2030.

**2 Electrification of vehicle fleet & buildings:** Electrification and reduction of the vehicle fleet and modernization of buildings and reduction of floor space are key actions for lowering Scope 1 emissions. Using 100 % green energy and increasing the number of electric vehicles helps to reduce emissions. The number of electric vehicles rose by 1,185 in the reporting year. Scope 1 emissions were reduced by 1.4 % year-on-year in the reporting year.

**3 Decarbonization of the supply chain:** In line with our sustainable procurement strategy, a Group-wide task force is leading an initiative to reduce GHG emissions at both the supplier and product level. Our efforts in this regard are guided by our own ambitious climate targets.

**4 Renewable energy use phase:** We expect the share of renewable energy in the countries' electricity mix to increase, which will lead to emissions savings in the use phase.

**5 Energy savings use phase:** In addition to increasing the efficiency of our suppliers' end products, we are also investing in our own product development. Increasing the efficiency of products and solutions in the use phase and hence reducing emissions in the downstream value chain will be key leverage here.

**6 Logistics actions & others:** Optimizing logistics solutions for deliveries to our retail and business customers and extending product life cycles, e.g., by reusing refurbished devices, reduces our Scope 3 emissions. In addition, considering criteria for sustainable sourcing supports the concept of a circular economy, e.g., through reparability.

**7 Additional actions:** Based on the assumptions made in the reporting year, we still have a gap of 4 percentage points to close in order to achieve our 2030 climate target. In addition to the actions already taken, we will need to implement further measures in the coming financial years.

**8 CO<sub>2</sub> removal:** To achieve our goal of climate neutrality by 2040 (net zero), we will offset up to a maximum of 10 % of our remaining total emissions using high-quality carbon offsets. We use internationally recognized standards (Oxford categories IV/V) for quality assurance.

<sup>a</sup> The figures are based in part on estimates, assumptions, and projections.

<sup>b</sup> The figures for 2020 were adjusted retrospectively in the reporting year due to adjustments to methods and structures applied. Since 2023, CO<sub>2</sub> emissions (Scopes 1 and 2) have also included fugitive emissions from refrigerants and fire suppressants.

The Transition Plan sets out key starting points for our decarbonization, such as the power consumption of our networks, fuel consumption in our fleet, thermal energy consumption in buildings, reducing emissions in our suppliers' production processes, and increasing product efficiency in the use phase. The decarbonization levers in the Transition Plan are broken down by Scope 1, 2, and 3. For Scope 3 emissions, they include both upstream and downstream emissions. We describe current and planned actions to reduce GHG emissions (Scope 1, 2, and 3) in the "ESRS E1-3 – Actions and resources in relation to climate change policies" section.

The financial quantification of our reduction actions is fully taken into account in the Transition Plan. In line with our Transition Plan, we are planning operating and capital expenditures (opex and capex) of around EUR 0.3 billion in the downstream value chain for the 2025–2028 period. Increasing the efficiency of products and solutions in the use phase will create key leverage here. This relates primarily to investments in property, plant, and equipment. In the supply chain, actions are mostly concentrated in the upstream value chain. Since the actions are implemented at the suppliers, they do not require significant opex or capex on our part. With regard to Scope 1 emissions, the electrification of our vehicle fleet provides key leverage. To achieve this, we are planning with opex and capex of approximately EUR 0.2 billion for the period referred to above. T-Mobile US is not included in the quantification of our actions at the present time. The key levers for decarbonizing our business activities mentioned are not yet covered by the EU Taxonomy, which is why taxonomy-eligible economic activities make up only a small part of our Transition Plan.

For more information on the Taxonomy, please refer to the section “[Disclosures pursuant to Article 8 of Regulation 2020/852 \(Taxonomy Regulation\)](#).”

There are no locked-in GHG emissions from our key assets and products. Our data centers run exclusively on electricity generated from renewable energy sources. Fugitive GHG emissions, which may arise from leakages, ventilation systems, or other uncontrolled releases, do not jeopardize our GHG emission reduction targets and do not increase transition risks.

Due to our affiliation with the telecommunications/network technology industry, we are affected by the EU Paris-aligned Benchmarks, which are aligned with the Paris climate targets as “climate benchmarks” and are intended to create more transparency and better comparability of sustainable investments.

#### **ESRS 2 SBM-3 E1 – Material impacts, risks, and opportunities and their interaction with strategy and business model**

The table below shows the material **impacts** of our business activities on society and the environment that we have identified through the double materiality assessment.

We provide overarching information on how material impacts, risks, and opportunities interact with our strategy and business model in the “[ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)” section.

Value chain	Nature of impacts	Description	Reference to business model/strategy
<b>Climate change mitigation and climate change adaptation</b>			
Upstream	Negative (actual/short-term: <1 year)	Manufacturing and transportation of the products with relevance for Deutsche Telekom's business (including <b>software and hardware as well as fixed-network and mobile communications infrastructure</b> ) generate GHG emissions that contribute to global warming, exacerbating man-made climate change. Significant emissions are generated in the upstream supply chain, particularly in the production of components such as cables, antennas, lines, and distributors.	Connection with the business model
Own business activities	Negative (actual/short-term: <1 year)	<p><b>Operating our own sites</b> (including heating, cooling, and power supply) as well as travel using vehicles in the vehicle fleet generate emissions. Overall, however, we source more than 90 % of our total energy requirements from renewable energy sources, with only a small proportion being covered by conventional (fossil) energy generation (for example, natural gas for heating).</p> <p>Reflecting the growing supply of and demand for cloud-based services, the <b>power requirements of the data centers</b> and the associated GHG emissions are likewise rising.</p> <p>Small sections of the <b>networks</b> still require diesel generators (for example, to restore and back up damaged network infrastructure or because they are located in remote areas). In addition, civil engineering works for the network build-out are causing relevant GHG emissions that are having a significant impact on the climate.</p>	Based on the business model
Own business activities	Positive (actual/short-term: <1 year)	We conclude <b>power purchase agreements (PPAs)</b> to increase the share of renewable energy sources in the electricity mix. In addition, building data centers that are self-sufficient from an energy accounting perspective can have potentially positive impacts through the interaction of renewable generation, storage, and volatile electricity loads.	Based on the business model
Downstream	Negative (actual/short-term: <1 year)	In our European national companies, network infrastructure waste and returned devices are generally recycled, sold, or otherwise disposed of formally, and we are striving to do the same worldwide. Nonetheless, we cannot guarantee with absolute certainty that no electronic waste is exported and not recycled properly. The <b>treatment of electronic waste</b> and <b>low recycling rates</b> in the downstream value chain increase GHG emissions.	Connection with the business model
Downstream	Positive (actual/short-term: <1 year)	When physical processes are replaced by <b>online services</b> , this leads directly or indirectly to resource and carbon emission savings for business customers and individuals. Energy-efficient hosting on Deutsche Telekom's infrastructure and optimizing processes by using online services, enable customers to save energy directly or indirectly ( <b>enablement</b> ).	Connection with the business model
<b>Energy</b>			
Own business activities	Negative (actual/short-term: <1 year)	T-Systems' data centers are cooled using between around 30 % and 50 % adiabatic (evaporative) cooling systems. The <b>energy requirements</b> are met with electricity generated from renewable sources. Growing demand for cloud-based services is also leading to increased IT performance requirements and energy requirements for data centers.	Based on the business model

The following overview illustrates Deutsche Telekom's material topic-specific **risks and opportunities** and their financial effects on our financial position, financial performance, and cash flows.

Risks and opportunities that represent a top risk in the next two years are described in the "[Risk and opportunity management](#)" section.

Value chain	Risk/opportunity	Description
<b>Climate change mitigation and climate change adaptation</b>		
Own business activities	Opportunity	The growing demands of stakeholder groups, particularly investors, NGOs, and customers, may offer a strategic opportunity for more environmentally responsible behavior. The increasing expectations and demands of these groups are prompting us to make our business strategies and practices more sustainable. This also provides an incentive to develop innovative, environmentally friendly solutions, which in turn creates financial opportunities. Competitive advantages can likewise be achieved by positioning ourselves as a responsible, forward-thinking company.
Own business activities	Physical risk	The effects of climate change, e.g., extreme weather events, can lead to repair costs for network infrastructure failures, for example, due to flooding or forest fires. Insurance costs may also rise. The vehicle fleet is being gradually converted to e-mobility to adapt it to climate change and to avoid pollution and emissions. This also incurs costs.
<b>Energy</b>		
Upstream	Transition risk	Higher costs due to energy pricing may constitute a financial risk.
Upstream/own business activities	Transition risk	Financial risks may arise from increasing emissions and the associated rising costs for carbon offsets due to increased energy consumption, or from loss of reputation from missing targets in the upstream value chain and in internal processes.

We updated our climate scenario analysis in 2024 and carried out the associated resilience analysis. The scenario analysis shows that only minor physical risks apply for the majority of the Company's locations in Germany up to the year 2050. We anticipate moderate hazards at the locations of our Croatian and Hungarian national companies, for example due to heat, while in Greece, forest fires in particular represent a hazard. The most common potential physical risks facing T-Mobile US sites are related to heat stress, drought stress, and precipitation stress. We are prepared for the rising impacts of physical risks, such as changes in precipitation patterns and extreme weather variability, and have already implemented comprehensive adaptation actions. Our risk and opportunity management is based on multiple pillars: we structure our telecommunications networks with built-in resiliency. For most of our critical locations, we use uninterruptible emergency power supply systems incorporating batteries as well as mobile and stationary diesel generators. Our crisis management also helps with rapid recovery in the event of disruptions. We cover the risks of damage to buildings and to Deutsche Telekom's network infrastructure by taking out insurance policies.

We cannot guarantee absolute resilience with regard to some climate risks, such as fire or flood events. It is not possible to fully protect Deutsche Telekom's locations from these physical climate-related hazards. We therefore developed an action strategy with our Emergency Response Plan that is triggered when extreme weather events damage the network infrastructure, for example. This ensures that telecommunications networks can provide services even in the event of a crisis. The resilience analysis of physical climate risks in our own business activities focused on the overarching site types of data centers, mobile communications network, and fixed network. Material risks with a very high risk extent but a very low probability of occurrence may result from extreme weather events.

In addition, we analyzed how resilient our business model is to potential future consequences of climate change. For this we considered transition aspects, i.e., factors connected with the transition to a low-emission, climate-resilient economy. These may give rise to transition risks, e.g., as a consequence of political change or legislation. In this transitional resilience analysis, we only considered our own business activities, i.e., our data centers, mobile communications and fixed networks, and devices (smartphones, routers, etc.).

The critical assumptions for analyzing the resilience of our business model with regard to physical climate risks are based on climate scenario SSP5-8.5, which is used by the Intergovernmental Panel on Climate Change (IPCC), and for transition climate risks on the Net Zero Emissions (NZE) 2050 scenario of the International Energy Agency (IEA). The key critical assumptions are as follows:

- SSP5-8.5: This scenario results in a global temperature increase of 4°Celsius. It describes a societal development trajectory accompanied by steadily intensifying fossil fuel exploitation.
- NZE: According to the IEA's estimates, this scenario is the only one that will limit global warming to 1.5° Celsius by 2050.

When assessing risks and opportunities we considered financial effects and also included physical and transition climate risks, taking into account existing or planned adaptation and mitigation actions. This relates primarily to the implemented climate change mitigation strategy, which influences transition risk assessments, as well as to adaptation actions to mitigate negative financial effects arising from physical climate risks.

The analysis showed that Deutsche Telekom is highly resilient overall to both material transition risks and physical climate risks. This means that we are able to adapt our business model to climate change in the short, medium, and long term. We will not have to redeploy, upgrade, or decommission any of our assets, products, or services.

For further disclosures on the resilience analysis, for example, relating to the scope or the use of climate scenarios, please refer to the section “[ESRS 2 IRO-1 E1 – Description of the processes to identify and assess material climate-related impacts, risks, and opportunities](#).”

## Impact, risk, and opportunity management

### ESRS E1-2 – Policies related to climate change mitigation and adaptation

Deutsche Telekom wants to play a leading role in climate change mitigation and environmental protection in the context of its current and future business activities and is constantly defining new goals to achieve this. We underpin our commitment in our Environmental Guidance (Deutsche Telekom excluding T-Mobile US), which takes into account all relevant environmental aspects in our own business activities as well as in the upstream and downstream value chain. T-Mobile US has also implemented its own environmental policy (T-Mobile Environmental Policy) that formulates the key elements and requirements of a sustainable business policy, such as a commitment to climate change mitigation and resource conservation.

These environmental policies are part of our Group-wide CR strategy. They are publicly accessible and make our Group-wide targets and voluntary commitments transparent to all of our stakeholders. The Environmental Guidance of Deutsche Telekom (excluding T-Mobile US) is the remit of GCR, which is also responsible for the direction taken with the content of the T-Mobile Environmental Policy and thus has overall responsibility. The Group companies are required to implement the requirements set out in these policies in their business activities and to ensure that they implement any systems needed to do this, instruct their employees accordingly, and provide regular training as needed. Implementation is documented by means of the existing data collection systems and controlling processes in the national companies. We review these environmental policies annually and adapt them if one of the following conditions applies:

- change in regulatory requirements;
- change in key references and the underlying standards, such as the ISO standards or the Greenhouse Gas Protocol (GHG Protocol);
- new findings concerning existing and insufficiently addressed environmental aspects, e.g., as a result of further refinements to the sustainability strategy;
- changes in the requirements of relevant stakeholders that we identify through our stakeholder communication and various dialogue formats.

If Group companies have implemented policies that go beyond the requirements of the Environmental Guidance, we give these preference.

Among other aspects, these environmental policies consider the negative impacts of our GHG emissions (Scope 1–3) in terms of climate change mitigation and adaptation, e.g., due to the energy-intensive operation of our data centers. They also include our mitigation actions.

Deutsche Telekom’s Environmental Guidance (excluding T-Mobile US) also addresses the positive impacts associated with the extension of PPAs and the improvement in energy efficiency resulting from the modernization of our networks. In addition, it takes the climate strategy described below into account. Both are integrated into our CR strategy.

Climate-neutral business practices are one of the core elements of our overarching CR strategy. Our climate strategy focuses on the key areas of greenhouse gas emissions management, renewable energy, energy efficiency, and climate-friendly products. In addition to the climate-related targets specified in the “[ESRS E1-4 – Targets related to climate change mitigation and adaptation](#)” section, it covers actions that we describe in the “[ESRS E1-3 – Actions and resources in relation to climate change policies](#)” section.



The climate strategy is subject to a continuous review and update process to reflect changes in the market and internal requirements. In addition, Deutsche Telekom supports various internationally recognized standards and seals of quality for improving the energy efficiency of products and services – including the EU Code of Conduct for Data Centers and the Blue Angel seal in Germany – by participating in working groups to develop these further, for instance.

We have implemented a Group-wide environmental management system (EMS) for managing our environmental impacts. This is part of the Group-wide integrated QHSE (quality, health, safety, and environment) management system. The EMS covers all Group companies and is regularly certified by external auditors. The basic requirements of the system apply to all Deutsche Telekom employees. We successively integrate existing management systems and certificates outside the EMS into the Group certificate or, if they go beyond the Group EMS, adapt them to regional approaches in relation to management systems.

We take responsibility both for our own business activities and for our supply chains. We communicate our environmental and human rights-related requirements to our suppliers and outsourcing partners by means of our Supplier Code of Conduct. In signing our Supplier Code of Conduct, our suppliers are contractually obligated to comply with Deutsche Telekom's minimum sustainability requirements, as well as with statutory requirements and international standards. We regularly review the requirements for our products, services, and suppliers. Sustainability criteria are incorporated into our decisions on contract awards in tenders. Part of our sustainable procurement strategy is also contractually agreeing with our suppliers that they must increase transparency regarding GHG emissions and draw up mitigation plans.

### ESRS E1-3 – Actions and resources in relation to climate change policies

Specific actions for reducing GHG emissions result from the identified key decarbonization levers that we described under [“ESRS E1-1 – Transition plan for climate change mitigation”](#). As a general rule, the actions have 2030 as their target year or the overarching target of climate neutrality (net zero) by 2040. For Scopes 1 and 2, these include the following:

- procurement of electricity from renewable sources, with a focus on increasing coverage through PPAs and our own generation;
- energy efficiency actions by using more efficient technologies and decommissioning outdated ones;
- reducing floor space in buildings and modernizing them;
- electrification and reduction of our vehicle fleet;
- electrification of heating with heat pumps.

In line with our sustainable procurement strategy, a Group-wide task force is currently leading an initiative to reduce GHG emissions at both the supplier and product level (Scope 3). This task force plays a key role in coordinating efforts across all segments and ensures a consistent approach is taken to reducing emissions. Other Scope 3 actions include extending the life cycle of products, improving the energy efficiency of devices sold, and more sustainable sourcing of materials and packaging.

We are continually improving the energy efficiency of our data centers through a range of actions. The Power Usage Effectiveness (PUE) metric serves as an indicator for the efficiency enhancement in our data centers. We determine this metric using the method recommended by the standard DIN EN 50600 for data centers, which takes the total energy consumed by data centers into account, not just that used to operate the servers. The PUE metric is calculated using the ratio between the total electrical energy consumed by the data center and the amount of electrical energy consumed by IT. In the reporting year, the average global PUE score for our T-Systems data centers was 1.56 (2023: 1.53).

Thanks to our adequate liquidity reserves and solid investment-grade rating, we have the necessary financial flexibility and unobstructed access to the capital markets. This means that there are no factors limiting our ability to finance capital spending and implement the actions planned.

## Targets

### ESRS E1-4 – Targets related to climate change mitigation and adaptation

The figure in section “ESRS E1-1 – Transition plan for climate change mitigation” shows our climate-related targets. It also specifies the key decarbonization levers that we have identified.

Our climate-related targets are:

- 100 % of electricity from renewable energy sources Group-wide (Scope 2, market-based method). We achieved this target by the end of 2021.
- We will achieve net zero in terms of our own emissions (Scopes 1 and 2) by the end of 2025. To achieve this, we will reduce emissions from our own operations globally by up to 95 % against the 2017 level. The fact that we source Group-wide 100 % of our electricity from renewable energy sources is a major step towards achieving this target. We plan to offset the remaining emissions of our CO<sub>2</sub>e footprint through high-quality carbon offsets, for example, through reforestation.
- As an interim goal on the journey towards climate neutrality along the entire value chain, we aim to reduce CO<sub>2</sub>e emissions across Scopes 1 to 3 by 55 % in absolute terms by 2030 compared with 2020. We are in close dialogue with our suppliers to reduce emissions in the production phase through more sustainable manufacturing and to develop products that consume less energy in the utilization phase.
- By 2040 at latest, we want to achieve net zero emissions along the entire value chain – across Scope 1, 2 and 3 emissions. To achieve this, we aim to reduce total emissions by at least 90 % from a 2020 baseline; only up to 10 % may be offset.

In general, we want to offset GHG emissions that we cannot avoid, (e.g., by using renewable energy sources, improving energy efficiency or agreeing on climate-related targets with suppliers) through compensatory actions so that they are permanently removed from the atmosphere. This can be achieved, for example, through natural sinks, where greenhouse gases are absorbed by natural ecosystems. We have set ourselves the quality requirement for offsetting that we only want to use high-quality offsetting projects in accordance with Oxford category IV and V, i.e., we strive to remove carbon from the atmosphere through short- and long-lived storage.

We have developed our climate-related targets in line with current scientific and regulatory conditions. In the reporting year, the Science Based Target initiative (SBTi) once again confirmed to us that our current climate-related targets contribute to compliance with the Paris Agreement even under its new, stricter guidelines. The initiative also reviewed the baseline value. When setting our reduction targets and forecasting our progress towards them, we considered a variety of factors: expected market developments (customer figures, sales figures), technical developments in our own operations and in products, and regulatory elements (e.g., expansion of renewable energy/electricity mix).

One of the ways in which we monitor our climate-related targets is through reduction of our GHG emissions. To achieve this, several KPIs are integrated in our internal controlling process, including multi-year planning and projections during the year. Our progress is in line with our original planning. The market-based method is used for Scope 2 emissions.

We continuously evaluate new technologies and processes in terms of whether they can help the Group act more efficiently in the market and conserve essential resources. This extends to both our own product development and our collaboration with strategic suppliers and also applies in particular to our own network technologies. Going forward, artificial intelligence (AI) will increasingly be used to optimize processes. We use an AI application in 5G towers, for example.

## Metrics

The metrics in this standard are not additionally validated externally. The metrics are based in part on estimates, assumptions, and projections.

### ESRS E1-5 – Energy consumption and mix

Total energy consumption decreased year-on-year from 12,241,281 MWh to 11,925,733 MWh. In the reporting year, 7,819 MWh of energy was generated from renewable sources. We are not active in high climate impact sectors.

## Total energy consumption related to own business activities

MWh	2024	2023
Total fossil energy consumption	870,723	923,195
Consumption from nuclear sources	0	0
Total renewable energy consumption	11,055,011	11,318,086
of which: fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.	1,090	1,194
of which: consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	11,046,102	11,311,603
of which: consumption of self-generated non-fuel renewable energy	7,819	5,288
<b>Total energy consumption</b>	<b>11,925,733</b>	<b>12,241,281</b>

The disclosures are based on data reported by our operating segments. This data comes from consumption bills and figures supplied by local utilities. If it was not available in due time, projections were made to extrapolate consumption levels without precise consumption figures based on information about the significant consumers. Consumption data from the previous year and the relevant prior periods as well as additional information about adjustments to energy requirements were used for these calculations. All renewable electricity certificates are validated by an authorized or accredited certification authority.

We measure progress in improving energy efficiency through network modernization by means of the Energy Intensity ESG KPI. This KPI puts our energy consumption in relation to the transmitted data volume. Using data volume as a denominator makes it possible to create a direct link to the performance of our networks. This takes into account the data volume transported between our customers and the relevant service providers. Any multiple counting of a package across multiple sections of our networks is avoided by various assumptions, such as by limiting it to the first entry into the base network. The numerator of the KPI takes into account the total energy consumption of all energy sources – electricity, fuel, gas, and district heating. In the reporting year, energy consumption relative to IP data volume was approximately 56 kWh/terabyte (2023: 70 kWh/terabyte). The KPI is relevant because large quantities of energy are needed to operate and maintain the networks.

## Energy Intensity ESG KPI

$$\frac{\begin{array}{c} \text{Energy consumption} \\ \text{millions of kWh} \\ 11,926 \end{array}}{\begin{array}{c} 211 \\ \text{IP data volume} \\ \text{millions of terabytes} \end{array}} = \begin{array}{c} \mathbf{56} \\ \text{ENERGY} \\ \text{INTENSITY} \\ \text{kWh/terabyte} \end{array}$$

## ESRS E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions

We present our Scope 1–3 GHG emissions in a standardized format to make them comparable. To that end, emissions are converted into metric kilotons of CO<sub>2</sub> equivalents (CO<sub>2</sub>e). Breaking down the GHG emissions along our value chain gives us an overview of the points in the value chain where the majority of them occur.

The factors that influence gross GHG emissions are regularly reviewed. We document any changes or additions in our Emission Calculation Manual. We communicate any significant changes that affect the annual comparability of our GHG emissions. We use the following sources of emission factors in our calculations: Department for Environment, Food and Rural Affairs (DEFRA) (2024), International Energy Agency (IEA) (2021/2024), United States Environmental Protection Agency (EPA) (2024), ecoinvent version 3.10, CDP (2024), the German heat and power association (AGFW) (2023), and World Resources Institute (WRI) (2015).

We apply the market-based and location-based methods to calculate GHG emissions, particularly in relation to usage of electricity. The market-based method considers specific emissions factors of the electricity suppliers that an entity actually uses. The location-based method uses average emissions factors for the geographical location in which the electricity is consumed. Our GHG emissions are largely generated by the vehicle fleet, fossil fuels, and district heating. We differentiate between the two methods, thereby adhering to the GHG Protocol Scope 2 Guidance. We disclose market-based and location-based emissions as CO<sub>2</sub> equivalents (CO<sub>2</sub>e). We calculate Scope 1 and 2 emissions as well as Scope 3 emissions based on the GHG Protocol. We derive the latter from direct supplier data as well as from indirect statistical data.

From Deutsche Telekom's perspective, the market-based approach is the leading method in non-financial reporting. We use this method to calculate emissions with a specific emissions factor (provider factor) per company. This factor depends on a company's actual energy procurement (electricity mix); procuring renewable energy (direct purchase, certificates) has a decreasing effect on emissions.

For the location-based method, we always use the IEA emissions factors for the country in question (country mix factor). A company's actual energy procurement (electricity mix), including the procurement of renewable energy that goes beyond the country mix, is not taken into account.

### Gross Scopes 1, 2, 3 and total GHG emissions

t CO<sub>2</sub>e

	2024	2023
<b>Scope 1 and 2 (market-based)</b>	<b>252,568</b>	<b>257,559</b>
of which: t CO <sub>2</sub> e emissions Scope 1	236,355	239,602
of which: t CO <sub>2</sub> e emissions Scope 2 (market-based)	16,212	17,957
t CO <sub>2</sub> e emissions Scope 2 (location-based)	4,002,218	3,979,565
<b>t CO<sub>2</sub>e emissions Scope 3 (total)</b>	<b>10,141,734</b>	<b>10,360,124</b>
of which: t CO <sub>2</sub> e emissions Scope 3 (upstream)	7,720,301	7,750,868
of which: t CO <sub>2</sub> e emissions Scope 3 (downstream)	2,421,432	2,609,256
<b>Total t CO<sub>2</sub>e emissions Scopes 1–3 (location-based)</b>	<b>14,380,307</b>	<b>14,579,291</b>
<b>Total t CO<sub>2</sub>e emissions Scopes 1–3 (market-based)</b>	<b>10,394,301</b>	<b>10,617,683</b>

The figures for 2023 were adjusted retrospectively in the reporting year due to changes in methods and structures applied. Since 2023, CO<sub>2</sub> emissions (Scopes 1 and 2) have also included fugitive emissions from refrigerants and fire suppressants. Excluding these fugitive emissions, CO<sub>2</sub> emissions would have amounted to 206 kt CO<sub>2</sub>e in 2024 (2023: 217 kt CO<sub>2</sub>e).

Scope 1 biogenic emissions from the incineration of organic materials amount to 299 metric tons of CO<sub>2</sub>e. The IEA factors we use do not allow for any breakdown by biogenic emissions, so the Scope 2 "location-based" figures do not include any additional biogenic emissions from electricity consumption.

Our Scope 1–3 GHG emissions can be broken down as follows:

### CO<sub>2</sub>e emissions (Scope 1–3)<sup>a</sup>

	74.27 % (7,720 kt)	2.27 % (236 kt)	0.16 % (16 kt)	23.3 % (2,421 kt)
<b>■ Scope 3 emissions from upstream activities:</b> Upstream transportation and distribution, purchased goods and services, capital goods, waste generated in operations, fuel- and energy-related activities, business travel, and employee commuting.				
<b>■ Scope 1 emissions from Deutsche Telekom's own activities:</b> Primary energy requirements for operation of Deutsche Telekom's systems, buildings, and vehicles.				
<b>✂ Scope 2 emissions from energy procured:</b> Generation of electricity and district heating/cooling procured by Deutsche Telekom. Renewable energy certificates are taken into account when Scope 2 emissions are determined.				
<b>✂ Scope 3 emissions from downstream activities:</b> Transportation of products sold to the customer, use of sold or leased products, and disposal and recycling of sold products.				

<sup>a</sup> As per the definition, operational control over a company, location, an establishment, or asset requires the undertaking to have the ability to control the operational activities and relationships. Based on our business models and investments, we did not identify any operational control over non-controlling interests. For this reason, the information is not broken down by the companies in which we have investments.

Scope 3 emissions declined from 10.4 million metric tons of CO<sub>2</sub>e to around 10.1 million metric tons of CO<sub>2</sub>e compared with the prior year. The vast majority of the Scope 3 emissions were generated in the categories of the manufacturing of products and components (in particular of devices and network technology) and from the use of our products and services (e.g., sold or leased fixed-network and mobile phones, routers, and media receivers) by our customers. The proportion of emissions calculated using primary data from suppliers was approximately 60 % in 2024. This is predominantly CDP data for the categories of purchased goods and services and capital goods, plus disposal company information for the category of waste generated in operations.

### Gross Scope 3 GHG emissions

t CO<sub>2</sub>e

	2024	2023
<b>Indirect emissions (upstream)</b>	<b>7,720,301</b>	<b>7,750,868</b>
of which: purchased goods and services	3,901,195	4,128,589
of which: capital goods	2,143,915	2,150,032
of which: fuel- and energy-related activities	313,079	275,285
of which: upstream transportation and distribution	1,048,758	807,772
of which: waste generated in operations	17,994	41,776
of which: business travel	58,107	63,592
of which: employee commuting	237,253	283,821
<b>Indirect emissions (downstream)</b>	<b>2,421,432</b>	<b>2,609,256</b>
of which: Transportation of products sold to customers	294,935	421,066
of which: use of sold products	1,258,060	1,299,516
of which: disposal and recycling of sold products	34,644	39,247
of which: downstream leased assets	795,914	814,588
of which: investments	37,879	34,838

The figures for 2023 were adjusted retrospectively in the reporting year due to changes in methods and structures applied. Since 2023, CO<sub>2</sub> emissions (Scopes 1 and 2) have also included fugitive emissions from refrigerants and fire suppressants.

Scope 3 GHG emission categories comprise all indirect GHG emissions that occur in a company's value chain, both upstream and downstream. These categories are described in the GHG Protocol and comprise 15 specific types of emissions ranging from the production of raw materials up to the use and disposal of the products. Deutsche Telekom does not cover category 8 "Upstream leased assets," category 10 "Processing of sold products," and category 14 "Franchises" because these are not relevant for our business model.

The following overview shows the reporting boundaries, calculation methods, and calculation tools based on the categories of Scope 3 GHG emissions in the GHG Protocol.

### Calculation background to the categories of Scope 3 GHG emissions

Scope 3 GHG emissions category	Description
1. Purchased goods and services	Emission factors per euro, which are based on our suppliers' Scope 1–3 emissions data divided by their total revenue, are taken from CDP questionnaires and multiplied by the order volume in the relevant procurement categories.
2. Capital goods	Similar procedure to Scope 3 category 1.
3. Fuel- and energy-related activities	The emissions were calculated by certification company SGS based on our energy consumption. Emissions factors were calculated based on data from the ecoinvent database (v3) and the guidelines of the Federal Association for Freight Forwarding and Logistics Germany (Bundesverband Spedition und Logistik – DSLV).
4. Upstream transportation and distribution	The approach for calculating the corporate carbon footprint takes into account in this category the GHG emissions caused by the upstream transportation of purchased goods and capital goods, including purchased devices. Emissions are calculated based on estimates of the proportion of product/service costs that are attributable to transportation costs. The respective share of the procurement volume is multiplied by the weighted average emissions factor of our logistics service providers (similar to the calculation of categories 1 and 2).
5. Waste generated in operations	The calculation includes all waste produced during the reporting year and the annual generation of wastewater. Datasets from ecoinvent for waste treatment were used to calculate emissions.
6. Business travel	The actual data for business travel is tracked. Traffic-specific emissions factors are used to calculate the GHG emissions. The emissions factors applied for the different modes of transport are taken from the ecoinvent database. Emissions from hotel accommodation are also included in the stated figure.
7. Employee commuting	The calculation is based on Group-wide queries on employees' commuting patterns. Remote working emissions are also included here in some parts of the Group.

Scope 3 GHG emissions category	Description
8. Upstream leased assets	Category 8 emissions are not relevant to Deutsche Telekom.
9. Transportation of products sold to customers	Emissions from our customers' shop visits are reported under category 9. To calculate these emissions, we multiply the number of shop visits (based in part on extrapolations) by the average distance traveled and by an emissions factor for passenger transportation based on a study.
10. Processing of sold products	Category 10 emissions are not relevant to Deutsche Telekom.
11. Use of sold products	Direct emissions in the use phase were calculated by determining product-specific energy consumption and the average energy mix in the relevant countries. The number of devices sold in each device category (e.g., smartphones or routers) is multiplied by the average annual power consumption (based on average product usage) for the relevant device category per country, and the result is then multiplied by the average product life cycle (e.g., three years) and the country-specific electricity grid mix factor.
12. End-of-life treatment of sold products	The emissions calculation includes the average end-of-life emissions for each device sold, which are mainly taken from internal and external product carbon footprint studies. The number of devices sold is multiplied by the average end-of-life emissions per device.
13. Downstream leased assets	The number of pieces of equipment leased to end customers (in particular routers and TV set-top boxes) was multiplied by the corresponding energy consumption of the products used and the average country-specific emissions factor for electricity. The same energy consumption data was used as in category 11. Only the emissions from the use phase were considered. All devices leased to end customers in the reporting year were factored into the calculation. Life cycle assessments were prepared for T-branded devices.
14. Franchises	Category 14 emissions are not relevant to Deutsche Telekom.
15. Investments	We began to report emissions in this category in 2022. The carbon emissions of our largest financial assets were multiplied by our ownership percentage according to the published Scope 1 and Scope 2 emissions.
16. Other Scope 3 emissions in the upstream value chain	All upstream GHG emissions were recorded in the existing eight upstream categories in accordance with the GHG Protocol.
17. Other Scope 3 emissions in the downstream value chain	All downstream GHG emissions were recorded in the existing seven downstream categories in accordance with the GHG Protocol.

We are not aware of any biogenic CO<sub>2</sub>e emissions from the incineration or bio-degradation of biomass in our upstream and downstream value chain. Furthermore, we are not releasing CO<sub>2</sub>e emissions or other types of greenhouse gases from life cycles of biomasses that would be relevant for the calculation of our Scope 3 emissions.

We report the Carbon Intensity ESG KPI based on revenue. The numerator of the KPI takes into account total CO<sub>2</sub>e emissions (Scopes 1–3) for all energy sources – electricity, fuel, gas, and district heating. Location-based carbon intensity in the reporting year was 124 metric tons of CO<sub>2</sub>e/€ million. Market-based carbon intensity was 90 metric tons of CO<sub>2</sub>e/€ million.

For information on net revenue, please refer to the “[Consolidated income statement](#)” in the consolidated financial statements and to note 20 “[Net revenue](#)” in the notes to the consolidated financial statements.

## Total GHG emissions, disaggregated by Scopes 1 and 2, and significant Scope 3 emissions

t CO<sub>2</sub>e

	Retrospective				Milestones and target years			
	2020	2023	2024	Change against prior year %	2025	2030	2040	Annual % of target/ Base year %
<b>Scope 1 GHG emissions</b>								
Gross Scope 1 GHG emissions	257,360	239,602	236,355	(1.4)	235,000			
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	n.a.	n.a.	n.a.	n.a.				
<b>Scope 2 GHG emissions</b>								
Gross Scope 2 GHG emissions (location-based)	4,815,423	3,979,565	4,002,218	0.6				
Gross Scope 2 GHG emissions (market-based)	2,170,492	17,957	16,212	(9.7)	17,000			
<b>Significant Scope 3 GHG emissions</b>								
Total gross indirect Scope 3 GHG emissions	11,353,367	10,360,124	10,141,734	(2.1)	9,873,000			
1. Purchased goods and services	4,023,919	4,128,589	3,901,195	(5.5)				
2. Capital goods	2,616,439	2,150,032	2,143,915	(0.3)				
3. Fuel- and energy-related activities	692,796	275,285	313,079	13.7				
4. Upstream transportation and distribution	1,226,450	807,772	1,048,758	29.8				
5. Waste generated in operations	33,284	41,776	17,994	(56.9)				
6. Business travel	17,996	63,592	58,107	(8.6)				
7. Employee commuting	209,451	283,821	237,253	(16.4)				
8. Upstream leased assets	n.a.	n.a.	n.a.	n.a.				
9. Transportation of products sold to customers	315,588	421,066	294,935	(30.0)				
10. Processing of sold products	n.a.	n.a.	n.a.	n.a.				
11. Use of sold products	1,038,634	1,299,516	1,258,060	(3.2)				
12. End-of-life treatment of sold products	42,534	39,247	34,644	(11.7)				
13. Downstream leased assets	1,053,875	814,588	795,914	(2.3)				
14. Franchises	n.a.	n.a.	n.a.	n.a.				
15. Investments	82,401	34,838	37,879	8.7				
<b>Total GHG emissions</b>								
Total GHG emissions (location-based)	16,426,150	14,579,291	14,380,307	(1.4)				
Total GHG emissions (market-based)	13,781,219	10,617,683	10,394,301	(2.1)	10,125,000	6,202,000	1,378,000	4.5

Individual values are not shown in the table because our planning is performed at an aggregated level. The figures for 2020 and 2023 were adjusted retrospectively in the reporting year due to changes in methods and structures applied. Since 2023, CO<sub>2</sub> emissions (Scopes 1 and 2) have also included fugitive emissions from refrigerants and fire suppressants. Excluding these fugitive emissions, CO<sub>2</sub> emissions would have amounted to 206 kt CO<sub>2</sub>e in 2024 (2023: 217 kt CO<sub>2</sub>e).

### ESRS E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

We did not carry out any offsetting activities in 2024 within our own business activities with regard to GHG removals and GHG mitigation projects financed through carbon credits. The focus in the reporting year was on projects and actions for actually reducing GHG emissions.

In addition, we purchased carbon credits to further reduce emissions outside our value chain, in particular to offset internal events. The total amount of carbon credits outside our value chain that were verified against recognized quality standards and canceled in the reporting period is 35,167 metric tons of CO<sub>2</sub>e. Of the carbon credits from removal projects, 25,000 metric tons of CO<sub>2</sub>e are attributable to biogenic sinks and 8,000 metric tons of CO<sub>2</sub>e are attributable to technological sinks.

The following table provides an overview of the canceled carbon credits and lists, for example, the different standards that we have selected for our portfolio. These standards guarantee the integrity and credibility of the emission reductions and ensure that the credits meet international requirements.

#### Carbon credits canceled in the reporting year

%		2024
Share from removal projects		6.2
Share from reduction projects		93.8
Recognized quality standard: Verra		51.2
Recognized quality standard: Gold Standard		48.8
Share from projects within the EU		2.8
Share of carbon credits that qualify as corresponding adjustments		97.2
<b>Total</b>	t CO <sub>2</sub> e	<b>35,167</b>

#### Carbon credits planned to be canceled in the future

t CO <sub>2</sub> e		Amount until 2028
<b>Total</b>		<b>625,340</b>

Of the carbon credits from removal projects from 2025 to 2028, 455,140 metric tons of CO<sub>2</sub>e are attributable to biogenic sinks and 170,200 metric tons of CO<sub>2</sub>e are attributable to technological sinks. The total amount of carbon credits outside the value chain planned to be canceled and that are based on contractual agreements is 625,340 metric tons of CO<sub>2</sub>e. This figure does not include T-Mobile US, as the contracts will not be concluded until 2025.

#### ESRS E1-8 – Internal carbon pricing

In the reporting year, internal carbon pricing systems were only used at T-Mobile US. Specifically, these are shadow prices that are used in activities related to capital expenditures, in procurement, and in operations. T-Mobile US's internal CO<sub>2</sub>e price is calculated based on the cost of acquiring guarantees of origin for electricity from renewable sources (renewable energy certificates – RECs) for the 2023 calendar year. The figure was calculated using the Emissions & Generation Resource Integrated Database (eGRID) sub-regional file for 2022 so as to ensure accurate emissions factors. The internal CO<sub>2</sub>e price applied was USD 7.33/t CO<sub>2</sub>e. The internal CO<sub>2</sub>e price is used to ensure an accurate assessment of the financial effects of reducing CO<sub>2</sub>e emissions, alongside other project costs and benefits. Savings in RECs costs achieved through lower energy consumption are also taken into account. By evaluating the cost of purchasing renewable energy, T-Mobile US can identify opportunities for cost savings. This pricing approach underpins our strategy of reducing Scope 2 emissions by prioritizing the reduction of energy consumption and investing in energy-efficient technologies. 100 % of T-Mobile US' Scope 2 emissions are covered through the internal CO<sub>2</sub>e pricing mechanism. In 2024, T-Mobile US' location-based Scope 2 emissions amounted to 2,633,330 metric tons of CO<sub>2</sub>e.

T-Mobile US' internal CO<sub>2</sub>e price is based on the RECs costs and is used to assess the financial effects of energy consumption and emission reduction, but not to measure assets or determine residual value.

#### ESRS E5 – Resource use and circular economy

We are committed to responsible use of resources along our entire value chain. In addition to conserving and avoiding resources, we aim to make products and materials as durable as possible and to ensure they are returned into circulation at the end of their lifetimes. By means of longer use phases and reusing, we are able to not only save on resources, but also to reduce energy use and emissions, thus contributing to climate change mitigation.



The following index shows the disclosure requirements relating to the topical standard “Resource use and circular economy” identified by the materiality assessment.

## ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS E5 – Resource use and circular economy</b>	
ESRS 2 SBM-3 E5	<u>Material impacts, risks, and opportunities and their interaction with strategy and business model</u> (use of phase-in option for ESRS 2 SBM-3 para. 48e)
ESRS 2 IRO-1 E5	<u>Description of the processes to identify and assess material impacts, risks, and opportunities</u>
ESRS E5-1	<u>Policies related to resource use and circular economy</u>
ESRS E5-2	<u>Actions and resources in relation to resource use and circular economy</u>
ESRS E5-3	<u>Targets related to resource use and circular economy</u>
ESRS E5-4	<u>Resource inflows</u>
ESRS E5-5	<u>Resource outflows</u>
ESRS E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities (use of phase-in option)

## Strategy

### ESRS 2 SBM-3 E5 – Material impacts, risks, and opportunities and their interaction with strategy and business model

The table below shows the material **impacts** of our business activities on society and the environment that we have identified through the double materiality assessment.

We provide overarching information on how material impacts, risks, and opportunities interact with our strategy and business model in section “[ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#).”

Value chain	Nature of impacts	Description	Reference to business model/ strategy
<b>Resource inflows, including resource use</b>			
Upstream	Negative (actual/short-term: <1 year)	We procure large quantities of products and components for the maintenance and build-out of fixed-network and mobile communications infrastructure (primarily for antenna or fiber-optic build-out). These <b>resource inflows for the network build-out</b> are associated with negative impacts on the depletion of non-renewable resources and the use of renewable resources.	Based on the business model
Downstream	Positive (actual/short-term: <1 year)	Through <b>new business models</b> such as leasing or selling refurbished technical equipment, we can have a positive impact. A leasing model for fixed-network equipment, for example, will help us achieve circular economy targets. With these models we minimize resource inflows and avoid the use of new materials. We also sell used network components through third parties to extend product life cycles.	Connection with the business model
<b>Waste</b>			
Own business activities and downstream	Negative (actual/short-term: <1 year)	The <b>construction and operation of office buildings</b> , which we need to provide our services, generates waste. The construction and operation of <b>data centers</b> also generates waste that can harm the environment if not disposed of properly. In addition, large quantities of electronic waste are generated during the <b>build-out and maintenance of the networks</b> .	Based on the business model
Own business activities and downstream	Positive (potential/long-term: >5 years)	Deutsche Telekom’s <b>zero waste ambitions</b> may – at least potentially – have positive impacts on the avoidance of waste.	Based on the business model

The following overview illustrates Deutsche Telekom's material topic-specific **risks and opportunities** and their financial effects on our financial position, financial performance, and cash flows.

Risks and opportunities that represent a top risk in the next two years are described in the "[Risk and opportunity management](#)" section.

Value chain	Risk/opportunities	Description
<b>Resource inflows, including resource use</b>		
Upstream	Risk	The growing scarcity of raw materials due to wars, pandemics or the finite nature of resources poses a financial risk to our business activities. We are already facing rising material, production, logistics, and energy costs due to scarcity.

## Impact, risk, and opportunity management

### ESRS E5-1 – Policies related to resource use and circular economy

We aim to minimize our negative impact in the context of resource inflows and resource use in the field of network technology by taking a variety of approaches to achieve efficient use of resources and promote circular economy. The sourcing volume will remain high in the coming years due to the continuous network build-out. By promoting the reuse of products and materials, we are reducing our raw material requirements. In addition, we are endeavoring to repair more network technology components and to reuse them elsewhere, so as to reduce the amount of new equipment needed.

Starting in 2025, we aim to make our holistic approach to increasing our circularity measurable by means of a comprehensive set of KPIs (Telekom Circularity Score, TCS) and to facilitate management of the underlying strategic actions. This set of KPIs will also include a specific KPI for the circular material use ratio for network technology, which takes into account the proportion of reused or refurbished network technology and the share of circular materials when it comes to new procurement. This is another way in which we aim to counteract the negative impact of our resource inflows for the network build-out. Responsibility for implementing the circular business models lies with the relevant business units, i.e., at company level.

For more information on the development of the TCS, please refer to the section "[ESRS E5-3 – Targets related to resource use and circular economy](#)."

Our procurement strategy and the implementation policies derived from it address sustainability throughout the entire sourcing process. We are committed to ensuring that our suppliers comply with our environmental, social, and ethical sustainability requirements. In the course of tenders, we weight our environmental objectives, our suppliers' GHG emissions and, in the case of individual product groups, other social sustainability criteria. By doing so, we seek to minimize the negative influences of resource inflows for network technology while at the same time promoting sustainable innovations at our partners. The carbon footprint of our suppliers and their commitment to achieving our Scope 3 climate-related targets are particularly important to us. When it comes to new procurement, we want to increase the use of recycled materials with our approach to increasing our circular material use ratio. In addition, we are working with the manufacturers of network technology and devices to develop roadmaps and actions as part of a program to reduce GHG emissions in production and to integrate circularity aspects, among other aspects.

We use KPIs and management tools to monitor the implementation of our procurement strategy. These include, for example, scorecards that can be used to assess the sustainability of individual providers and products. Responsibility for the topic of sustainable procurement lies with the Finance Board of Management department and the Group's procurement functions. Other functional units and the GCR unit provide support in terms of content.

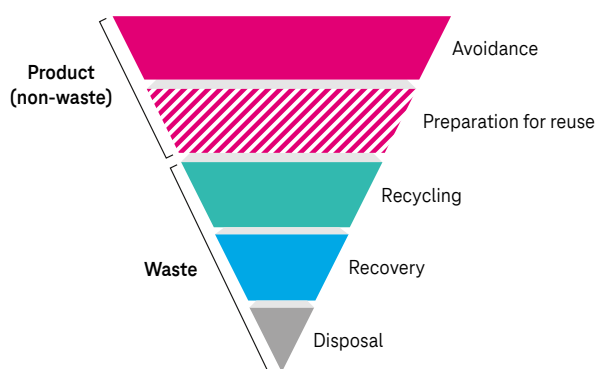
We also place particular emphasis on sustainable features when designing our products. Our holistic approach (Deutsche Telekom excluding T-Mobile US) comprises our telecommunications services, the related devices, including plastic-free packaging, and low-carbon shipping to customers. Together with our partners, for example various suppliers of buy-back, refurbishment or collection services, we create the conditions so that our customers can use the devices for longer, and for ensuring that the hardware can be reused or professionally recycled at the end of its service life. We use low-threshold return mechanisms for this, such as collection boxes in all stores. In addition, we engage in specific customer outreach or offer buy-back options to purchase used but still high-quality customer devices. This particularly affects our positive impacts in the context of our new business models. T-Mobile US utilizes global sustainability certifications to evaluate products, like handsets and tablets, and requires manufacturers to achieve a certain minimum UL ECOLOGO Certification Program or Electronic Product Environmental Assessment Tool (EPEAT) rating. The certifications covers a range of product sustainability topics, including material use and end-of-life management.

In addition, we (Deutsche Telekom excluding T-Mobile US) set requirements for the development of new devices that are sold under the T brand, which will increase the use rate of secondary raw materials, among other aspects. This design approach is driven by our Environmental Guidance. It considers factors such as the upstream negative impacts of resource inflows and – in order to mitigate these – defines actions to reuse products. In addition, the Guidance explains concepts for professional recycling and thus covers risks that may arise due to potential resource scarcity.

For more information on our Environmental Guidance, please refer to the section “[ESRS E1-2 Policies related to climate change mitigation and adaptation](#).”

Our waste management (Deutsche Telekom excluding T-Mobile US) is organized in line with the International Waste Management Framework. We strive to avoid creating waste wherever possible and to recycle as much as possible of the waste we do produce. In this context, we pursue a variety of approaches to ensure, for example, controlled handling of electronic waste generated and to avoid disposing of it in landfills. The waste pyramid provides a methodological framework for these approaches: The first step is to avoid waste, followed by reuse, recycling, and other forms of recovery (e.g., energy recovery) – so that, in the end, only those materials remain for disposal that cannot be treated at the other levels of the pyramid.

#### Waste pyramid in connection with Deutsche Telekom’s approach to circular economy



We monitor implementation of the waste management system with a set of KPIs that are continuously being refined. We not only focus on the waste generated by Deutsche Telekom itself, but also include the upstream and downstream value chain in our analysis. In the upstream value chain, this particularly refers to increasing the share of refurbished devices or prioritizing the modular design of network technology in order to avoid waste. Later reuse, refurbishment or recycling at the end of life is also taken into account in procurement and product design. In the downstream value chain, we take responsibility for electronic waste, such as by implementing the circular economy policies mentioned above (e.g., buy-back, refurbishment, collection). Our waste management approaches aim to counteract the negative impacts of the waste we produce, for example through the construction and operation of data centers or the network build-out. The individual segments are responsible for implementing the waste management system. The most important metrics in waste management are incorporated into the TCS described above. T-Mobile US is also committed to effectively reducing and responsibly disposing of waste. Efforts are targeted to train and empower internal teams and external partners to avoid waste. In addition, we actively work with partners who help us with the repair, reuse, and resale of equipment.

Because our supply chains are international, the associated geographical regions related to the policies for resource conservation and circular economy and to the procurement strategy must be considered globally. The policies for product design and waste are focused primarily on Europe.

#### ESRS E5-2 – Actions and resources in relation to resource use and circular economy

The following actions are in line with our approach to circularity, our procurement strategy, and our waste management. They are ongoing with no defined end date and are applicable in Europe and, in part, globally. Some of the topics are also incorporated into the TCS, for example, the recycling of electronic waste or the refurbishment of devices. The factor of sustainability is also used in T-Mobile US’ procurement assessment. The remaining actions mentioned below apply only to Deutsche Telekom excluding T-Mobile US.

The following actions apply primarily to the upstream value chain:

- We weight the sustainability factor in our procurement assessment and thus make it an economic differentiation factor in procurement. By doing so, we seek to minimize the negative influences of resource inflows while at the same time promoting sustainable innovations at our suppliers.
- We are currently introducing an internal platform for used network technology to make it available for reuse in other areas of the Company and at other locations. This aims to reduce use and procurement of new equipment.
- We collaborate with our strategic suppliers for the network build-out to reduce the quantity and size of packaging for network equipment/technology and hence also minimize negative environmental impacts, e.g., due to the high use of plastics.

The following actions apply primarily to the downstream value chain:

- Our business model in the area of customer premises equipment (CPE) – such as modems, routers, or TV receivers – has always been based on the principle of circular economy, since the devices are predominantly leased by customers and their return is thus usually ensured. We resell or re-lease the returned products, which means that they have a longer useful life than the devices that customers themselves buy or own. We also advocate the refurbishment and professional recycling of CPE, with the aim of recovering the valuable raw materials they contain.
- We also try to avoid electronic waste by informing our customers about our take-back offers and encouraging them to make use of these offers and return their end-of-life devices to us for our recycling processes.
- We have adopted a binding policy concerning the recycling of copper cables. Such cables are being partially replaced over the course of our fiber-optic build-out.

## Targets

### ESRS E5-3 – Targets related to resource use and circular economy

As part of our Europe-wide resource efficiency strategy, our European national companies have voluntarily committed to being fully circular in technology and devices by 2030. In this context, we aim to ensure by 2030 that almost all of the products we bring into the market are circular. This includes all network technology, most T-branded products, and a large share of the mobile devices we sell. In addition to recycling, the goal also includes aspects such as design, material selection, useful life, and durability. T-Mobile US does not have any formal targets for the circular economy.

The sub-target “zero ICT waste to landfill,” which was already achieved by the end of 2022, also contributes to our European circularity target: EU law requires all electronic waste or returned devices, such as smartphones, routers, or laptops, attributable to Deutsche Telekom throughout Europe to be properly disposed of or recycled. We are also working to avoid the incineration of electronic waste. Our minimum target in this regard is to fully recycle electronic waste – both our own and that of our customers. Our target (Deutsche Telekom excluding T-Mobile US) was defined in cooperation with the segments. We monitor implementation and target achievement through overarching, consistent sustainability-related reporting. Progress is going according to plan. T-Mobile US remains committed to responsibly managing network equipment and electronic waste across the network, which is why it aims to recover as much as possible by repairing and reusing what they can and sending the rest to certified recyclers. For customers, there is a Device Reuse and Recycling program, extending the device lifecycle through reuse, recycling and resale.

Our goal of being almost fully circular in technology and devices by 2030 calls for a holistic approach across the entire value chain. We are currently developing a specific target for increasing our circular material use ratio for network technology, as mentioned before in section “[ESRS E5-1 – Policies related to resource use and circular economy](#).” Target development has already been initiated and is expected to be completed in 2025. In addition, we are currently defining various circularity KPIs that address the topics of procurement and development, packaging, use and extension of life cycle, collection of electronic waste, recycling and proper waste treatment of end-of-life devices and network technology.

Our approach to defining our circularity targets and prospectively defining targets for the TCS is based on scientific studies, case studies (including from the Ellen MacArthur Foundation), and existing policies such as the waste pyramid already described. These are intended to help us to ensure that our approaches are methodologically sound and that their substance is robust. The interests and views of our external stakeholder groups are indirectly taken into account in target setting, for example through information collected from committee work.

We aim to expand circular product design, to increase the circular material use rate and minimize use of primary raw materials, and to promote sustainable sourcing and use of renewable resources. This is the reason we are currently working on defining specific, measurable targets within this framework that will be mapped in the TCS. We plan to roll out the targets by early 2026 and make it possible to measure progress going forward.

### Metrics

The metrics we report in this topical standard are based on measurements and, in part, on estimates and projections. The metrics are not additionally validated externally.

### ESRS E5-4 – Resource inflows

The material resource inflows for the network build-out include, in particular, mobile communications antennas and optical fiber. Raw materials and materials for mobile communications antennas include iron, aluminum, copper, nickel, magnesium, cobalt, silicon, precious metals (gold, platinum), rare earths, plastics and fiber-reinforced plastics (FRP). The essential materials used in optical fiber are glass and plastics (PE, PC).

### The overall total weight of products and technical and biological materials used during the reporting period

t	
	2024
Optical fiber	1,473
Mobile communications antennas	6,371
<b>Total weight</b>	<b>7,844</b>

Use of sustainably sourced biological materials for the build-out and maintenance of the network infrastructure is mainly limited to packaging for network technology. Specifically, this relates to the proportion of sustainably sourced fresh fibers used for network technology packaging. These fresh fibers are added to recycled fibers to increase the stability of the (cardboard) packaging. In addition, sustainably sourced fresh wood is used for cable drums. Due to the low weight of the packaging in relation to the total weight, the corresponding proportion is estimated at 5 % of the total weight. Since manufacturers did not submit any information on this, an estimate was made based on experience from previous years. The level of accuracy of the estimate is therefore limited. For certification, we primarily focus on responsible forestry labels, such as the internationally recognized certificate issued by the Forest Stewardship Council (FSC).

We use recycled materials primarily in packaging, as well as in network technology materials and components. This mainly concerns recycled metals such as iron, aluminum, and copper, and – to a lesser extent – recycled plastics. It also relates to recycled sources for packaging. Specifically, this includes recycled fibers for (cardboard) packaging in network technology and recycled or reused wood for cable drums. The recycling rate is estimated at 15 % of the total weight. This corresponds to approximately 1,177 metric tons. The level of accuracy of the estimate is considered low because no data is disclosed and the estimate is based on assumptions derived from experience in previous years.

We use historical average weights to record data on fiber-optic cables and mobile communications antennas. For cables, these are based on data on the total length of cables used and the average weight per unit of length. To calculate the total weight of the antennas, we multiply the number of antennas by the average weight per unit. When collecting data for both cables and antennas, we use two weight categories in order to measure the weights of different cable and antenna types per unit as precisely as possible.

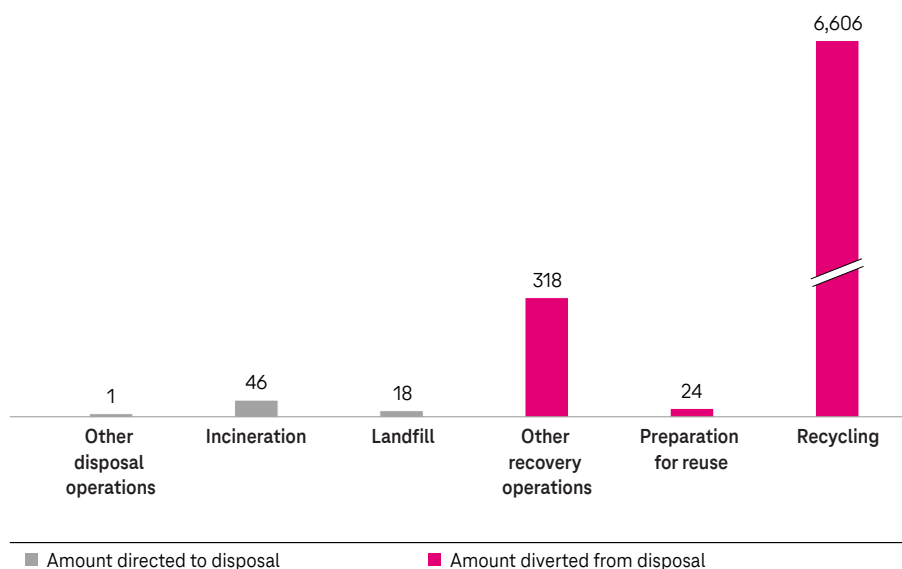
We are not aware of any overlap between reuse and recycling.

### ESRS E5-5 – Resource outflows

At Deutsche Telekom, we distinguish between the following categories of technical waste: electronic waste, cables, and other. Non-technical waste is sorted into paper waste, municipal waste, and other waste. We divide these items into “hazardous” and “non-hazardous” waste. How we treat the waste depends on its categorization. To calculate the waste quantities per recovery method, the waste quantities are multiplied by quotas per recovery type depending on the type of waste. To calculate the proportion of non-recycled waste, the corresponding quantity is divided by the total amount of waste. If no separate data is available, which is the case in particular for municipal and office waste due to data collection limitations, the figures are extrapolated using average values per workplace.

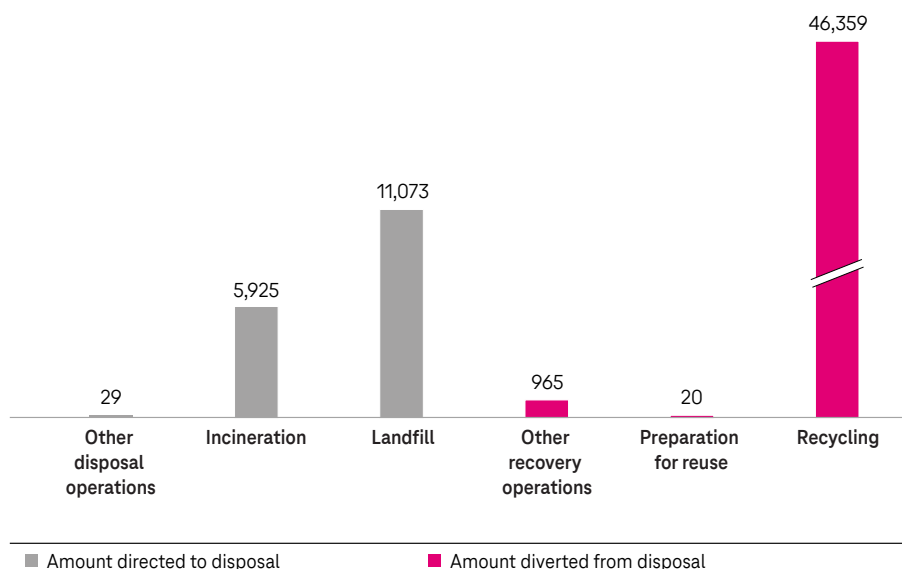
#### Waste generation based on waste classification – hazardous waste

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#### Waste generation based on waste classification – non-hazardous waste

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The waste processing category “preparation for reuse” does not include our refurbishing initiatives for devices, as these do not form part of our volume of waste.

Our total volume of waste generation in the reporting year was 71,385 metric tons. Of this figure, 18,420 metric tons were non-recycled waste, representing a share of 26 %. The total volume of hazardous waste generated was 7,013 metric tons. No radioactive waste was generated in the reporting year. The biomass we generate primarily relates to biowaste in office buildings and canteens. In the field of network technology and IT, the following waste is generated: metals, rare earths, nonmetallic minerals, and plastics. These elements can be found both in the waste generated by active technology (transmitter and receiver technology, storage technology, etc.) and in passive technology (e.g., cables, technology housings). The same applies to the devices taken back from customers in the fixed network (routers, TV boxes, etc.) and mobile communications businesses (e.g., smartphones, tablets). A small quantity of textiles accumulates in the office buildings from textile floor coverings and work clothing.

## Social

### ESRS S1 – Own workforce

Our approximately 200 thousand employees are of crucial importance for our business success. We attach great importance to employee involvement and fair behavior toward colleagues, promote diversity, and engage in systematic health management.

The following index shows the disclosure requirements relating to the topical standard “Own workforce” identified by the materiality assessment.

#### ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS S1 – Own workforce</b>	
ESRS 2 SBM-2 S1	Interests and views of stakeholders
ESRS 2 SBM-3 S1	<u>Material impacts, risks, and opportunities and their interaction with strategy and business model</u> (use of phase-in option for ESRS 2 SBM-3 para. 48e)
ESRS S1-1	<u>Policies related to own workforce</u>
ESRS S1-2	<u>Processes for engaging with own workforce and workers' representatives about impacts</u>
ESRS S1-3	<u>Processes to remediate negative impacts and channels for own workforce to raise concerns</u>
ESRS S1-4	<u>Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions</u>
ESRS S1-5	<u>Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</u>
ESRS S1-6	<u>Characteristics of the undertaking's employees</u>
ESRS S1-8	<u>Collective bargaining coverage and social dialogue</u>
ESRS S1-9	<u>Diversity metrics</u>
ESRS S1-12	<u>Persons with disabilities</u>
ESRS S1-14	<u>Health and safety metrics</u>
ESRS S1-16	<u>Remuneration metrics (pay gap and total remuneration)</u>
ESRS S1-17	<u>Incidents, complaints, and severe human rights impacts</u>

## Strategy

### ESRS 2 SBM-3 S1 – Material impacts, risks, and opportunities and their interaction with strategy and business model

The table below shows the material **impacts** of our business activities on society and the environment that we have identified through the double materiality assessment.

We provide overarching information on how material impacts, risks, and opportunities interact with our strategy and business model in section “ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model.”

Value chain	Nature of impacts	Description	Reference to business model/strategy
<b>Working conditions</b>			
Own business activities	Negative (potential/short-term: <1 year)	Wherever workers' representatives have been democratically elected, Deutsche Telekom collaborates constructively with these individuals in a spirit of trust. This ensures that appropriate consideration is given to employees' interests. The lack of collective representation of employee interests by, e.g., trade unions may have a negative impact on <b>social dialogue</b> and the right of employees to <b>freedom of association</b> . What is more, a lack of other options for workers' representatives to form alliances in the company, such as <b>works councils</b> , may also negatively impact the workforce's own interests.  In the U.S., labor unions are less common in the ICT sector. The formation of unions follows applicable regulations in the U.S., and elections to establish a potential union can take place at any time.	Based on the business model
Own business activities	Negative (actual/short-term: <1 year)	Civil engineering work negatively impacts the <b>health and safety</b> of technicians and engineers as well as other Deutsche Telekom workers. We therefore pay close attention to occupational health and safety, specifically the accident and health rate in Germany. Activities such as working with power lines and high-voltage power lines and working at height increase the risk of accidents and consequently entail a health risk.	Based on the business model
Own business activities	Positive (actual/short-term: <1 year)	Our occupational health protection and safety actions promote <b>health and safety</b> among employees. This is confirmed by KPIs such as the health rate (sick leave) and the health index (mental health). In addition, other local programs help improve employees' physical fitness and increase employee satisfaction.	Based on the business model
<b>Equal treatment and opportunities for all</b>			
Own business activities	Positive (actual/short-term: <1 year)	<b>Diversity</b> is a focus topic at Deutsche Telekom. We are achieving positive impacts on our own workforce through a corresponding Group-wide portfolio of actions. In addition to a comprehensive training portfolio for our own employees, we actively support and promote employee networks, such as MagentaPride, Women@Telekom, BIPOC, and the Neurodiversity Network. Evaluations of employee surveys show that structural actions to increase diversity within and outside the Company's own workforce enhance the motivation and well-being of the employees concerned and can drive forward inclusion even beyond the boundaries of the Company.	Based on the business model
Own business activities	Positive (actual/short-term: <1 year)	Employing persons with disabilities has a positive impact on the <b>employment and inclusion of persons with disabilities</b> in society.	Based on the business model
Own business activities	Negative (potential/short-term: <1 year)	In the ICT industry, the pay gap has a negative impact on <b>gender equality and equal pay for work of equal value</b> . The gender pay gap has been shown to exist in Germany as well as in the United States and other European countries such as Greece. We follow the principle of gender-independent remuneration, but we cannot rule out the possibility that the gender pay gap at Deutsche Telekom may have a negative impact on our female employees.	Based on the business model

The following overview illustrates Deutsche Telekom's material topic-specific **risks and opportunities** and their financial effects on our financial position, financial performance, and cash flows.

Risks and opportunities that represent a top risk in the next two years are described in the "[Risk and opportunity management](#)" section.

Value chain	Risk/opportunity	Description
<b>Equal treatment and opportunities for all</b>		
Own business activities	Risk	If demands from female employees regarding <b>gender equality and equal pay for work of equal value</b> are not met, this may result in staff shortages. Unfilled vacancies may give rise, for example, to recruitment costs and higher expenses resulting from a loss of productivity, but also erode innovation potential.

Employees affected by material impacts only include persons in our own workforce who are directly employed by Deutsche Telekom. Freelancers and workers from temporary employment agencies are not considered and not reported, since – in relation to internal, active workforce – they only account for a small number of people.



## Impact, risk, and opportunity management

### ESRS S1-1 – Policies related to own workforce

**Working conditions (social dialogue, freedom of association, the existence of works councils and the information, consultation, and participation rights of workers)** Across the globe, Deutsche Telekom is committed to freedom of association and collective bargaining and complies with the relevant national legislation. As the underlying laws and contracts vary from country to country, we manage co-determination matters locally.

Our approach to managing the material impacts in relation to social dialogue and freedom of association is enshrined in our Code of Human Rights. This Code outlines our values and standards, which are set forth in greater detail in our policies, instructions, and processes, creating our framework for action. The principles and expectations described in the Code are also aimed in equal measure at our employees and at our suppliers and business partners. We commit to respect and promote human rights and environmental matters everywhere we operate, including in our supply chains and at our business partners.

Our principles and expectations formulated in the Code include the following:

- Protection of freedom of association and the right to collective bargaining
- Promotion of occupational health and safety at work
- Prohibition of unequal treatment in employment
- Payment of adequate living wage
- Zero-tolerance approach to violence, discrimination, or harassment of any sort
- Training and skills development
- Prohibition of child labor, forced labor, and all forms of slavery as well as human trafficking.

Our Supplier Code of Conduct, which we describe in section “[ESRS S2-1 – Policies related to value chain workers](#),” requires our suppliers and business partners to comply with the principles and values set out there. These are based on the Code of Human Rights.

The Code of Human Rights can be accessed on our [website](#) by all Deutsche Telekom employees, their representatives, and external parties.

For further information on our Supplier Code of Conduct, please refer to section “[ESRS S2-1 – Policies related to value chain workers](#).”

The Code of Human Rights is an integral part of our policy statement on human rights. Since 2017, the Group Board of Management’s commitment to respecting human rights in accordance with internationally recognized human rights standards has been manifested in the “Code of Human Rights & Social Principles”. Because our focus topics in social and environmental matters may change as our Company evolves, we continuously review our related due diligence and amend the Code as needed. This was last updated in 2023. Content such as the existing Employee Relations Policy as well as additional information on shaping employee relations and employee concerns were integrated. The current structure of the revised Code of Human Rights is in line with the requirements of the German Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG) and describes the implementation of our human rights and environment-related due diligence processes, including the internal complaints mechanism. The revised and externally published Code of Human Rights started to be adopted by the involved Group companies in 2023. The updated Code of Human Rights is required to be implemented by all Group companies over which Deutsche Telekom AG exerts a controlling influence as defined by the LkSG and which carry out relevant business activities that are established on a permanent basis and not limited to holding investments. A total of 144 Group companies meet these criteria. By December 31, 2024, 134 Group companies had implemented the updated Code of Human Rights.

T-Mobile US does not fall under the scope of the LkSG and applies its own Human Rights Statement that also addresses the above-mentioned principles and expectations. T-Mobile US expects its own workers as well as all its affiliated companies, business partners, suppliers, and stakeholders to comply with this commitment. All T-Mobile US employees and external parties can access its Human Rights Statement on the T-Mobile US website.

The Code of Human Rights is based on our human rights strategy. This strategy is implemented by GCR, for which the Chair of the Board of Management is responsible. Monitoring implementation of the rules set out in the Human Rights Statement by T-Mobile US is the responsibility of the senior management of Human Resources, Corporate Social Responsibility, and Legal Affairs at T-Mobile US.

The Code of Human Rights is our commitment to internationally recognized human rights and environmental law benchmarks, such as the United Nations International Bill of Human Rights, the core labor standards of the International Labour Organisation (ILO), the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD), and the United Nations Guiding Principles on Business and Human Rights. In addition to this, we also commit to the minimum social safeguards which, in line with the provisions of the EU Taxonomy, are necessary conditions for the taxonomy alignment of economic activities. The minimum social safeguards require a management system that can monitor compliance with the benchmarks referred to above. We accordingly perform human rights due diligence using a risk-based management system encompassing both the Group (Deutsche Telekom excluding T-Mobile US) and our supply chain and that we use to monitor compliance with social and environmental standards. We also maintain a process of trust-based dialogue with employees' representatives and trade unions. Deutsche Telekom created the roles of human rights officer and LkSG officer in order to monitor the effectiveness of the LkSG management system. Where required to under national regulations, Group companies have appointed monitoring roles in the same form for their business areas. A company's own business activities are defined in § 2 (6) of the LkSG as "any activity of the company to achieve its business objective" and are the same as Deutsche Telekom's "own business activities" referred to consistently elsewhere in the Annual Report. T-Mobile US performs a risk assessment using its own methodology.

For further information, please refer to the section "[ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions.](#)"

If, on the basis of our performed risk analysis, we establish that a violation of our human rights obligations has already occurred or is imminent, our processes provide for taking immediate remedial action. These aim to prevent or end the violation or to minimize its extent.

For further information, please refer to the section "[ESRS S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions.](#)"

Since 2016, Deutsche Telekom has had a program in place to ensure compliance with its human rights and environment-related due diligence. This program is aligned with the international benchmarks specified above. We conducted a human rights impact analysis as part of the program. This was based on the international benchmarks and involved both external and internal experts. The analysis allowed us to identify groups of individuals that may be positively or negatively impacted by our business activities and to take their interests into consideration when preparing the Code of Human Rights. They include employees in our Group companies, employees at our direct and indirect suppliers, individuals at our customers, children and young people, as well as people in affected communities. When carrying out our due diligence processes, we therefore pay special attention to the interests of particularly vulnerable groups such as children, young people, women, migrant workers and other members of national or ethnic, religious or linguistic minorities. We are constantly refining our procedures for identifying vulnerable groups. We review them at least once a year after conducting our annual human rights and environmental risk analysis.

**Working conditions (health and safety)** Occupational health and safety is firmly incorporated in our structures through certified management systems as well as suitable policies and guidelines. This helps us address the material impacts on the health and safety of our employees caused by office-based activities and by network development activities such as civil engineering. To do this, we use an integrated management system for health, safety, and environment (HSE). It is based on the international standards ISO 45001 and ISO 14001 and takes into account the Luxembourg Declaration on Workplace Health Promotion in the European Union and the United Nations Global Compact. Some of our Group companies use an integrated HSE quality management system that also covers the ISO 9001 international standard for quality management. Some of the Group companies are not covered by an umbrella certificate because they have their own certifications. In the Code of Human Rights, we also commit to providing occupational health and safety in the workplace for our employees that is at least equal to the level required by applicable law, and we are continuously working to further improve our working conditions.

Our HSE management system contributes to making sustainability a component of all our business processes and of our employees' everyday lives. It helps us to systematically plan, implement, and improve our HSE processes. It also assists us in bidding on new projects in which potential commercial customers require their suppliers to provide HSE certificates. The general responsibilities, duties, and programs for health and safety management are defined in our manual for the management system for quality, health, safety, and environmental protection. The manual serves to harmonize our management systems across the Group and align them in a targeted manner. The HSE management system supports health management by positively influencing the health of our employees. Deutsche Telekom also uses the management system to reduce the number of accidents at work. This system enables us to develop an action plan for occupational health and safety to further improve employees' safety, keep employees healthy, and to improve their performance. To ensure that the requirements of ISO 45001 are met, we regularly carry out internal audits at selected locations and engage independent external certification authorities to conduct annual reviews.

The HSE management system is applicable throughout the Group and covers all our activities, products, and services: fixed network/broadband, mobile communications, internet, internet-based TV products and services, as well as information and communication-related solutions for business customers of Deutsche Telekom. Our HSE responsibility also extends to monitoring of outsourced processes.

The Board of Management department for Human Resources and Legal Affairs has overarching responsibility for managing occupational health and safety. Information about Deutsche Telekom's HSE management system is documented centrally in the intranet, where it is accessible to all employees (Deutsche Telekom excluding T-Mobile US). T-Mobile US employees are provided with the relevant documents by central HSE certification management in Germany. In accordance with the requirements of ISO 45001, all employees can participate actively in designing our occupational health and safety actions.

**Equal treatment and opportunities for all (diversity; employment and inclusion of persons with disabilities; gender equality and equal pay for work of equal value).** Fostering diversity, equity, and inclusion (DE&I) is an integral part of our corporate identity. We offer all employees – irrespective of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion, faith and belief, sexual orientation, and social origin – a wide range of development opportunities. Moreover, we do not tolerate any form of direct or indirect violence, discrimination, or harassment in the workplace. Our Diversity, Equity, and Inclusion (DE&I) Policy, which was revised and implemented throughout the Group in 2021, and our Code of Human Rights constitute important cornerstones for promoting the various aspects of diversity and eliminating discrimination.

The DE&I Policy applies to all our employees. This also includes people who are functionally equivalent to employees, for example temporary agency workers. The Deutsche Telekom Group units are responsible for implementing the Policy in their own organizations. At least every three years, the responsible HR department reviews the provisions of the Group policy to determine whether they need to be amended or adapted, and revises them if necessary. When the Policy was prepared and updated, the interests of our own workforce were taken into account through repeated consultation with selected employees. Besides the fundamental international human rights benchmarks, the Policy complies with the requirements of the EU anti-discrimination directives and applicable local laws in the countries in which we operate. Ultimate responsibility for implementing the Policy lies with the Board of Management department for Human Resources and Legal Affairs.

The DE&I Policy can be downloaded from Deutsche Telekom's [website](#).

In addition to the DE&I Policy, we actively promote accessibility, equality, and the inclusion of people with disabilities through a comprehensive portfolio of actions. Our aim is not just to provide them with a secure livelihood, but also to continuously promote their career advancement. To make our working environment even more inclusive and implement our DE&I Policy in the business units, we are developing both area-specific and cross-divisional action plans. These address all dimensions of diversity.

For further information on the implementation of selected actions, please refer to the section [“ESRS S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions.”](#)

#### **ESRS S1-2 – Processes for engaging with own workforce and workers' representatives about impacts**

We pursue dialogue-oriented employee relations throughout the Group and engage in trust-based, constructive collaboration with employees' representatives and trade unions. We manage co-determination matters locally. The Group Board of Management is generally involved in issues of particular importance.

Works councils, central works councils, and the Group Works Council represent the interests of employees in Germany. Our social partner representing the employees' interests on a European level is the European Works Council (EWC). Even in non-European nations like the United States, all of our employees enjoy the right to form and join trade unions. We also have executive staff representation committees and representatives of persons with disabilities at unit, company, and Group level. The employees' representation bodies represent the employees in different committees, such as at the meetings of the health and safety committee for occupational safety and occupational medicine matters.

Our employee surveys are a key participation format and indicator of the relationship between the Company and our workforce. These surveys are carried out in all Group companies at least every two years. The results of the surveys help us to identify weak points and determine where there is room for improvement. We use the engagement score, which we determine based on the findings of the most recent surveys at the time, as a benchmark for employee satisfaction (Deutsche Telekom excluding T-Mobile US).

For more information on our non-financial performance indicator for employee satisfaction (engagement score), please refer to the section "[Management of the Group](#)."

T-Mobile US conducts its own employee survey ("Our Voice Survey"), which is sent at least annually to all employees. The survey measures sentiment across six key areas of employee engagement that span belonging, well-being, career development, culture, and leadership support.

We also involve our workforce – for example our employee networks – when preparing policies and guidelines or when developing learning and upskilling formats. We are working with our employee networks to identify and break down systemic barriers – for example, by asking how inclusive our recruitment processes are. This aims to ensure that all employees are continuously included in these processes. Furthermore, our employees are involved in numerous initiatives aimed at promoting a low-carbon society.

Unless otherwise stated, we engage with people from our workforce on both an ongoing and an ad hoc basis.

#### **ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns**

To provide or contribute to remediation of negative impacts on people in our own workforce, we set up a complaints mechanism incorporated in our risk management system. As soon as a due diligence breach is identified in the annual or ad hoc risk analysis, our processes provide for taking immediate remedial action, as outlined under "[ESRS S1-1 – Policies related to own workforce](#)." The effectiveness of these actions is reviewed annually or on an ad hoc basis. If necessary, adjustments are made to the complaints mechanism or the action taken.

Deutsche Telekom offers all employees an opportunity to report violations of legal requirements and internal policies with the TellMe whistleblower portal and the T-Mobile US Integrity Line – anonymously if they so choose. Reports about human rights or environment-related risks can also be shared.

Risks of physical or mental violence among employees, in contact with customers, or in a private context can also be reported to the Threat Management unit. In addition, employees at our Germany sites can report grievances/complaints to the works council or to designated representatives. Other local channels are also available to our own workforce so that employees can raise their concerns or needs directly to Deutsche Telekom and have them addressed. A digital portal is available in Germany for reporting accidents and near misses, and we are currently evaluating whether this channel could be deployed throughout the entire Group. We diligently investigate all grievances/complaints and instigate suitable actions based on our findings.

Both the TellMe complaints mechanism and T-Mobile US' Integrity Line can be easily accessed through our website and via the websites of the Group companies. The rules of procedure for the TellMe portal are currently available in twelve languages. To ensure that not only our employees but also business partners and third parties are able to access the complaints mechanism, we accept reports both by phone via a toll-free, international service number as well as via email, post, or online submission through the relevant portal. All employees can find information about the availability and use of the above-mentioned channels on the intranet.

Incoming tip-offs and grievances/complaints that relate to people from our own workforce are recorded dividing them into the topic areas “human rights” (including the right to freedom of association), “occupational health and safety,” and “discrimination.” The effectiveness of TellMe is reviewed once a year in line with the requirements of the LkSG. We also perform ad hoc reviews if the Company is expecting a significant change in or expansion of the risk situation in its own business area or at direct suppliers. This may be necessary, for example, when launching new products, projects, or a new business area. The effectiveness assessment includes the continuous evaluation of feedback from whistleblowers, the review of the implementation and accessibility of the complaints mechanism, and the risk-based evaluation of stakeholder engagement, e.g., through employee surveys. We also involve employees’ representatives and works councils when necessary in relation to our own business operations.

You can find further information on the way we track and monitor the grievances/complaints that have been raised and addressed under “[ESRS G1-1 – Business conduct policies and corporate culture](#).” There, we also discuss to what extent our employees are aware of the mechanism and trust in it if they wish to report concerns or needs and have them investigated. We also describe the strategies we have in place regarding the protection of individuals that use them against retaliation in this section.

#### **ESRS S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions**

**Working conditions (social dialogue, freedom of association, the existence of works councils and the information, consultation, and participation rights of workers)** We rely on close cooperation with employees’ representation bodies so as to mitigate any negative impacts on our own workforce in countries where there are no trade unions. We appreciate and make use of the dialogue with both company-based and unionized employees’ representatives. It is crucial in this context that employees are aware of their right to freedom of association and that this is not restricted by the employer.

In July 2023, we updated our existing human rights training and made it available in additional languages to raise employee awareness of the right to freedom of association and collective bargaining, health and safety, and other matters. This training also addresses aspects of diversity, equity, and inclusion. The human rights training is designed to do more than just impart basic knowledge to our employees. It enables them to apply their new knowledge in practical decision-making scenarios directly in the context of Deutsche Telekom. For example, employees are informed as part of their training that grievances, such as an infringement of the right to freedom of association, can be reported through the TellMe whistleblower portal, regardless of circumstances specific to a particular country. The overarching target of the human rights training is to empower employees to actively protect themselves and others in their own working environment. The training is available in fourteen languages on Deutsche Telekom’s online training platform. Employees of T-Mobile US do not have access to the platform. They receive annual training on T-Mobile’s Code of Business Conduct, including how to report grievances.

We monitor the effectiveness of the updated human rights training by measures such as recording the number of employees who have taken part in the training since it became available on a six-month basis. We also evaluate employee feedback and analyze participation rates, access options, and any language barriers.

As part of the LkSG management system, we carry out annual risk analyses (Deutsche Telekom excluding T-Mobile US), also for the internal business units in the included Group companies. The analyses are designed to enable us to derive targeted follow-up actions and therefore effectively eradicate or mitigate risks.

For further information on the risk analysis under the LkSG, please refer to the section “[ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions](#).”

T-Mobile US conducts quarterly enterprise-wise risk assessments that consider a range of factors, including operations and social risks that impact its own workforce. The results are regularly reported to the relevant bodies, including representatives of Deutsche Telekom AG.

As part of the processes for identifying and assessing material impacts, risks, and opportunities as described in section “[ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities](#),” we have carefully addressed the potential and actual material negative impacts of our business activities on our own workforce. This was done quantitatively as well as qualitatively. We have not identified any further areas in which our practices could have a material negative impact on our own workforce that go beyond the topics described in section “[ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#).” For this reason, we refrain from describing further approaches beyond the actions already reported on in this section.

The processes for monitoring our LkSG management system described under “ESRS S1-1 – Policies related to own workforce” apply to ensure compliance with our due diligence obligations. No specific budget is allocated for managing material risks arising from social dialogue and freedom of association. In general, the actions described in this topical standard do not require any significant operating or capital expenditure.

**Working conditions (health and safety)** Our focus in the area of health and safety is on providing and implementing mitigation and prevention measures. If it is not possible to avoid or eliminate sources of danger, we follow the hierarchy of occupational safety and health measures. This hierarchy is structured as follows:

1. Safety-related actions to ensure physical separation between the source of danger and our workforce (e.g., barriers or covers on machines)
2. Organizational measures (e.g., restricting or prohibiting access to the danger zone)
3. Use of personal protective equipment (e.g., helmets, safety shoes, or hearing protection)
4. Behavior-related actions (e.g., instructions, for example in connection with fire safety or the use of ladders, or operating instructions)

A range of occupational health and safety standards apply across the Group. They govern the safe and ergonomic configuration of buildings and vehicles, among other aspects. In addition to services available to all employees, there are also target group-specific actions for occupational health and safety. These include driver safety training for certain areas of work or special safety training for employees who are deployed to work at cell tower sites. In addition to preventing accidents, these actions aim at promoting the health and productivity of employees.

We also have an extensive range of options available for our employees in offices to counteract lack of movement. For many years, our offices in Germany, for example, have been equipped exclusively with height-adjustable desks to create an ergonomic working environment. In addition, our health program in Germany includes course options for regular exercise. The health promotion program also includes courses on nutrition, stress prevention, and mindfulness. The programs are generally open to all employees. Furthermore, our Employee and Executive Advisory Service provides support in the area of psychosocial health. Offered in different languages, the service extends to advice in cases of discrimination and other misconduct, overwhelming situations in life and extreme events as well as crisis prevention. We are currently examining the extent to which we can enhance our digital health promotion offerings, which are available to all employees across the Group, regardless of location or time. Our activities to promote health awareness and health literacy among our employees not only help the individual employees and safeguard long-term business success, they also have a positive impact beyond the boundaries of the Company. For example, we also make selected preventive healthcare services available to the families of our employees.

For further information on our actions to mitigate negative impacts on both our own workforce and the workers in the value chain, see the section on civil engineering work related to network development activities in the section “[ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of these actions.](#)”

We determine risks to health and safety on a regular basis. To enable a safe working environment, we prepare risk assessments for all types of jobs and derive appropriate measures from them. In line with the PDCA cycle (plan, do, check, act), which is a key tool for continuously developing and improving our management systems, we systematically review and measure the effectiveness of our actions. We regularly investigate how occupational health and safety are integrated into management and leadership activities and derive improvement actions as needed. To do so, we review the results of our employee survey, evaluating stress prevention measures under collective agreements, competitor benchmarks, and other relevant indicators. External experts check that mandatory actions such as fire safety instructions or risk assessments are carried out regularly and successfully. In addition, we receive monthly reports from our service providers regarding which and how many occupational health and safety services, products, and programs are being made use of, and we use this information to manage our actions.

In the Group companies, health & safety managers are responsible for specific processes and offerings that take into account legal requirements and conditions at operational level. The budget for occupational health and safety at the individual companies is calculated based on the employees’ working hours. We use this data to predict the minimum amount we expect to need for the coming year. We also provide financial resources for in-depth actions or voluntary services to promote health in the workplace. However, the actions described above do not require significant operating or capital expenditure.



**Equal treatment and opportunities for all (diversity; employment and inclusion of persons with disabilities; gender equality and equal pay for work of equal value).** We provide our employees with competitive, performance-related remuneration that is aligned with the overall conditions of the relevant national labor markets. With our Global Compensation Guideline for executives, collective agreements, and other provisions under collective and works agreements, we aim to ensure a transparent and gender-neutral pay structure and remuneration at Deutsche Telekom excluding T-Mobile US. These arrangements are designed to ensure that remuneration at Deutsche Telekom is based on the type and scope of the work performed and the requirements of the relevant position, irrespective of the diversity characteristics described in section “[ESRS S1-1 – Policies related to own workforce](#).” This aims to counteract the potential material negative impacts on our own workforce in connection with the gender-specific pay gap in the ICT industry. T-Mobile US is implementing the following actions to enable gender-neutral pay, including: equal pay for equal performance (irrespective of gender or origin), regular review of salary packages, and legal salary transparency through disclosure in job advertisements.

We compiled a report on equal pay and equality for the first time for 2016 in order to comply with the legal requirements of the Act to Promote Transparency of Wage Structures among Women and Men in Germany. The report is updated every five years. The most recent report, which is for the 2021 financial year, has been published in the Company Register. We have agreed action plans with our segment heads to increase the proportion of women in management positions, with the aim of supporting the work-life balance by means such as flexible working hours, hybrid working models, or part-time employment. We also want to support the cultural transformation with regard to work-life balance through training and workshops, to improve chances for equal participation of women in the labor market.

We describe our goal of increasing the proportion of women in management positions in section “[ESRS S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities](#).”

We constantly monitor the increasing demand for skilled workers, particularly IT and tech experts, and compete for the best talents. We continuously evaluate experience reports and feedback to obtain a better understanding of the well-being of our female talents and to assess how they rate us as a company. We manage the risk of any potential staff shortages that could arise as a result of the gender pay gap in the ICT industry by organizing targeted recruitment initiatives emphasizing diversity, equity, and inclusion. We use partnerships and events to specifically address female talent, promote generational change between male managers who will soon be retiring and female junior managers (mentoring), and increasingly fill management positions with female talents. We also work closely with universities and service providers to find joint ways of providing even more support for women in technical professions. We evaluate the quality of our programs in feedback sessions and on the basis of the results of our employee survey, and we regularly review how we can further advance diversity, equity, and inclusion in dialogue with our partners. The increasing demands of employees on employers are identified by operational risk management and considered by the competent HR department: To address these challenges, we are continuously strengthening Deutsche Telekom and T-Mobile US as attractive employer brands and proactively seeking out new specialist staff and talent worldwide. All aspects outlined above are part of operational risk management.

By offering a wide variety of training options, we also aim to promote a common understanding of diversity, equity, and inclusion within Deutsche Telekom and to raise awareness for unconscious bias among our employees. We also endeavor to break down barriers that exist in the use of products and technology. In 2024, we rolled out our first entirely barrier-free training, the “DE&I Baseline” e-learning. We developed the training program together with external experts and our employee networks. It includes personal stories of employees linked to all relevant diversity dimensions and is available to all employees in eleven languages on Deutsche Telekom’s online training platform. A diversity glossary comprising over 100 terms related to diversity, equity, and inclusion, published both internally and externally, complements the training. T-Mobile US employees do not have access to the platform, but do receive training opportunities that likewise integrate the topics of diversity, equity, and inclusion.

In 2024, we additionally placed a special focus on promoting multipliers for diversity, equity, and inclusion within our own workforce. To do so, we increased the involvement of our employee networks, among other aspects. They play an important role in raising awareness among our employees of the diversity dimensions referred to in section “[ESRS S1-1 – Policies related to own workforce](#).”

Deutsche Telekom also has various initiatives in place to ensure an inclusive working environment. These help us to make the working environment accessible for people with disabilities, adapt workplaces accordingly, and provide technical assistance. The IT and application landscape will also be improved in terms of internal and external accessibility. In addition to the overarching Group activities, the units introduced own actions tailored to their operations. They are designed to raise awareness for the needs of persons with disabilities and to meet the specific requirements of the job in question. One such example is driver safety training for field staff who are wheelchair users or with hearing difficulties.

Detailed information on our actions and initiatives to advance diversity, equality, and inclusion will be disclosed in our DE&I Report, which we plan to publish for the first time in the future for Deutsche Telekom excluding T-Mobile US.

We measure the effectiveness of our initiatives to advance material positive impacts on diversity, equity, and inclusion within our own workforce using the standard processes described in section [“ESRS S1-2 – Processes for engaging with own workforce and workers’ representatives about impacts.”](#)

We use the processes of risk analysis under the LkSG to determine which actions are necessary and appropriate to manage certain actual or potential negative impacts on our own workforce.

For further information, please refer to the section [“ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions.”](#)

The central diversity team is responsible for managing the material impacts relating to our work to advance diversity, equity, and inclusion. Area-specific contact persons were also appointed for the individual segments and countries. A central budget for Group-wide actions and local budgets for country-specific actions are available to implement the individual actions. The Competitive Workforce (CWF) department is responsible for implementing actions to manage material negative impacts in connection with gender equality and equal pay. The actions described above do not require additional significant operating or capital expenditure. Unless specified otherwise, all actions described in connection to this standard to mitigate negative impacts and advance positive impacts are ongoing and have no defined end date.

### Targets

#### **ESRS S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

We carry out actions designed to steadily increase the proportion of women in management positions at Deutsche Telekom. In this way, we address the main impacts and risks that arise for us in connection with gender equality within our workforce. The Board of Management of Deutsche Telekom AG has set itself the goal of increasing the proportion of women in management positions to 30 % by 2025. Progress will be measured against the prior-year figure.

We map the current percentage in the new sustainability reporting in section [“ESRS S1-9 – Diversity metrics.”](#)

We have not set any further specific time-bound or outcome-oriented targets for mitigating the negative and advancing the positive impacts on our employees. We review the effectiveness of our policies and actions related to our own workforce in the context of the LkSG risk process and regularly report the results to the Board of Management of Deutsche Telekom AG.

### Metrics

Beginning with the number of employees, which we map in the chapter [“Results of operations of the Group”](#) and in section [“ESRS 2 SBM-1 – Strategy, business model, and value chain,”](#) the following data covers all consolidated Group companies. Unless specified otherwise, we use full-time equivalent (FTE) as the unit of measurement for the number of employees. FTE indicates the notional number of full-time equivalents. All figures are based on more precise data. Since some values are rounded, totals may differ slightly. We use annual averages to calculate some of the ratios.

The following data was collected as of October 31, 2024 to form the basis for the required extrapolations for year-end figures. Exceptions are the totals in the tables “Number of employees by gender” and “Number of employees by contract type, broken down by gender” and the two metrics divided by country (Germany and USA) in the table “Number of employees in countries” in section [“ESRS S1-6 – Characteristics of the undertaking’s employees.”](#) This data was collected and presented as of December 31, 2024. The same applies to all metrics in section [“ESRS S1-17 – Incidents, complaints, and severe human rights impacts.”](#)



The data provided in sections “ESRS S1-14 – Health and safety metrics” and “ESRS S1-17 – Incidents, complaints, and severe human rights impacts” was collected from all companies with 1 FTE or more. The data in sections “ESRS S1-8 – Collective bargaining coverage and social dialogue,” “ESRS S1-9 – Diversity metrics,” “ESRS S1-12 – Persons with disabilities,” and “ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)” was collected from all companies with at least 100 FTEs. The same applies to the other not previously stated data in section “ESRS S1-6 – Characteristics of the undertaking’s employees.” As a result, 97 % of the total workforce is covered.

The metrics in this topical standard are not additionally validated externally.

#### ESRS S1-6 – Characteristics of the undertaking’s employees

##### Number of employees by gender

	Dec. 31, 2024	
	Number of employees (FTEs)	Number of employees (headcount)
Male	128,880	132,306
Female	69,302	73,705
Other	12	15
Not reported		
<b>Total number of employees</b>	<b>198,194</b>	<b>206,026</b>

The figures in the “Other” and “Not reported” categories are identical because our HR master data system currently cannot distinguish between these two categories. To ensure that the totals are added up correctly, the corresponding figure is therefore only shown in the “Other” line.

##### Number of employees in countries where the Company has at least 50 employees representing at least 10 % of its total number of employees

	Dec. 31, 2024	
	Number of employees (FTEs)	Number of employees (headcount)
Germany	74,550	76,837
United States	65,355	69,840

##### Number of employees by contract type, broken down by gender

FTEs

	Female	Male	Other <sup>a</sup>	Not reported	Total
<b>Total number of employees</b>	<b>69,302</b>	<b>128,880</b>	<b>12</b>		<b>198,194</b>
of which: permanent employees	68,139	127,201	12		195,352
of which: temporary employees	1,164	1,679	0		2,842
of which: non-guaranteed hours employees	0	0	0		0

<sup>a</sup> Gender as specified by the employees themselves.

The figures in the “Other” and “Not reported” categories are identical because our HR master data system currently cannot distinguish between these two categories. To ensure that the totals are added up correctly, the corresponding figure is therefore only shown in the “Other” column.

A total of 26,617 employees left the Company during the reporting period. Employee turnover was at 13.3 %.

For further information on the development of personnel costs and the average headcount, please refer to note 25 “Average number of employees and personnel costs” in the notes to the consolidated financial statements.

### ESRS S1-8 – Collective bargaining coverage and social dialogue

The Group-wide coverage rate in 2024 was 45.8 %. We have collective agreements in place in the European Economic Area (EEA).

#### Collective bargaining coverage and social dialogue

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees – EEA (for countries with >50 empl. representing >10 % total empl.)	Employees – Non-EEA (estimation for regions with >50 empl. representing >10 % total empl.)	Workplace representation (EEA only) (for countries with >50 empl. representing >10 % total empl.)
0–19 %		North America: 0.0 %	
20–39 %			
40–59 %			
60–79 %	Germany: 75.6 %		
80–100 %			Germany: 95.4 %

In 2004, an agreement was concluded for the first time on the establishment of the European Works Council (last amended in 2019). It represents the interests of our employees within the countries of the EU and the EEA.

### ESRS S1-9 – Diversity metrics

#### Number of employees in upper management, by gender

	Dec. 31, 2024	
	Headcount	%
Male	1,684	72.0
Female	655	28.0
<b>Total</b>	<b>2,340</b>	<b>100.0</b>

The combined categories “Other” and “Not reported” were also included in the query, but are not relevant to determine the composition of upper management.

#### Employee headcount by age group

	Dec. 31, 2024	
	Headcount	%
Under 30	38,323	18.7
30 to 50	108,542	53.1
Over 50	57,549	28.2
<b>Total</b>	<b>204,414</b>	<b>100.0</b>

### ESRS S1-12 – Persons with disabilities

In 2024, the percentage of persons with disabilities at Deutsche Telekom was 5.8 %.

Irrespective of country-specific legal requirements, we have established a uniform definition of disability to enable coordinated action and reporting across the Group: A person has a disability if they have physical, mental, cognitive, or sensory impairments that, in interaction with attitudinal and environmental barriers, may hinder or prevent their equal participation in society.

### ESRS S1-14 – Health and safety metrics

Almost all Deutsche Telekom employees, or 95.5 % of the workforce, are covered by a health and safety management system. In 2024, there were 0 fatalities attributable to work-related injuries. The number and rate of recordable work-related injuries was 890 and 2.5 %, respectively. The number of days lost to work-related injuries and fatalities from work-related accidents was 13,944.

### ESRS S1-16 – Remuneration metrics (pay gap and total remuneration)

The average unadjusted gender pay gap between female and male employees in 2024 was 14.5 %. The average adjusted gender pay gap was 7.7 %. We determined the average unadjusted gender pay gap as the weighted average of the unadjusted pay gap of the Group companies included in this report. For the average adjusted gender pay gap, we first determined the pay gap for each pay group for each Group company (as per the applicable definition in the company concerned) and then calculated the weighted average.

The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual) is 491 to 1.

For these remuneration metrics, we calculated the individual total remuneration of the employees as the sum of the fixed and variable (short- and long-term) gross cash remuneration received in the reporting period. To calculate the gender pay gap, it was converted into hourly pay, and for the total annual remuneration ratio, it was converted into a full-time annual equivalent.

In addition to the gross cash remuneration, we included all and any relevant remuneration in kind, share-based payments, and pension commitments in the total remuneration of the highest-paid individual. By contrast, the total remuneration of the other employees does not include remuneration in kind, share-based payments, or pension commitments. This simplification does not materially impact the reportable remuneration metrics.

### ESRS S1-17 – Incidents, complaints, and severe human rights impacts

In 2024, 15 incidents of discrimination, including harassment, within our own workforce were reported through the TellMe and Integrity Line channels described in section “[ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns](#).” In addition, seven complaints related to other social factors or aspects were received through these channels from our own employees. We have not paid any fines, penalties or damages in connection with the aforementioned incidents and complaints. No severe human rights incidents connected to our own workforce (e.g., forced labor, human trafficking, or child labor) were reported in 2024.

### ESRS S2 – Workers in the value chain

Our perception of ourselves as a company that acts sustainably includes assuming responsibility along our entire value chain. We have made a commitment to respect and promote human rights and we also expect our business partners and suppliers to do the same.

The following index shows the disclosure requirements relating to the topical standard “Workers in the value chain” identified by the materiality assessment.

#### ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS S2 – Workers in the value chain</b>	
ESRS 2 SBM-2 S2	Interests and views of stakeholders
ESRS 2 SBM-3 S2	<a href="#">Material impacts, risks, and opportunities and their interaction with strategy and business model</a> (use of phase-in option for ESRS 2 SBM-3 para. 48e)
ESRS S2-1	<a href="#">Policies related to value chain workers</a>
ESRS S2-2	<a href="#">Processes for engaging with value chain workers about impacts</a>
ESRS S2-3	<a href="#">Processes to remediate negative impacts and channels for value chain workers to raise concerns</a>
ESRS S2-4	<a href="#">Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions</a>
ESRS S2-5	<a href="#">Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</a>

## Strategy

### ESRS 2 SBM-3 S2 – Material impacts, risks, and opportunities and their interaction with strategy and business model

The table below shows the material **impacts** of our business activities on society and the environment that we have identified through the double materiality assessment. We included the findings of our regular risk analysis in accordance with the German Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG), which we conducted in 2023, in the assessment.

We provide overarching information on how material impacts, risks, and opportunities interact with our strategy and business model in the “ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model” section.

Value chain	Nature of impacts	Description	Reference to business model/ strategy
<b>Working conditions</b>			
Upstream (suppliers)	Negative (potential/short-term: <1 year)	Manufacturing electronic devices and network infrastructure, including their components, and the associated extraction of raw materials, as well as civil engineering work, can have negative impacts on the <b>health and safety</b> of workers. The activities in the upstream value chain are associated with numerous health and safety risks, e.g., accidents caused by the use of heavy machinery and inadequate safety precautions. The extent of the impacts can be very high, as long-term damage to health and psychological stress have been reported.	Connection with the business model
Upstream (suppliers)	Negative (potential/short-term: <1 year)	There may be negative impacts with regard to the payment of <b>adequate wages</b> in the case of manufacturing in the ICT industry and the associated extraction of raw materials, as well as in the case of civil engineering work. There is considerable cost pressure in the industries, which often translates into low pay for workers lower down in the supply chain.	Connection with the business model
Upstream (suppliers)	Negative (potential/short-term: <1 year)	Manufacturing in the ICT industry can have a negative impact on the right to <b>collective bargaining, including the proportion of the workforce covered by collective agreements</b> . In the global electronics industry, the level of trade union representation tends to be low, and companies are said to resist unionization. This can lead to a situation in which in particular workers lower down the supply chain are at a disadvantage compared with their employer when it comes to negotiating their employment contract and the aspects set out in it (e.g., pay, working hours and health and safety).	Connection with the business model
Upstream (suppliers)	Negative (potential/short-term: <1 year)	The manufacture of electronic devices and network infrastructure, including their components, can have negative effects on the <b>freedom of association</b> of workers. Restricting or suppressing the right to associate freely with others and to unionize violates fundamental labor rights.	Connection with the business model
<b>Equal treatment and opportunities for all</b>			
Upstream (suppliers)	Negative (potential/short-term: <1 year)	In the ICT industry, potential pay gaps can have a negative impact on <b>gender equality and equal pay for work of equal value</b> . Gender-specific pay differentials (gender pay gaps) and classifications that do not correspond to abilities are widespread in some countries. We cannot therefore rule out that there may be negative effects on female employees.	Connection with the business model
<b>Other work-related rights</b>			
Upstream (suppliers)	Negative (potential/short-term: <1 year)	Manufacturing in the ICT industry and the associated extraction of raw materials can have negative effects on workers through <b>forced labor</b> . The risk of forced labor is a fundamental problem in global supply chains.	Connection with the business model

Workers in our value chain who are affected by material impacts include the following:

- All workers working for direct and indirect suppliers in the upstream value chain
- Workers who are particularly vulnerable to negative impacts whether due to their inherent characteristics or to the particular context, such as trade unionists, migrant workers, home workers, women, or young workers

They do not include:

- Workers who work at Deutsche Telekom locations but are not members of our own workforce. These include self-employed workers and workers provided by third-party entities primarily engaged in ‘employment activities’
- Workers working for entities in our downstream value chain (e.g., those involved in the activities of logistics or distribution providers, franchisees, retailers)
- Workers working in the operations of a joint venture or special purpose vehicle in which Deutsche Telekom holds investments

In section “[ESRS S1-1 – Policies related to own workforce](#),” we explain in the context of describing our Code of Human Rights how we have identified whether workers with specific characteristics or in certain working environments and performing specific tasks may be at greater risk.

## Impacts, risks and opportunities management

### ESRS S2-1 – Policies related to value chain workers

We assess all material negative impacts on society and the environment related to value chain workers. Management of these impacts and the resulting requirements are embedded in our procurement practices, which we explain in the following.

With its Supplier Code of Conduct, Deutsche Telekom excluding T-Mobile US requires its suppliers to act in accordance with the principles and values set out in the Code of Conduct (see section “[ESRS G1-1 – Business conduct policies and corporate culture](#)”) and the Code of Human Rights (see section “[ESRS S1-1 – Policies related to our own workforce](#)”) and to implement them along their value chains. Both the Code of Human Rights and the Supplier Code of Conduct are based on the requirements of the LkSG.

The Supplier Code of Conduct is a component of Deutsche Telekom’s general purchasing terms and conditions of purchase, but is not intended to replace the laws and regulations in force in any country where our suppliers operate. It seeks to encourage and respect these laws and regulations and ensure that they are faithfully and effectively enforced. In accepting our Supplier Code of Conduct, our suppliers make a commitment to respect internationally applicable human rights and, where necessary, to take effective actions to remedy human rights abuse of any kind and fair labor violations. They also agree to disclose any such incidents, including potential violations, and to cooperate in investigations into such happened or alleged violations. Our principles and expectations formulated in the Supplier Code of Conduct include the following:

- Protection of freedom of association and the right to collective bargaining
- Promotion of occupational health and safety at work
- Prohibition of unequal treatment in employment
- Payment of adequate living wage
- Prohibition of child labor, forced labor and all forms of slavery such as trafficking in human beings
- Prohibition of the use of raw materials that are the subject of conflict

With Deutsche Telekom AG’s Supplier Code of Conduct, we have made a commitment to ensure compliance with the following internationally recognized standards:

- Conventions of the International Labour Organization (ILO) and the Organization for Economic Cooperation and Development (OECD)
- The United Nations’ Universal Declaration of Human Rights (UN)
- UN Global Compact
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNU Declaration)
- United Nations Guiding Principles on Business and Human Rights (Ruggie Principles)

T-Mobile US does not fall under the scope of the LkSG and has its own Code of Conduct (see section “[ESRS G1-1 – Business conduct policies and corporate culture](#)”), Human Rights Statement, and Supplier Code of Conduct, which also addresses the above-mentioned principles and expectations. In addition, the T-Mobile US Responsible Sourcing Policy applies to purchases of goods that include raw materials potentially sourced from conflict and high-risk regions.

All persons who identify compliance issues along our supply chain with respect to the relevant supplier codes of conduct can report their observations through the channels described in detail in section [“ESRS S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns”](#). If we become aware of a violation of the requirements laid down in Deutsche Telekom’s Supplier Code of Conduct, we have a risk incident process in place in accordance with the LkSG, which we describe in the following. The information we receive is incorporated into the regular LkSG risk analysis. This analysis is part of risk management and serves to identify human rights and environmental risks, including those at our direct suppliers. The information on the LkSG risk processes presented in this topical standard refers exclusively to the approach pursued by Deutsche Telekom’s central procurement organization. T-Mobile US performs a risk assessment using its own methodology.

We provide information on T-Mobile US’ entity-specific risk assessment in section [“ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions.”](#)

Responsibility for sustainability in procurement lies with the Board of Management department for Finance and the Group’s procurement functions. Other functional units and sustainability management provide topic-specific support.

In section [“ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions,”](#) we address cases in which the risk analysis to be carried out regularly in accordance with the LkSG has revealed that there are compliance risks related to the aforementioned requirements and standards in the upstream value chain, and explain the actions derived from these findings.

### **ESRS S2-2 – Processes for engaging with value chain workers about impacts**

We (Deutsche Telekom excluding T-Mobile US) regularly review the working conditions at our suppliers’ production sites within the scope of audit programs. To do this, we ask workers in the upstream value chain to incorporate their perspectives into our due diligence process as part of the mobile workers’ surveys. This gives our suppliers’ employees an opportunity to provide anonymous information about the social and ecological situation at their company. The surveys are primarily used to gain an impression of the local working conditions in order to then initiate further actions as needed, such as specific on-site reviews (social audits). The social audits are conducted by external auditors. T-Mobile US has not put a process in place to take into account the perspectives of the workers in the upstream value chain. However, the company does conduct audits of suppliers as needed in order to review the supplier requirements.

We focus our audit activities on strategically important and particularly risky suppliers. They are audited regularly. This is how we obtain transparency about the risks in our supply chain. If production facilities are outsourced, their operators – and therefore indirect suppliers – are also audited.

The social audits are conducted within the framework of our cooperation with the Joint Alliance for CSR industry initiative (JAC, formerly Joint Audit Cooperation), which comprises 29 globally active telecommunications companies (Deutsche Telekom excluding T-Mobile US). This alliance enables us to cover a larger number of relevant suppliers in our supply chain. At our suppliers, labor and social standards are audited this way.

### **ESRS S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns**

If it is known that suppliers have violated specific human rights or environmental regulations, the risk incident process in place at Deutsche Telekom excluding T-Mobile US provides for the following. In the first step, the central procurement organization verifies the plausibility of the suspected case as part of an ad hoc risk analysis and, if the result is positive, forwards it to an expert committee. This committee comprises representatives from GCR, Law & Integrity, and Procurement and is coordinated by the corporate procurement organization. If the committee decides to obtain a statement from the supplier concerned, it contacts the supplier without delay in the second step of the process. Where the violation of a human right or environmental obligation is confirmed, we may require the supplier concerned, if necessary with support from Deutsche Telekom, to define mitigation measures and agree deadlines for their implementation with us. If the steps taken prove to be insufficient, the expert committee escalates the case to the “LkSG Risk Board.” If there is a risk that the supplier will not meet the requirements, the expert committee can recommend the temporary suspension of business relations. If the violation is severe or cannot be ended, then termination of the business relationship may be considered as a last resort.

Where indirect suppliers infringe the rules, we likewise seek contact with our direct suppliers that have a business relationship with the indirect suppliers, as we ourselves do not have a contractual relationship with them. We are committed to working with all parties involved to create an approach for preventing, eliminating or minimizing human rights violations, including for indirect suppliers, and to implement this in a spirit of partnership.

T-Mobile US expects its suppliers to monitor their compliance with the Supplier Code of Conduct. They are expected to report any concerns or suspected violations of the requirements of the Supplier Code of Conduct through the T-Mobile US Integrity Line and to promptly remediate any violations that are identified. T-Mobile US reserves the right to audit suppliers to confirm that they comply with the supplier requirements. Violations of the requirements of the Supplier Code of Conduct may jeopardize the business relationship with T-Mobile US, up to and including termination of that relationship.

Deutsche Telekom's suppliers must give their workers effective processes and a safe environment to provide their grievances and complaints and feedback in accordance with the relevant supplier codes of conduct. We expect our suppliers to regularly inform their employees about the grievance mechanisms, train them how to use them and regularly review the reporting procedures. Additionally, they are expected to regularly document the progress made in clarifying the allegations made and resolving the reported issues. The grievance mechanisms must be accessible and include an option to report anonymously where reasonable or possible. Workers and/or their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination or retaliation.

We describe our strategies for protecting individuals against retaliation in section [“ESRS G1-1 – Business conduct policies and corporate culture.”](#)

Furthermore, our suppliers must inform their workers about how to use Deutsche Telekom's TellMe whistleblower portal or T-Mobile US's Integrity Line, both of which are publicly available. If a supplier does not have its own complaints mechanism, this information is sufficient.

For more information on the whistleblower mechanism, see section [“ESRS G1-3 – Prevention and detection of corruption and bribery.”](#)

The contracts entered into with our suppliers and the supplier codes of conduct make explicit reference to TellMe and Integrity Line and provide a link to these channels, which means that all contracting parties are aware of and have access to the complaints mechanism.

For more information on how availability of the channels is supported, see sections [“ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to report concerns”](#) and [“ESRS G1-1 – Business conduct policies and corporate culture.”](#)

We also receive information about potential grievances in the upstream value chain (Deutsche Telekom excluding T-Mobile US) through the audits described in section [“ESRS S2-2 – Processes for engaging with value chain workers about impacts”](#) as part of the multi-sector JAC initiative or through reports in the media.

No severe human rights incidents connected to workers in the upstream value chain (e.g., forced labor, human trafficking, or child labor) were reported through the aforementioned channels in the reporting year.

We describe how the grievances raised are tracked and monitored in section [“ESRS G1-3 – Prevention and detection of corruption and bribery.”](#) We provide information on the effectiveness of our grievance mechanism related to reports from workers in the upstream value chain in section [“ESRS S1-3 – Processes to remediate negative impacts and channels for our own workforce to report concerns.”](#)

#### **ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions**

As part of the LkSG management system, we conduct regular risk analyses for the own business operations of the consolidated Group companies (Deutsche Telekom excluding T-Mobile US) and their direct suppliers. We also perform ad hoc risk analyses of suppliers about whom we have substantiated knowledge of misconduct, as described above.

The LkSG risk analyses include information from internal and external sources. These include publicly available reports on country and industry risks, information from our existing management processes, grievance mechanisms, employee surveys, or audits. In addition, we make use of the knowledge of internal and external human rights experts. The information is checked for plausibility and prioritized. Thus, we have been preparing an annual risk matrix for our own business areas and for suppliers. A company's own business activities are defined in § 2 (6) of the LkSG as "any activity of the company to achieve its business objective" and are the same as Deutsche Telekom's "own business activities" referred to consistently elsewhere in the Annual Report. The results of the risk matrix are adopted by the Board of Management. They form the basis for deriving further actions.

In the case of selected high-risk, strategically important suppliers, we perform additional supplier assessments over and above this risk analysis. We use the EcoVadis platform throughout the Group for this purpose. This platform enables us to assess and monitor the environmental, social and governance practices of companies worldwide.

As a U.S.-listed company, T-Mobile US conducts its own enterprise risk assessments according to its own methodology, the results of which it regularly reports to the relevant bodies, including representatives of Deutsche Telekom AG. Additionally, before T-Mobile US selects suppliers, it utilizes a centralized third-party risk management process to screen potential suppliers for human rights violations and environmental risks, among other things. T-Mobile US also continuously subjects its suppliers to supplier risk assessments adapted to their risk profile and reserves the right to audit suppliers to confirm compliance with its Supplier Code of Conduct.

In 2023, we identified risks and human rights violations at our suppliers in connection with working conditions, equal treatment and equal opportunities for all, as well as other work-related rights, as part of the LkSG risk analysis. We assessed the risks based on various criteria, taking into account, e.g., the extent to which our suppliers contribute to the emergence of these risks as a result of their business activities. We have prioritized the following risks at our direct suppliers for follow-up: "Disregard for occupational safety and work-related health hazards," "Destruction of natural living conditions through pollution," and "Prohibition of unequal treatment in employment." We also know from press reports that there are human rights and environmental risks associated with the extraction of raw materials for the production of telecommunications terminal equipment as well as with civil engineering works. We have therefore developed industry-specific measures for both civil engineering and the procurement of raw materials that have verifiably been extracted in conflict or high-risk regions. We already implemented most of these in 2024.

We did not classify as high any risks that we identified in connection with collective bargaining, freedom of association and forced labor based on the results of the LkSG risk analysis in 2023. As part of the 2024 LkSG risk analysis, we prioritized risks related to the topics of "Forced labor at lower levels of the supply chain" and "Violation of freedom of association" at suppliers in the ICT and automotive sectors (fleet suppliers) and started developing further actions.

In the following, we describe the prevention and mitigation measures that we (Deutsche Telekom excluding T-Mobile US) have taken to address the prioritized risks identified in the 2023 LkSG risk analysis up to and including 2024. As a matter of principle, we have contacted all high-priority direct suppliers and discussed our human rights and environment-related expectations with them. Our dialogue with suppliers serves to raise awareness and can therefore avoid risks and violations.

Our influence is considerable when it comes to sourcing products for our own brands (e.g., T Phone and T Tablet). For this reason, we (Deutsche Telekom excluding T-Mobile US) took the following measures during the reporting period to mitigate negative impacts on workers in the upstream value chain when sourcing own-brand products manufactured using raw materials extracted in conflict or high-risk regions:

- Dialogues to raise supplier awareness of risks related to the extraction of raw materials
- Analysis of products to determine whether they contain raw materials from conflict and high-risk regions or a proportion of raw materials from certified smelters
- Defining processes and responsibilities for reducing risk

We completed these process stages at the end of June 2024. Regardless of whether they are our own or third-party brand products, our technical requirements for mobile devices additionally include the requirement that conflict minerals must not be used. If this is not possible for technical reasons, we require our suppliers to make the mineral supply chain transparent by using the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI).



The annual audits conducted as part of the JAC industry initiative also help to minimize negative impacts associated with the working conditions at the production sites of ICT suppliers. We also include suppliers at lower levels of the supply chain that produce or offer ICT hardware. As the production sites of most of the suppliers audited as part of the JAC audits are in Asia, the audits primarily happen there. Building on this, we concentrated in the reporting period on developing specific mitigation measures in a JAC working group, particularly in connection with working conditions at the locations of ICT suppliers. These actions include measures such as close collaboration with suppliers and the creation of greater transparency in the ICT supply chain. Through our involvement in networks and associations, such as the UN Global Compact, econsense, and the Global enabling Sustainability Initiative (GeSI), we also want to help ensure that the ICT industry does a better job of implementing sustainability requirements in the global supply chain over the long term. That is why we exchange information on best practices and pool resources for improving labor standards as part of the initiatives.

U.S. law requires companies to conduct due diligence on the source of conflict minerals necessary to the functionality or production of products that they manufacture or contract to manufacture. The T-Mobile US Responsible Sourcing Policy outlines that suppliers must source conflict minerals responsibly, either from recycled or scrap sources or from smelters or refiners that have completed or are progressing towards completing an audit by a recognized third-party verification program. Suppliers are required to conduct their own due diligence into the source and chain of custody of any conflict mineral used in products or components supplied to T-Mobile US. They must provide full transparency of the mineral supply chain, using a verifiable traceability system such as the RMI Conflict Minerals Reporting Template (CMRT). Additionally, suppliers must adopt a conflict minerals policy and supplier due diligence practices.

To mitigate negative impacts on workers in the field of civil engineering works in the optical fiber rollout in Germany, we have defined special contractual terms for our business partners in this industry. These include, for example, the stipulation that work may not be subcontracted from subcontractor to sub-subcontractor. This clause helps to avoid complex subcontracting chains that can increase the risk of human rights violations. In addition, safety and health inspectors monitor mandatory compliance with occupational safety and environmental protection regulations during construction site inspections, using a set of guidelines that has been aligned with the LkSG requirements since 2024. Moreover, we audit civil engineering suppliers and have also been factoring the LkSG requirements into these audits since 2024.

During the reporting period, we published an informational bulletin for our German-speaking civil engineering suppliers on our website for the first time. In this we draw the attention of our direct suppliers to their obligation to contractually ensure that employment contracts are drawn up and that workers in the upstream value chain, especially migrant workers, are able to understand the text of the contract. To minimize negative impacts on the workforce, we also expect our suppliers in the civil engineering industry to comply with the following principles when subcontracting.

#### Ensuring fair pay:

- Payment of fair wages, at the very least in accordance with statutory and industry-specific minimum requirements and standards, including payment of all social security contributions
- Correct payment of allowances and overtime work
- Pay slip transparency for employees, taking account of language barriers

#### Reduced risk of accidents:

- Preparation of the legally required threat assessment and implementation of the occupational health and safety actions to be developed from this
- Provision (free of charge) of the safety equipment needed for the specific threat
- Regular training and instruction material

#### Ensuring other work-related rights, for example compliance with the ban on exploitative or involuntary labor:

- No retention of identity documents
- Compliance with statutory working time
- Adequate, decent housing
- No threats or use of physical force or violence

To raise awareness for human rights-related risks in civil engineering, we have shown workers on construction sites how to report anything out of the ordinary, e.g., by handing them special business cards. Workers can report information to Deutsche Telekom via TellMe using a QR code printed on them: We also introduced web-based training for workers in civil engineering during the reporting period. This is intended to raise awareness for industry risks in civil engineering and provide information about processes with which they can be minimized.

Since most of the civil engineering projects are based in Germany, the focus of our actions is also there. They are geared towards construction site employees and their management in the upstream value chain, but also towards our own workforce. Large-scale civil engineering and infrastructure projects generally require a large number of workers, which is why migrant workers play an important role in the industry. Migrant workers are considered a vulnerable group who may be exposed to precarious employment and working conditions.

We review the effectiveness of the above-mentioned mitigation and prevention measures once a year or on an ad hoc basis as part of the LkSG risk process. We do this by evaluating predefined metrics that we developed when we drafted the individual actions. The effectiveness of the actions that followed from the 2023 LkSG risk analysis and were implemented in 2024 will be reviewed by the relevant departments in early 2025.

As an overarching action in connection with our own practices, we have incorporated, e.g., the LkSG obligations into the procurement policy and the general terms and conditions for suppliers of Deutsche Telekom. The procurement policy emphasizes the importance of sustainability in procurement. In addition, our procurement employees are continuously informed about the LkSG requirements through mandatory training courses so that they can comply with them. Where possible, we track the attendance rate to monitor the effectiveness of this action. We have also published a web-based training course for suppliers on Deutsche Telekom's website.

When selecting suppliers, we attach great importance to ensuring that our suppliers are familiar with our sustainability requirements as set out in the Supplier Code of Conduct. As part of the selection process, we also review the risk status of selected suppliers, including by using external data. This may result in no order being placed or no contract being entered into. In the course of tenders, we also weight sustainability criteria alongside quality and cost criteria, wherever possible. These include our suppliers' carbon emissions and, for certain product groups, respect for human rights. This also creates a strong incentive for suppliers to take greater account of sustainability and to offer more sustainable products and services.

As part of the introduction of the LkSG management system, we created the new role of LkSG officer and established an LkSG Risk Board.

Further information on the monitoring of our LkSG management system by the LkSG officer can be found in the section "[ESRS S1-1 – Policies related to our own workforce](#)."

In addition, it is not possible to allocate human and financial resources for the management of the described measures with any degree of accuracy due to the complexity of our business activities. As a rule, all actions are implemented using the budgets of the individual units and normally do not require significant operating or capital expenditure.

For more information, please also refer to other Deutsche Telekom publications on human rights on our [website](#), e.g., the LkSG Annual Report and the reports to the supervisory authority in accordance with the LkSG.

## Targets

### **ESRS S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

We monitor the effectiveness of our policies and actions related to the improvement of working conditions, equal treatment and equal opportunities, and other work-related rights in the upstream value chain through the LkSG risk process described in detail in this topical standard. Compliance with T-Mobile US's human rights policy and Supplier Code of Conduct is continuously monitored; TellMe and Integrity Line are used to record violations of supplier requirements. Over and above this, we have not defined any specific time-bound or outcome-based targets that apply to the entire Group.

## ESRS S4 – Consumers and end-users

The internet has evolved into an indispensable part of our daily social lives. Despite the numerous advantages that digitalization brings, there are still people who face challenges in fully participating in the digital world. We are committed to ensuring that everyone has an opportunity to take part in the digital world. For us, this also includes protecting the rights of consumers and end-users – especially children and young people – as well as enabling assistance in emergency situations as part of the ongoing network build-out. We also address the protection of our customers' data and health concerns related to the mobile network build-out. We always align our actions with the challenges and requirements of the countries where we operate. The topics are therefore mainly managed locally.

The following index shows the disclosure requirements relating to the topical standard “Consumers and end-users” identified by the materiality assessment.

### ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS S4 – Consumers and end-users</b>	
ESRS 2 SBM-2 S4	Interests and views of stakeholders
ESRS 2 SBM-3 S4	<u>Material impacts, risks, and opportunities and their interaction with strategy and business model</u> (use of phase-in option for ESRS 2 SBM-3 para. 48e)
ESRS S4-1	<u>Policies related to consumers and end-users</u>
ESRS S4-2	<u>Processes for engaging with consumers and end-users about impacts</u>
ESRS S4-3	<u>Processes to remediate negative impacts and channels for consumers and end-users to raise concerns</u>
ESRS S4-4	<u>Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions</u>
ESRS S4-5	<u>Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</u>

### Strategy

#### ESRS 2 SBM-3 S4 – Material impacts, risks, and opportunities and their interaction with strategy and business model

The table below shows the material **impacts** of our business activities on society and the environment that we have identified through the double materiality assessment.

We provide overarching information on how material impacts, risks, and opportunities interact with our strategy and business model in the “ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model” section.

Value chain	Nature of impacts	Description	Reference to business model/ strategy
<b>Information-related impacts for consumers and/or end-users</b>			
Downstream	Positive (actual/short-term: <1 year)	The ongoing build-out of Deutsche Telekom's network infrastructure facilitates <b>access to information</b> . The ability to share opinions with a wider audience has a fundamentally positive impact on the exercise of the right to <b>freedom of expression</b> . The network build-out will thus also help to ensure that all people have equal opportunities to be a part of the digital society.	Based on the business model
<b>Personal safety of consumers and/or end-users</b>			
Downstream	Positive (actual/short-term: <1 year)	The ongoing network build-out is making it easier to provide assistance in emergency situations. Improved positioning options have a positive impact on the security of persons – even in remote areas.	Based on the business model
Downstream	Negative (actual/short-term: <1 year)	Easier access to the internet also exposes children in particular to risks, making the <b>protection of children</b> more difficult.	Connection with the business model
<b>Social inclusion of consumers and/or end-users</b>			
Downstream	Positive (actual/short-term: <1 year)	The network build-out is helping to ensure that all people have <b>access to Deutsche Telekom's products and services</b> and can therefore participate in the digital society. Initiatives such as No Hate Speech also promote <b>non-discrimination</b> in the digital world. Our involvement in these initiatives and the change brought about as a result are shown by company-specific metrics such as the Community Contribution – Digital Society and Beneficiaries – Digital Society ESG KPIs.	Based on the business model

The following overview illustrates Deutsche Telekom's material topic-specific **risks and opportunities** and their financial effects on our financial position, financial performance, and cash flows.

Risks and opportunities that represent a top risk in the next two years are described in the "[Risk and opportunity management](#)" section.

Value chain	Risk/opportunity	Description
<b>Information-related impacts for consumers and/or end-users</b>		
Downstream	Risk	Despite preventive actions and very well-established data privacy management structures, it is not possible to categorically rule out <b>data privacy incidents</b> in the ICT industry because almost all data processing/processes in the Group are relevant for data protection. This results in reputational, cost, and sanction-related risks.
<b>Personal safety of consumers and/or end-users</b>		
Downstream	Risk	Public debate about potential <b>health risks</b> from mobile communications and electromagnetic fields (EMF) may impact the build-out of mobile infrastructure and lead to regulatory intervention, such as stricter limits for electromagnetic fields or the implementation of precautionary measures for mobile communications, e.g., amendments to building laws or the risk of labeling requirements for devices. This could lead to increased operating and capital expenditure.

Consumers and end-users who may be affected by Deutsche Telekom's material impacts include:

- People who purchase our products or use our services that potentially negatively impact their rights to privacy, to have their personal data protected, to freedom of expression and to non-discrimination
- People who are particularly vulnerable to health or privacy impacts or impacts from marketing and sales strategies, such as children or financially vulnerable individuals

They do not include:

- Consumers or end-users of products that are inherently harmful to people or increase risks for chronic disease
- Consumers or end-users who are dependent on accurate and accessible product- or service-related information, such as manuals and product labels, to avoid potentially damaging use of a product or service

When analyzing the material financial risk in connection with data protection, we also consider the impact on Deutsche Telekom's business customers.

For information on how we have developed an understanding of how consumers and end-users with particular characteristics may be at greater risk of harm, see section "[ESRS S1-1 – Policies related to our own workforce](#)."

## Impact, risk, and opportunity management

### ESRS S4-1 – Policies related to consumers and end-users

**Information-related impacts for consumers and/or end-users (freedom of expression and access to (quality) information), personal safety of consumers and/or end-users (personal security), and social inclusion of consumers and/or end-users (non-discrimination and access to products and services).** As a provider of digital infrastructure, we run our operations based on the principle of digital responsibility. As society becomes increasingly digital, we at Deutsche Telekom are making strenuous efforts to ensure everyone can take part in the digital world and lead their lives alongside each other on the basis of democratic principles. To ensure we can achieve these objectives across our Group, we have incorporated digital inclusion as a key topic in our CR strategy. With our approach to digital inclusion (access, affordability, and ability) and digital values, we want to advance our material positive impacts related to access to information, freedom of expression, personal security, and social inclusion, and mitigate negative impacts:

- Access to state-of-the-art information technology is key to participating in the information and knowledge society (Access). That is why we continue to rapidly expand our infrastructure and improve transmission speeds with new, secure technology. This build-out is based on the goals of our Europe-wide integrated network strategy, which we use to help achieve the EU Commission's network build-out targets and the Federal Government's Digital Agenda and broadband strategy. The strategy is founded on the two pillars of building out mobile and fixed networks, with the focus of the former being on 5G coverage – the most powerful technology standard currently available. In the fixed network, we are focusing on rolling out our optical fiber to provide our customers with a reliable connection at gigabit speeds.
- Ensuring that products and services are affordable is also important so that people can participate equitably in the information and knowledge society (Affordability). We offer rate plans and equipment tailored to the financial possibilities of different consumers and end-users.
- We also want to develop their skills and motivation to use digital media (Ability). We view media literacy as the key to safe interactions with digital media and a crucial skill for our work and private lives. Our approach begins with strengthening basic skills in using media and extends all the way to safeguarding privacy and dealing responsibly with hate and disinformation.

For further information on the network build-out, please refer to the sections "[Group strategy](#)" and "[Economic environment](#)."

In addition, we aim to promote digital values and hence the social inclusion of consumers and end-users by developing their skills: The internet is supposed to be a space in which everyone can feel safe. That is why we are shaping the transition towards a positive culture of online debate and making a stand against hate speech and for civil courage online. We are working closely with non-governmental organizations (NGOs) toward that end.

In line with Deutsche Telekom's CR strategy, GCR develops our approach to digital inclusion and digital values. In accordance with the local network build-out strategy, responsibility for network build-out is decentralized and lies with the Board of Management departments of the Germany, Europe, and United States operating segments.

We use the Beneficiaries – Digital Society ESG KPI, among others, to measure the effectiveness of our activities to advance digital inclusion Group-wide. We also measure the reach of selected campaigns. In addition, we consider the impact measurement for our network build-out activities in terms of the progress we have made in network build-out.

For further information on the Beneficiaries – Digital Society ESG KPI, please refer to the section "[ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities](#)."

**Personal safety of consumers and/or end-users (protection of children).** Protecting our customers' data and ensuring their safety is crucially important for consumer protection at Deutsche Telekom. In this context, we aim to protect children and young people in particular when they use digital media. Our commitment to protecting children and young people in the Germany and Europe operating segments is anchored in our Code of Human Rights. Beyond that, the Group does not have a uniform Group-wide approach for the protection of children because the topic is managed and actions are monitored locally in line with country-specific requirements.

To advance the protection of children when they use digital media, we provide an age-appropriate content portfolio for children and offer information for parents and guardians to help them shield their children from harmful content. We implement various actions to ensure that young people acquire media skills and can interact safely with online content. For detailed information, please refer to our approach to digital inclusion and digital values described above.

In addition, we collaborate closely with law enforcement authorities and NGOs as well as other partners from business, politics, and society to ban online content that is harmful to children and young people. In Europe, we have been committed to fighting child pornography on the internet since 2007. GSMA (an association representing the interests of mobile operators worldwide), of which we have been a member since 2008, pursues the same objectives at a global level. Other than this, in view of the decentralized management and country-specific regulations, we have not defined any specific time-bound or outcome-oriented targets or other targets in the Group that we can use to measure our progress in mitigating the negative impacts associated with the protection of children.

**Information-related impacts for consumers and/or end-users (privacy).** Deutsche Telekom practices an active data privacy and compliance culture that we have built up over many years. It forms the basis for countering impacts in the area of data privacy and for preventing the material risks arising from any data privacy incidents. The Group companies are subject to specific data protection requirements. In the EU, for example, the General Data Protection Regulation (GDPR) in particular applies. These requirements must be implemented and their compliance must be monitored. Our data privacy management system outlines the actions, processes, and audits we use to ensure compliance with laws, regulations, and self-commitments to uphold data privacy. Since data privacy regulations differ in the United States, T-Mobile US has adopted its own approach, which is presented at the end of this section.

We aim to ensure lawful processing of personal data, upholding fundamental human rights. We are committed to the fundamental right to data protection and informational self-determination applicable in the EU and promote its global recognition. Particularly when developing and using artificial intelligence (AI) or other algorithm-based applications, we ensure that these comply with data privacy regulations and take human rights-related matters into consideration. At the same time, we work to ensure that every individual retains control over the use of their data. This includes providing information on how data-driven business models work and how, for example, our customers can exert digital sovereignty.

Through our global data privacy organization, we are continually pursuing the objective of a transparent, high level of data protection in all of the Group companies. As far as legally possible, the companies of the Deutsche Telekom Group have additionally committed to complying with the Binding Corporate Rules Privacy policy, which are intended to ensure a uniform high level of data protection for our products and services in accordance with ISO 27701.

Similar to the data privacy organization, we have established a security organization which operates both on a centralized basis and in all Group entities. The Security policy contains Deutsche Telekom's key safety-related principles in relation to data security and is also based on the ISO 27701 standard. These components form the basis for ensuring an appropriate and consistent level of security within our Group.

The Board of Management department for Human Resources and Legal Affairs has overarching responsibility for data privacy. Responsibility for data security rests with the Board of Management department for Technology and Innovation.

T-Mobile US is subject to U.S. data privacy laws. The company has appointed a Chief Privacy Officer to ensure compliance with these laws. Confidential handling of information and personal data is incorporated in various areas of T-Mobile US, including in the T-Mobile US Code of Conduct. In addition, T-Mobile US provides its employees with annual data privacy and data security training and offers role-specific training designed to help them comply with data privacy laws.

For further information on the T-Mobile US Code of Conduct, please refer to the section [“ESRS G1-1 – Business conduct policies and corporate culture.”](#)

We publish an annual Group-wide transparency report on the principles of our cooperation with law enforcement authorities. On top of this, we disclose the type and scope of the information we provide to security authorities in the European national companies and at T-Mobile US in individual reports.

**Personal safety of consumers and/or end-users (health and safety).** There are public debates about potential health impacts of 5G and the EMF used by mobile communications surrounding the build-out of the 5G network. We have been providing information on the scientific evidence regarding mobile communications and health as well as on the statutory thresholds for more than 20 years now. Our collaboration with local authorities to expand the infrastructure is another focus of our communications.

We want to make our mobile communications infrastructure and our products, as well as the processes on which they are based, as resource-efficient, secure, and safe for health as possible. The EMF principles in force throughout the Group, which we updated in 2023, play a key role in this regard: Our EMF policy contains uniform minimum requirements for mobile communications and health that go far beyond the national legal requirements. It provides a mandatory framework that ensures that the topic of mobile communications and health is addressed in a consistent, responsible way throughout the Group, and it is based on the recommendations of the International Commission on Non-Ionizing Radiation Protection (ICNIRP). This policy is a reflection of our commitment to greater transparency, participation, and the provision of information and scientific facts. All Group companies that operate mobile networks have accepted the EMF policy and implemented most of the required actions.

Ultimate responsibility for mobile communications and health lies with the Board of Management department for Germany; however, the EMF policy is implemented decentrally by the individual Group companies, usually by top management in the technology division. The responsible EMF managers of the Group companies describe the relevant EMF situation in the EMF Core Team working group, thereby promoting the exchange of technical information. We have no other established process for monitoring the effectiveness of the EMF policy. We have also not set any specific time-bound or outcome-oriented or other targets for advancing and measuring progress in the management of material risks relating to the topic of mobile communications and health.

**Human rights policy commitments relevant to consumers and/or end-users.** We are committed to respect human rights and make efforts to enforce them in the context of our customers. Our actions are based on the universally accepted standards and principles that we have defined in Deutsche Telekom's Code of Human Rights.

For further information, please refer to the section "[ESRS S1-1 – Policies related to own workforce](#)."

In relation to end-users and consumers, the Code of Human Rights defines principles and expectations in the context of:

- Privacy and informational self-determination
- Freedom of expression and information
- Protection of children and young people
- Mobile communications and health
- Digital responsibility and participation

T-Mobile US has its own Human Rights Statement, which does not explicitly address the principles and expectations outlined above in relation to consumers and end-users, with the exception of data protection and freedom of expression and information, but covers them as a whole.

Protecting human rights also plays a key role for us in responsibly shaping technological change and digitalization – because our aspiration is to apply a humanistic value system in the use of our technologies. This is another reason why we engage with end-users and consumers in the formats explained in section "[ESRS S4-2 – Processes for engaging with consumers and end-users about impacts](#)." In the Code of Human Rights, we also describe our approach to taking mitigation measures in the event of negative impacts on human rights. However, we only provide or enable remediation in the upstream value chain and in our internal business units – not in the context of end-users and consumers.

Both Deutsche Telekom's Code of Human Rights and the Human Rights Statement of T-Mobile US comply with relevant internationally recognized instruments, such as the UN Guiding Principles on Business and Human Rights. However, as our due diligence does not yet extend to the downstream value chain, human rights-related reports related to consumers and end-users are not systematically recorded. Participants in the downstream value chain can nevertheless use the Company's complaints channels.

#### ESRS S4-2 – Processes for engaging with consumers and end-users about impacts

In order to understand and address our material impacts, we engage with the interests and perspectives of end-users and consumers both on an ongoing basis and ad hoc, particularly in the context of the development and use of products and services and our network build-out plans. We do not have a procedure for directly engaging with children. That is why we involve legitimate proxies in the event of negative impacts on the protection of children. Consumer protection associations, NGOs, and public authorities play an important role in this context. Responsibility for engaging with consumers and end-users, or their legitimate representatives as well as legitimate proxies, is organized decentrally. We make a distinction between three inclusion formats: information, dialogue, and participation. The Design for All sounding board is an example of how the interests of consumers and end-users are taken into account. It is staffed with external experts and advises us (Deutsche Telekom excluding T-Mobile US) on ways of making our products and processes more accessible and easier to use.

For further information on our stakeholder engagement process, please refer to the section “[ESRS 2 SBM-2 – Interests and views of stakeholders](#).”

#### ESRS S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

A variety of channels is available to consumers and end-users in all the countries where we operate to raise inquiries and complaints about Deutsche Telekom products or services. These include telephone hotlines, email, live-chats, and social media. Consumers and end-users can also contact Deutsche Telekom’s data protection and data security teams directly via country-specific channels and report cases of data misuse on the internet in connection with Deutsche Telekom’s systems. Consumers and end-users in Germany can also contact us directly via a free hotline and established mailboxes if they have health-related questions about the electromagnetic compatibility of mobile communications infrastructure or devices, as well as their impact on the environment, or if they wish to express any concerns. There are no comparable channels in the European national companies and at T-Mobile US that can be used explicitly for reporting complaints related to the topic of mobile communications and health. The other complaints channels are available for this. We provide information for consumers and end-users on the required contact information on our website.

We examine the reports received through the various channels mentioned above and forward them to the appropriate internal experts as needed. As part of our review of information received in connection with the data protection of our customers, we assess whether the supervisory authorities and the persons affected must be notified, and we act accordingly. We initiate mitigation measures if necessary and possible. To ensure the effectiveness of the process, we regularly test whether channels can be reached and evaluate customer feedback. We also monitor the number of reports received and use them to measure awareness and acceptance of the contact options.

For more information on our non-financial performance indicator for customer satisfaction (TRI\*M), please refer to the section “[Performance management system](#).”

We describe our strategy for the protection of individual whistleblowers against retaliation in section “[ESRS G1-1 – Business conduct policies and corporate culture](#).”

#### ESRS S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

**Information-related impacts for consumers and/or end-users (freedom of expression and access to (quality) information), personal safety of consumers and/or end-users (personal security), and social inclusion of consumers and/or end-users (non-discrimination and access to products and services).** We are continuously building out our network to enable technical access to the network. This allows us to provide broad accessibility in emergency situations, improving the personal safety of consumers and end-users. To this end, we also cooperate with partners – especially in more remote areas. The requirements and underlying conditions are different in each of the countries in which we operate, and taking appropriate action is the responsibility of the operating national companies.



Our network build-out in Germany follows the open access principle: The networks that we build are open for use by our competitors, regardless of whether they were involved in building the network. As such, network sharing agreements with other German network operators can contribute to broader mobile communications coverage. Similar agreements in various forms are also in place in the other European countries in which we operate. By cooperating with other companies, we are also helping to build out the fixed network more quickly in Germany. The US also has federal interconnection and roaming agreements to promote broad and accessible mobile coverage across the country.

In emergency situations, it is crucial for networks to function properly, so that emergency calls can be made and responses organized. In emergencies such as floods or large fires, in which network equipment is damaged to the point that mobile communications and fixed-network services cannot be quickly restored, our Disaster Recovery Management (DRM) comes into play. It provides mobile containers with communications technology, emergency power generators, and mobile radio masts to provide a replacement for the disrupted mobile communications and fixed-line networks. The movable masts are connected via radio relay and satellite links to restore mobile communications coverage within a few hours of extreme events. This allows us to quickly provide a connection to the network in an emergency. We also use the relay and satellite connections to quickly put regular mobile network sites (back) into operation if this is urgently needed and the planned or previously existing connection (e.g., in the form of optical fiber) is not yet or no longer available.

For more information on how we deal with extreme weather events, please refer to the section [“ESRS 2 SBM-3 E1 – Material impacts, risks, and opportunities and their interaction with strategy and business model.”](#)

The further we advance with the network build-out, the more effectively we can implement the related actions. Monitoring is performed decentrally in the operating segments, for example, by measuring network coverage, evaluating customer satisfaction, using external benchmarks, and recording the build-out obligations in connection with frequency auctions, e.g., by local regulatory authorities.

In addition to this, we are driving forward the development of technologies and products for a range of target groups. Making our products and services as accessible and non-discriminatory as possible is an increasingly important aspect of what we do. We drafted the Design for All product development guideline in 2023. This guideline is aimed at Group employees and aims to prevent exclusion, stigmatization, and discrimination right from the product development stage. This involves ensuring that our product development process takes full account of human diversity, including aspects such as physical and mental abilities, as well as other diversity dimensions such as age, gender, ethnic origin, and nationality. In adopting this approach, we are going beyond the legal obligations in Europe related to accessibility. We introduced a corresponding training concept in the reporting year that will help our employees to better grasp the principles of Design for All and help build awareness. The course is available on Deutsche Telekom's online training platform. For legal and other reasons, T-Mobile US employees do not have access to the platform, but the company is also supporting employees by providing training to enable them to develop accessible products and services.

To harness the potential of information technologies for the benefit of society, Deutsche Telekom promotes media literacy among consumers and end-users with a wide range of products and services available throughout the Group – always with the aim of ensuring that everyone can navigate the digital world safely and confidently. The Teachtoday International platform launched in the reporting year provides an overview of all the Group's media literacy initiatives worldwide. These also include measures that are explicitly designed to raise awareness on how to handle disinformation.

We (Deutsche Telekom excluding T-Mobile US) continued our No Hate Speech initiative, which was launched in Germany in the summer of 2020, in the reporting year. Through this campaign, we aim to raise awareness in society and enable people to put into practice and defend fundamental democratic values online. We are advocating for an internet in which everyone can utilize the opportunities of the digital world – without having to fear marginalization or hate speech. Our aim here is also to promote diversity in the digital world. We published the current campaign video “Feuerlöscher!” (fire extinguisher) in German-speaking countries in the reporting year as part of this initiative. Our aim with the video is to educate people and raise awareness on how to deal with disinformation. We are currently examining whether the campaign can be extended to other national companies.

To advance digital equity, T-Mobile US established Project 10Million to offer free and reduced internet connectivity and mobile hotspots to up to 10 million eligible student households. Through the end of 2024, T-Mobile US has connected over 6.3 million students since program launch. The company also works with its External Diversity and Inclusion Council, which includes members from civil rights and social justice organizations representing a wide-range of underrepresented communities, to identify digital literacy and inclusion programs to support across the country.

We are also looking at how to use AI responsibly in the context of disinformation. In the reporting year, we took part in the collaborative innovation program X-Creation, which was initiated by T-Systems in the previous year, and developed the “News-Profi-App” (news professional). This is designed to enable users to verify information easily and simply by fact-checking it. True to the motto “share it with the app first, then with the world,” the aim is to use AI to compare questionable content with trusted information and to be able to feed back the result to the person who spread the disinformation. The option to share the results with the original source is intended, above all, to reach people who are distant from socio-political issues, receptive to disinformation, and quick to share it without actively checking it. We started rolling out the app in Germany in the reporting year. We are currently looking for partners and sponsors who want to become involved in expanding and implementing the app.

We measure the effectiveness of our activities to advance digital inclusion with metrics such as the Beneficiaries – Digital Society ESG KPI. In order to identify the impacts of our products and projects on society, including their impacts on consumers and end-users, we have also developed a multi-level approach for the measurement of impacts. We describe the contributions of selected actions to impacts in order to obtain transparent and comparable results, using external frameworks such as the United Nations Sustainable Development Goals (SDGs). In addition, we take regulatory requirements and market trends into account. That allows us to evaluate our contributions to sustainable development. This process was validated externally in 2023. The outcome of the impact measurement helps us to steadily increase the positive impacts of our business activities and reduce negative impacts.

For further information on the Beneficiaries – Digital Society ESG KPI, please refer to the section [“ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.”](#)

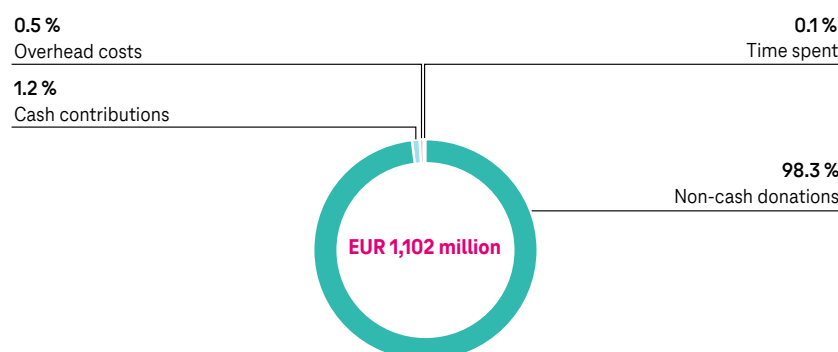
We want to avoid our own business activities contributing to negative impacts on consumers and end-users. That is why we are committed to human-centric, values-based digitalization (Corporate Digital Responsibility – CDR) and are striving for the responsible use of AI. Back in 2018, we were one of the first companies worldwide to adopt Digital Ethics Guidelines on AI. To supplement them, we developed the professional ethics guidelines in 2021 for all developers and product managers working with AI and have been continuously refining them since then. We founded the Digital Ethics interdisciplinary working group in 2022 that addresses the refining, monitoring, and implementation of digital ethics, further incorporating the topic within the Group. This is strengthened in the co-creation approach with the AI Competence Center (AICC) established in the reporting year. The interdisciplinary working group is also preparing the implementation of the EU AI Act. In the reporting year, we additionally offered a large number of training courses on the potential, functioning, and risks of generative AI. In our CDR framework, which we published in 2022, we set forth our perspectives on the far-reaching subject area of digital responsibility.

TMUS adopted its AI Principles in 2023, and published its Responsible AI Policy and Guidelines for the enterprise in the reporting year. A governance council has also been established with senior leaders that oversee the company’s responsible use of AI.

We use the Community Contribution – Digital Society ESG KPI to measure our financial, human, and in-kind contribution to the digital society. With this approach we want to advance our material positive impacts related to access to information, freedom of expression, personal security, and social inclusion, and mitigate negative impacts: As previously outlined, we are taking a variety of measures to ensure everyone can take part in the digital world and lead their lives alongside each other on the basis of democratic principles. In the reporting year, our contribution to promoting the digital society amounted to a total of approximately EUR 1,102 million. We measure the effectiveness of our activities across the Group using the Beneficiaries – Digital Society ESG KPI. When measuring the two KPIs, we rely on methods employed by the organization Business for Societal Impact (B4SI), which incorporate the aspects “input” and “impact”. The Community Contribution – Digital Society ESG KPI represents the “input,” while the Beneficiaries – Digital Society ESG KPI represents the “impact.” The Beneficiaries – Digital Society ESG KPI indicates the number of people who have benefited directly or indirectly (based on assumptions) from our commitment to promoting a digital society. These include, for example, people who use our media literacy platforms, attendees at workshops, and users of discounted rates (including household members). The metrics in this topical standard are not additionally validated externally.

For further information on our target of improving the Beneficiaries – Digital Society ESG KPI, please refer to the section [“ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.”](#)

## Community Contribution – Digital Society ESG KPI



For information on our investments in network build-out, please refer to the section “[Group strategy](#).”

When we develop actions to mitigate actual or potential negative impacts on consumers and end-users, we align ourselves with the legal requirements of the countries in which we operate. We keep the special protection that needs to be afforded to children in our sights at all times. We also draw on annual trend analyses, the findings of scientific studies, and our dialogue with NGOs. The feedback we receive through the formats described in section “[ESRS S4-2 – Processes for engaging with consumers and end-users about impacts](#)” is incorporated into the focus of our activities and the development of our products and services.

**Personal safety of consumers and/or end-users (protection of children).** Protecting minors from unsuitable media content poses a challenge that affects many industries. We therefore work together with different organizations for the protection of minors and participate continuously in coalitions that coordinate the involvement of companies and organizations from the internet and media sector. We are involved in various country-specific initiatives and support national programs to protect children and young people from age-inappropriate content on the internet and to raise awareness for ways to combat disinformation and promote respectful behavior online. One example of this is the online magazine *AwareNessi*, which is aimed at children and their adult caregivers. The issues are available in several languages.

Another focus of our actions is to raise parents’ and legal guardians’ awareness for technical solutions. Depending on the operating system, mobile devices in our distribution network have integrated parental controls that can be used to monitor or restrict content, applications, phone usage times, or location tracking. Our website and social media channels provide comprehensive support for child-proofing devices and user accounts. T-Mobile US offers customers the option of defining the user accounts of their children as Kids’ Line accounts, for example. As a result, the Group company uses the data from these accounts only for basic services such as device operation or network administration, but not for targeted advertising. Kids’ Line accounts are automatically excluded from the company’s online advertising and marketing communications – marketing calls, emails, and text messages do not reach children thanks to this configuration.

In addition, we offer service plans for children and young people at some national companies that provide protection against fraudulent websites and theft of login or bank details through a specific security feature. Our MagentaTV platform, which combines services such as television, media libraries, and streaming services and which we offer in selected European countries, also features a parental control function that allows legal guardians to configure a supervisory function. For example, this allows them to block inappropriate content or to define usage criteria based on information from the content provider (e.g., “suitable for persons aged 18 and over”). We monitor the effectiveness of our actions to mitigate negative impacts on the protection of children by evaluating the usage rates of the above-mentioned products and services, for example, and – in relation to selected initiatives – also in the context of tracking the Beneficiaries – Digital Society ESG KPI.

Although our business activity is directly connected with negative impacts on the protection of children, we do not cause them. Our focus is therefore on developing and implementing mitigation and prevention measures. Since we do not implement or directly enable any specific mitigation measures, we have not established any procedures for measuring the effectiveness of such mitigation measures. As part of our No Hate Speech initiative, we also inform consumers and end-users about their digital rights. This includes providing information to people that, under the Digital Services Act (DSA), internet platforms are required to enable users to report input containing disinformation and hate speech. We take this risk very seriously, especially with respect to children and young people. Since Deutsche Telekom does not operate a platform itself, we do not fall within the scope of this EU regulation. For incidents related to right-wing extremism and child pornography, we encourage consumers and end-users to contact local law enforcement authorities directly. When designing content that is relevant to the protection of minors, we involve our youth protection officer in Germany; she suggests restrictions or changes, for example. In addition, it is not possible to allocate human and financial resources for managing the measures described above in the Group with any degree of accuracy due to the complexity of our business activities. As a rule, all

measures are implemented using the budgets of the individual units of the national companies responsible, and normally do not require significant operating or capital expenditure.

Unless specified otherwise, all actions and initiatives described in this standard are ongoing and have no specific time frame.

**Information-related impacts for consumers and/or end-users (privacy).** Protecting the data of all individuals and organizations that have a relationship with Deutsche Telekom is of the utmost importance to us; that is why our processes for managing material risks related to data protection and security are integrated into our existing data protection risk management process. We implement a range of different actions to mitigate reputation, cost, and sanction risks as well as risks to affected customers arising from data privacy incidents, and to enhance privacy. In doing so, we always keep a close eye on current developments, such as regulatory changes or technical advances, e.g., in the field of AI.

Data protection and security aspects generally play an important role in the development of our products and services. We review the technical and privacy-related security of our systems at every step of development using the Privacy and Security Assessment process (PSA) to update new and existing systems when the technology or method of data processing is modified. PSA is an important part of our risk management process. We regularly verify the effectiveness of the PSA process, both internally and through external, independent bodies, as part of the ISO 27001 and 27701 certifications, for example. We use a standardized procedure to also document the data privacy and data security status of our products throughout their entire life cycle. Rather than using the PSA process, T-Mobile US has established its own process for assessing data protection consequences, using this to identify the risks of data processing in new projects and the required safeguards. T-Mobile US also has processes in place to ensure data protection and performs a comprehensive data inventory of its systems.

To mitigate material risks arising from the effects and dependencies associated with business customers, T-Systems has been a member of the EU Cloud Code of Conduct General Assembly of SCOPE Europe – an association that advocates for a common regulatory framework in the European digital industry – since 2021. This expresses our commitment to the EU Cloud Code of Conduct, the first standard for cloud services to be recognized by the European data protection authorities. We are aligning T-Systems' cloud offerings with this. T-Systems and Google Cloud also signed a long-term cooperation agreement in 2021. Since 2022, the joint T-Systems Sovereign Cloud powered by Google Cloud combines the open-source expertise of both providers, enabling business customers to manage workloads in compliance with German and European regulatory requirements (GDPR and Schrems II). The joint service covers all three aspects of digital sovereignty in various solutions: data sovereignty, operational sovereignty, and software sovereignty, so that companies from regulated industries can process their sensitive data in the cloud in line with sovereignty requirements.

Telecommunications companies in Europe are required to train their employees on issues related to data privacy law when they begin their employment. To avoid our own business activities contributing to material negative impacts on consumers and end-users, our actions go beyond this legal requirement: In addition to the mandatory training that all Deutsche Telekom employees receive when they join the Group, we provide our employees with training in this area at least every two years and also place them under the obligation to uphold data and telecommunications secrecy. In this context, we also raise our employees' awareness for risks related to data security and privacy and inform them about existing procedures. This aims to ensure that our employees handle customer data confidentially.

Every two years, we (Deutsche Telekom excluding T-Mobile US) perform sample analyses to check the data protection and security awareness of our employees. Improvement actions are called for where needed. The effectiveness of the data protection training at T-Mobile US is regularly assessed as part of internal audits. The security of our systems is certified by external, independent bodies throughout the Group. We take any unusual audit findings into consideration when planning the follow-up audit. Aside from this process, we have not set any specific time-bound or outcome-oriented Group-wide targets for advancing and measuring progress in the management of material risks relating to data privacy.

**Personal safety of consumers and/or end-users (health and safety).** In the context of our Group-wide risk and opportunity management, we assess the risks that arise for us from the ongoing public, political, and scientific discussions about possible health risks from mobile communications in relation to the build-out of mobile infrastructure and from regulatory interventions. We aim to overcome concerns among the general public by providing objective, scientifically well-founded, and transparent information. Examples of our efforts to inform the public about the topics of technology, health, and mobile communications include our ongoing participation in industry initiatives such as the Mobile Telecommunications Information Center in Germany or the Forum Mobilkommunikation (mobile communications forum) in Austria. The websites of these industry initiatives provide insights into the specific details of our collaborative information work. Since responsibility for this action is spread between different players in the ICT industry, Deutsche Telekom is unable to track the effectiveness in practice.

## Targets

### ESRS S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To measure the effectiveness of our actions and initiatives in connection with material impacts on digital inclusion, we report the Beneficiaries – Digital Society ESG KPI described above. Our target is to reach a cumulative total of more than 80 million in Beneficiaries – Digital Society from 2024 to 2027. We reached approximately 34 million people with our digital society actions in the reporting year. We defined our target based on an analysis of existing and planned initiatives in the individual segments. We then calculated the target value for the period 2024 to 2027. We inform consumers and end-users as well as other stakeholder groups about our target achievement through our external communication channels.

## Governance

### ESRS G1 – Business conduct

Deutsche Telekom is committed to lawful and fair corporate action. Our culture is characterized by mutual trust and respect, entrepreneurial thinking, and collaborative working. Compliance is a key component of Deutsche Telekom's business conduct, which is based on integrity and respect.

The following index shows the disclosure requirements relating to the topical standard "Business conduct" identified by the materiality assessment.

#### ESRS index under ESRS 2 IRO-2

Disclosure requirement	Name with reference
<b>ESRS G1 – Business conduct</b>	
ESRS 2 GOV-1	<u>The role of the administrative, management and supervisory bodies</u>
ESRS 2 SBM-3 G1	<u>Material impacts, risks, and opportunities and their interaction with strategy and business model</u>
ESRS 2 IRO-1 G1	<u>Description of the processes to identify and assess material impacts, risks and opportunities</u>
ESRS G1-1	<u>Business conduct policies and corporate culture</u>
ESRS G1-3	<u>Prevention and detection of corruption and bribery</u>
ESRS G1-4	<u>Incidents of corruption or bribery</u>

## Strategy

### ESRS 2 SBM-3 G1 – Material impacts, risks, and opportunities and their interaction with strategy and business model

No material impacts on society and the environment arising from our business conduct were identified in the double materiality assessment.

The following overview illustrates Deutsche Telekom's material topic-specific **risks and opportunities** and their financial effects on our financial position, financial performance, and cash flows.

Risks and opportunities that represent a top risk in the next two years are described in the "Risk and opportunity management" section.

Value chain	Risk/opportunity	Description
<b>Corporate culture</b>		
Own business activities	Opportunity	Deutsche Telekom's compliance culture is a key component for business governance and engagement based on integrity and respect. Our corporate culture is incorporated in the Group's Code of Conduct and Guiding Principles. Regular training, reminder days, and campaigns are designed to keep these Guiding Principles fresh in employees' minds and help to shape our identity. The work environment and team spirit thus created have proven to be an opportunity for Deutsche Telekom in terms of attracting and retaining talents. They also help to prevent misconduct.
<b>Protection of whistleblowers</b>		
All stages of the value chain	Risk	Legislation such as the EU Whistleblower Directive and its transposition into national law creates an obligation for Deutsche Telekom to set up a system for reporting violations of different laws and to ensure its effectiveness. Our compliance management system (CMS) is designed to identify any compliance violations and to prompt action on these. There must be a secure process in place for reporting incidents throughout the entire value chain. If not, this complicates, e.g., the handling of compliance violations which may lead to loss of reputation and fines.
<b>Corruption and bribery</b>		
Upstream and own business activities	Risk	Corruption violates national and international law. Deutsche Telekom takes a clear stance against any form of corruption in the public and private sector, whether this is active corruption in the form of bribery, or passive corruption in the form of bribe-taking. The CMS is therefore particularly focused on preventing corruption. This is necessary to mitigate any losses caused by possible infringements. Aside from the possible fines, the risk of loss of reputation is high. If this occurs, financial risks could arise due to the possible loss of business partners, but also due to potential revenue losses caused by damage to the brand. The Deutsche Telekom brand is synonymous with high-quality service and security and may suffer a loss of trust in the event of compliance violations.

## Impact, risk, and opportunity management

### ESRS G1-1 – Business conduct policies and corporate culture

The bedrock of our corporate culture is our values. We have incorporated these in our Guiding Principles, comprising customer focus, integrity and compliance, teamwork, and entrepreneurship. The Guiding Principles are the basis for our internal cooperation, but also for engagement with our customers, shareholders, and the general public. All managers and employees at Deutsche Telekom have an obligation to fill these values with life. Building on this, the Codes of Conduct of Deutsche Telekom and T-Mobile US serve to make our Guiding Principles even more tangible. They define the rules for our daily work – both internally and externally. In doing so, they bridge the gap between the Guiding Principles and the many different policies in the Group as well as the legal regulations.

The management bodies are responsible for the business conduct of the individual Group companies at the highest level. We use regular employee surveys to evaluate and refine our corporate culture. These include questions on the corporate culture and how our employees perceive this culture in their everyday work. Where employees, business partners, or third parties are concerned that conduct does not comply with laws, our corporate culture, or internal policies, they can report this via our whistleblower portal – even anonymously if desired. This also includes tip-offs regarding human rights-related and environmental risks, as well as legal violations in our global supply chain. It can involve the actions of our employees in internal business units of Group companies, as well as those of our suppliers or business partners. For the investigation of internally or externally reported suspicions, we have implemented internal processes in which suspected violations are initially substantiated and, if necessary, further clarified in accordance with legal requirements. We have defined internal processes for reporting substantiated incidents to internal committees and supervisory bodies, depending on defined relevance thresholds.

In accordance with the applicable regulations, we have set up a whistleblower portal. We provide information to our employees about the whistleblower portal on the intranet, on the Company's website, as part of compliance training, and in targeted awareness campaigns. We ensure that any reports received are handled by suitably qualified staff. For more information on how we measure the impact of our whistleblower portal, please refer to the section "[ESRS S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns](#)." To protect whistleblowers we have implemented prevention measures in accordance with the national requirements. Deutsche Telekom has procedures in place to investigate any incidents connected to business conduct – including cases of corruption and bribery – promptly, independently, objectively, and lawfully.

We take a risk-based approach in our anti-corruption training: The frequency and content of the training courses vary depending on employees' degree of exposure to compliance risks, including corruption and bribery. The Basic Knowledge Compliance e-learning is therefore geared towards all Deutsche Telekom employees. The e-learning is reviewed every 24 to 36 months, revised if necessary and rolled out again to ensure it is up to date. In addition, members of management bodies of operational entities are required to take part in classroom training every three years. Other e-learning, for example on human rights, supplement the offering. We also communicate the principles of our business conduct and corporate culture in all internal media, including the intranet and mailings, and at townhall meetings. T-Mobile US provides multiple enterprise-wide trainings focused on T-Mobile US's Code of Business Conduct each year. People managers receive additional training on the Code of Business Conduct and their responsibilities in upholding the Code. These trainings are refreshed each year. New employees receive New Employee Orientation training that covers all topics included in the Code of Business Conduct. Additionally, deeper dives into certain Code topics are assigned to individuals or specific business units based on potential risk exposure for the roles. These trainings are reviewed and updated on a regular cadence. Specialized Code training is given (either face-to-face or via video) to the executive body.

The policies in place at Deutsche Telekom to fight corruption and bribery are geared in particular towards the functions within the Group that are most at risk in terms of corruption and bribery. These include primarily the management bodies of our operational entities. In addition, each Group company can define further risk areas (e.g., procurement or sales) depending on the specific risk situation.

### ESRS G1-3 – Prevention and detection of corruption and bribery

We strive to avoid any risk that could question our integrity and cause harm to others. Deutsche Telekom has implemented a CMS that is particularly focused on preventing corruption. The CMS is implemented with the aim of minimizing risks arising from systematic infringements of legal or ethical standards that could result in regulatory or criminal liability on the part of the Company, its executive body members, or employees, or result in a significant loss of reputation. T-Mobile US has employed a risk-based approach to preventing corruption. T-Mobile US has processes in place to assess its anti-corruption risk and the risk management activities in place to mitigate this risk.

To be able to live up to our responsibility, it is important that we are made aware of any misconduct that could have an impact on compliance. Deutsche Telekom offers all employees as well as outsiders an opportunity to report violations of legal requirements and internal policies with the TellMe whistleblower portal and, where relevant, the T-Mobile US Integrity Line – even anonymously if desired. If requested, all reports will be treated in confidence to the extent permitted by law. Every report will be thoroughly examined, suspicions will be investigated, and any breaches rigorously pursued up. In regular compliance training sessions, we inform employees about the particular whistleblower portals.

Deutsche Telekom also expects its suppliers to comply with applicable law, observe social, ethical, and environmental standards as well as act sustainably. We also expect our suppliers to require the same of their subcontractors. We support our suppliers with a specially developed e-learning to help them act correctly. T-Mobile US also uses compliance training to inform employees about its Integrity Line. T-Mobile US has similar expectations as Deutsche Telekom for our suppliers. These expectations are outlined in the Supplier Code of Conduct of T-Mobile US.

The CMS as a whole, its individual elements such as the whistleblower portals, and our training sessions are regularly evaluated, updated, and adjusted as necessary.

The Board of Management takes overall responsibility for compliance as an essential leadership task. Our Chief Compliance Officer is responsible for the design and management of the CMS. Compliance officers implement the CMS and our compliance goals locally at the level of our operating segments and national companies. Our compliance work pursues the following targets in particular:

- Promoting a compliance culture and ethical conduct
- Identifying, analyzing, and assessing compliance risk at an early stage
- Integrating preventive actions in business processes early and permanently, to prevent breaches of compliance
- Responding consistently to any breaches of compliance
- Minimizing liability risks for the Company
- Being viewed as a dependable partner by customers and business partners



The Chief Compliance Officer is part of the Law & Integrity department assigned to the Board of Management department for Human Resources and Legal Affairs. This means that Deutsche Telekom's Compliance unit is organized independently from sales units. T-Mobile US' Board of Directors Nominating & Corporate Governance committee has oversight and responsibility for our Compliance and Ethics program. The Chief Compliance Officer of T-Mobile US is responsible for designing and managing the Compliance & Ethics program of T-Mobile US, and the compliance objectives of the program are similar to Deutsche Telekom's.

We inform employees through various channels about strategies and processes of the company with which we prevent, detect, investigate, and prosecute allegations or incidents related to corruption and bribery. These channels include intranet postings, mailings, and compliance training sessions.

Deutsche Telekom's training concept requires that all employees take the Basic Knowledge Compliance e-learning. This addresses the basic principles of compliance, the Code of Conduct, conflicts of interest, and anti-corruption and includes a self-check for decisions in difficult situations. As per our training concept, the management teams of the operational entities are deemed functions-at-risk. The Basic Knowledge Compliance e-learning is geared towards all employees and thus all functions-at-risk. In addition, we periodically conduct classroom training sessions on corruption and bribery with the members of management of the operational entities (training duration: 30–60 minutes, every three years). Where a Group company has classified other functions as at risk, they will also be included in the training program. Functions-at-risk are thus fully covered (100 %) by the training program.

We do not conduct specific compliance training sessions for Supervisory Board members. Where Deutsche Telekom employees are members of supervisory bodies, they receive general compliance training. T-Mobile US provides annual compliance trainings to its executive team and Board of Directors (including directors with supervisory role).

#### ESRS G1-4 – Incidents of corruption or bribery

In the 2024 financial year, Deutsche Telekom was not convicted of violating anti-corruption or anti-bribery laws.

## Forecast <sup>a</sup>

### Statement by the Board of Management on the expected development of the Group

At our Capital Markets Day in October 2024, we proved our ability to successfully and unswervingly execute on our medium-term planning in a challenging geopolitical and macroeconomic environment. And we intend to maintain our present course. Our forward-looking medium-term strategy and the financial outlook continue to be based on a sustainable growth course. Key factors in this will be global economies of scale and the systematic use of artificial intelligence and data. Our customers are already reaping the rewards of our successful corporate policy in the form of multiple award-winning network quality and best-in-class service. Our shareholders benefit from our sustainable and attractive dividend policy alongside further shareholder remuneration measures. Going forward, we want to underpin this success with solid financial growth rates, further extend our technology leadership with the best state-of-the-art networks, and thereby contribute to realizing our Leading Digital Telco vision.

<sup>a</sup> The forecasts contain forward-looking statements that reflect management's current views with respect to future events. Words such as "assume," "anticipate," "believe," "estimate," "expect," "intend," "may," "could," "plan," "project," "should," "want," and similar expressions identify forward-looking statements. These forward-looking statements include statements on the expected development of revenue, service revenue, adjusted EBITDA after leases, EBIT, ROCE, cash capex, free cash flow after leases, rating, and adjusted earnings per share, as well as non-financial performance indicators such as customer and employee satisfaction, energy consumption, and CO<sub>2</sub> emissions. Such statements are subject to risks and uncertainties, such as an economic downturn in Europe or North America, changes in exchange and interest rates, the outcome of disputes in which Deutsche Telekom is involved, and competitive and regulatory developments. Some uncertainties or other imponderables that might influence Deutsche Telekom's ability to achieve its objectives, are described in the Risk and opportunities management section of the combined management report and in the "Disclaimer" at the end of the Annual Report. Should these or other uncertainties and imponderables materialize, or the assumptions underlying any of these statements prove incorrect, the actual results may be materially different from those expressed or implied by such statements. We do not guarantee that our forward-looking statements will prove correct. The forward-looking statements presented here are based on the future structure of the Group, without regard to significant acquisitions, disposals, business combinations, or joint ventures that may arise at a later date. These statements are made with respect to conditions as of the date of this document's publication. Without prejudice to existing obligations under capital market law, we do not intend, or assume any obligation, to update forward-looking statements.



This ties in with our financial targets for the period through 2027, which we communicated at our [2024 Capital Markets Day](#). From 2024 through 2027, we aim to achieve the following compound annual growth rates (CAGR) or targets for our key financial performance indicators (U.S. dollar exchange rate of USD 1.08):

- Both **revenue** and **service revenue** are expected to grow on average by around 4 %.
- **Adjusted EBITDA AL** is expected to increase on average by 4 to 6 %.
- **Free cash flow AL** (before dividend payments and spectrum investment) is expected to increase steadily, to around EUR 21 billion in 2027.
- **Earnings per share** (adjusted for special factors) is expected to amount to around EUR 2.5 in 2027.

For 2025, we expect to post the following year-on-year trends, assuming a comparable consolidated group and constant exchange rates (U.S. dollar exchange rate of USD 1.08):

- **Revenue** is likely to increase in 2025. We also expect **service revenue** to increase.
- **Adjusted EBITDA AL** is expected to be around EUR 44.9 billion in 2025. In the reporting year, adjusted EBITDA AL totaled EUR 43.0 billion.
- **Free cash flow AL** is expected to amount to around EUR 19.9 billion in 2025. In 2024, free cash flow AL came in at EUR 19.2 billion.
- We are anticipating **earnings per share** (adjusted for special factors) of around EUR 2.00 in 2025.

## Economic outlook

In its economic forecast from January 2025, the International Monetary Fund (IMF) predicts global economic growth of 3.3 % both in 2025 and in 2026. This is below the historical average of 3.7 % between 2000 and 2019. Strong domestic demand is driving growth in the United States, while in Europe rising energy prices, weak industrial activity, and low confidence among consumers and businesses is weighing on economic outlook.

The following table shows the expected GDP growth rate trends and the change in harmonized consumer prices in our most important markets for 2025 and 2026.

%	GDP for 2025 compared with 2024	GDP for 2026 compared with 2025	Consumer prices for 2025 compared with 2024	Consumer prices for 2026 compared with 2025
Germany	0.3	1.1	2.1	1.9
United States	2.7	2.1	2.0	2.0
Greece	2.3	2.2	2.4	1.9
Romania	2.5	2.9	3.9	3.6
Hungary	1.8	3.1	3.6	3.2
Poland	3.5	3.3	4.7	3.0
Czech Republic	2.4	2.7	2.4	2.0
Croatia	3.3	2.9	3.4	2.0
Slovakia	2.3	2.5	5.1	3.0
Austria	1.0	1.4	2.1	1.7

Sources: European Commission, International Monetary Fund. Last revised: January 2025.

## Expectations for the Group

**Expectations up to 2026.** We expect profitable growth to continue over the next two years. This will provide a sound basis for achieving our financial ambitions – as communicated at our [Capital Markets Day](#) in October 2024.

We expect our **financial performance indicators** to develop as follows in 2025 and 2026 on an organic basis, i.e., on a like-for-like basis with the prior year:

- We expect **revenue** to increase both in 2025 and in 2026 on the back of the positive development of service revenue. The primary driver of this trend will be the United States and Europe operating segments, where we likewise expect revenue to grow in both 2025 and 2026. We expect revenue in the Germany and Systems Solutions operating segments to increase slightly in both 2025 and 2026.
- **Service revenue** is projected to increase in both 2025 and 2026. This trend will be influenced by the growth expected in the United States and Europe operating segments for 2025 and 2026. In the Germany and Systems Solutions operating segments, we expect a slight increase in both 2025 and in 2026.
- **Adjusted EBITDA AL** is expected to increase to around EUR 44.9 billion in 2025 and to increase substantially in 2026. In particular, the favorable revenue trend and the realization of efficiency measures will have a positive impact.

- We anticipate a slight decrease in **profit/loss from operations (EBIT)** in 2025 on account of the impairment reversal that was recognized as a special factor in 2024 on FCC licenses held by T-Mobile US. We expect a sharp increase in 2026. Expected EBIT will benefit overall from the trend in adjusted EBITDA AL.
- **ROCE** is expected to decrease in 2025 before rising sharply again in 2026. The expected initial decline is due to the effects described for the development of EBIT, as well as further impairment reversals recognized in 2024 with a positive effect on the carrying amounts of the investments in GD Towers and in GlasfaserPlus. We expect to achieve our target for ROCE to be higher than the expected weighted average cost of capital (WACC) for future years.
- Our investments – measured in terms of **cash capex** (before spectrum investment) – are expected to increase to around EUR 17.1 billion in 2025. In 2026, cash capex (before spectrum investment) is expected to remain stable. We want to continue investing heavily in building out our network infrastructure in Germany, the United States, and Europe in order to safeguard our technology leadership in the long term.
- **Free cash flow AL** (before dividend payments and spectrum investment) is expected to reach around EUR 19.9 billion in 2025. We expect a further increase in free cash flow AL in 2026 due to sound operational development.
- At the end of 2024, we had the following **ratings**: BBB+ with a stable outlook (Standard & Poor's and Fitch), and Baa1 with a positive outlook (Moody's). Maintaining an investment grade rating within the A– to BBB range will enable us to retain undisputed access to the international capital markets and is thus a key component of our finance strategy.
- We are anticipating **earnings per share** (adjusted for special factors) of around EUR 2.00 in 2025, based on the sound expected business development. We expect to see adjusted earnings per share increase sharply in 2026.

Our debt issuance program puts us in a position to place issues in the international capital markets at short notice. T-Mobile US is being refinanced primarily in the form of senior unsecured notes. We can also issue short-term papers in the money market through our Deutsche Telekom and T-Mobile US commercial paper programs.

Bonds and other financial liabilities in the total amount of EUR 5.4 billion and EUR 8.4 billion will fall due for repayment in 2025 and 2026, respectively, of which around EUR 3.9 billion and EUR 6.2 billion, respectively, relate to T-Mobile US. A number of T-Mobile US bonds include issuer termination rights. If the premature termination and refinancing of these bonds result in economic gains, this could give rise to further refinancing requirements. We plan to issue new bonds in various currencies. The exact financing transactions will depend on developments in the international finance markets. We also intend to cover part of our liquidity requirements by issuing commercial paper. In order to cover part of the refinancing needs in 2025, Deutsche Telekom AG issued bonds in January 2025 with a volume of EUR 1.5 billion and T-Mobile US issued bonds in February 2025 with a volume of EUR 2.8 billion.

We want to continue leveraging economies of scale and synergies through suitable partnerships or appropriate acquisitions in our footprint markets. There are no plans, however, to expand into emerging markets. We will continue to subject our existing partnerships and equity investments to regular strategic reassessments with a view to maximizing the value of our Company.

If the economic situation should deteriorate or any unforeseen state or regulatory interventions arise, the expectations expressed here may change accordingly. Given the level of macroeconomic uncertainty, we also cannot rule out the possibility of deviations.

For further information on the business risks, please refer to the section "[Risk and opportunity management](#)."

The following tables summarize the forecasts for our financial and non-financial performance indicators up to 2026. They assume a comparable consolidated group and constant exchange rates, i.e., an organic basis. In order to create a comparable basis with the forecast period, the results of the 2024 financial year have been adjusted for significant changes in the composition of the Group which have been included in the planning, and for changes in the organizational structure in the pro forma presentation. Thus, the expectations for 2025 are based on the pro forma figures for 2024; expectations for 2026 are based on expectations for 2025. To indicate the intensity and trends of our qualified comparative forecasts, we apply the following aspects: strong decrease, decrease, slight decrease, stable trend, slight increase, increase, strong increase.

## Financial performance indicators

		Results in 2024	Pro forma in 2024 <sup>a</sup>	Expectations for 2025 <sup>b</sup>	Expectations for 2026 <sup>b</sup>
<b>Revenue</b>					
Group	billions of €	115.8	115.9	increase	increase
Germany	billions of €	25.7	25.7	slight increase	slight increase
United States (in local currency)	billions of \$	81.1	81.3	increase	increase
Europe	billions of €	12.3	12.3	increase	increase
Systems Solutions	billions of €	4.0	4.0	slight increase	slight increase
<b>Service revenue</b>					
Group	billions of €	96.5	96.7	increase	increase
Germany	billions of €	22.5	22.5	slight increase	slight increase
United States (in local currency)	billions of \$	66.1	66.3	increase	increase
Europe	billions of €	10.2	10.2	increase	increase
Systems Solutions	billions of €	3.9	3.9	slight increase	slight increase
<b>EBITDA AL (adjusted for special factors)</b>					
Group	billions of €	43.0	43.0	around 44.9	strong increase
Germany	billions of €	10.5	10.5	10.8	increase
United States (in local currency)	billions of \$	30.9	30.9	32.3	strong increase
Europe	billions of €	4.4	4.4	4.6	increase
Systems Solutions	billions of €	0.4	0.4	0.4	increase
<b>Profit (loss) from operations (EBIT)</b>					
	billions of €	26.3	26.3	slight decrease	strong increase
<b>ROCE</b>					
	%	8.5		decrease	strong increase
<b>Cash capex (before spectrum investment)</b>					
Group	billions of €	(16.0)	(16.0)	(17.1)	stable trend
Germany	billions of €	(4.8)	(4.8)	stable trend	slight increase
United States (in local currency)	billions of \$	(8.9)	(8.9)	increase	stable trend
Europe	billions of €	(1.9)	(1.9)	slight increase	slight increase
Systems Solutions	billions of €	(0.2)	(0.2)	stable trend	stable trend
<b>Free cash flow AL (before dividend payments and spectrum investment)</b>					
	billions of €	19.2	19.2	around 19.9	increase
<b>Rating</b>					
Standard & Poor's, Fitch		BBB+		from A- to BBB	from A- to BBB
Moody's		Baa1		from A3 to Baa2	from A3 to Baa2
<b>Other</b>					
Dividend per share <sup>c, d</sup>	€	0.90		Dividend payout ratio of 40 to 60 % of EPS (adjusted for special factors)	Dividend payout ratio of 40 to 60 % of EPS (adjusted for special factors)
<b>Earnings per share (adjusted for special factors)</b>					
	€	1.90		around 2.00	strong increase
Equity ratio	%	32.3		25 to 35	25 to 35
Relative debt		2.78x		≤ 2.75x	≤ 2.75x

<sup>a</sup> Significant changes in the organizational structure and in the composition of the Group included (e.g., the acquisition of Ka'ena in the United States).

<sup>b</sup> On a comparable basis.

<sup>c</sup> The expectation regarding the dividend per share refers to the respective financial year indicated.

<sup>d</sup> Subject to approval by the relevant bodies and the fulfillment of other legal requirements.

For further information on the expected development of the financial performance indicators of our operating segments, please refer to the section "[Expectations for the operating segments.](#)"

## Non-financial performance indicators

		Results in 2024	Pro forma in 2024 <sup>a</sup>	Expectations for 2025	Expectations for 2026
<b>Group</b>					
Customer satisfaction (TRI*M index)		77.6		stable trend	stable trend
Employee satisfaction (engagement score)		77		stable trend	stable trend
Energy consumption <sup>b</sup>	GWh	11,926	11,991	slight increase	slight increase
Of which: Deutsche Telekom excluding T-Mobile US	GWh	4,514	4,579	stable trend	stable trend
CO <sub>2</sub> emissions (Scope 1 and 2) <sup>c, d</sup>	kt CO <sub>2</sub> e	253	253	decrease	decrease
Of which: Deutsche Telekom excluding T-Mobile US	kt CO <sub>2</sub> e	183	183	decrease	decrease
<b>Fixed-network and mobile customers</b>					
<b>Germany</b>					
Mobile customers	millions	68.6	68.6	increase	increase
Fixed-network lines	millions	17.2	17.2	stable trend	stable trend
Retail broadband lines	millions	15.2	15.2	slight increase	slight increase
Television (IPTV, satellite)	millions	4.6	4.6	increase	increase
<b>United States</b>					
Postpaid customers	millions	104.1	104.1	increase	increase
Prepaid customers	millions	25.4	25.4	stable trend	stable trend
<b>Europe</b>					
Mobile customers	millions	49.7	49.7	slight increase	slight increase
Fixed-network lines	millions	8.1	8.1	stable trend	stable trend
Broadband customers	millions	7.2	7.2	increase	increase
Television (IPTV, satellite, cable)	millions	4.4	4.4	slight increase	slight increase
<b>Systems Solutions</b>					
Order entry	billions of €	4.0	4.0	slight increase	slight increase

<sup>a</sup> Significant changes in the organizational structure and in the composition of the Group included.

<sup>b</sup> Energy consumption, mainly: electricity, fuel, other fossil fuels, district heating for buildings.

<sup>c</sup> Calculated according to the market-based method of the Greenhouse Gas Protocol.

<sup>d</sup> CO<sub>2</sub> emissions also included fugitive emissions from refrigerants and fire suppressants. Excluding fugitive emissions, CO<sub>2</sub> emissions in 2024 including T-Mobile US would have been 206 kt CO<sub>2</sub>e and excluding T-Mobile US 162 kt CO<sub>2</sub>e.

For further information on the expected development of the non-financial performance indicators of our operating segments, please refer to the section “[Expectations for the operating segments.](#)”

Our **customer satisfaction** – which is expressed using the **TRI\*M index** performance indicator – is expected to remain stable in both 2025 and 2026 against the baseline that is already at a very high level in the benchmark and has been recalculated for 2025. The values achieved in particular for our Germany and Systems Solutions operating segments, as well as across most of the Europe operating segment, put us in a leading position relative to the respective benchmarks. With the exception of the Europe operating segment, where our goal is to post slight improvements in some areas, we plan to maintain these leading positions in the benchmark for 2025.

Having achieved a high level of 77 points – on a scale of 0 to 100 – on the **engagement score** in the 2024 pulse survey, we expect the positive response of our employees regarding our Company to remain stable in the next surveys both in 2025 and 2026.

We expect our **energy consumption** to increase slightly at Group level in both 2025 and 2026, and to remain stable in the same period for Deutsche Telekom excluding T-Mobile US. In both 2025 and 2026, we expect **CO<sub>2</sub> emissions** (Scope 1 and 2) to decline both at Group level and excluding T-Mobile US. Since 2021, 100 % of the electricity requirements for all Group units have been met from renewable sources. As such, the majority of emissions have been eliminated.

For further information on our ESG KPIs, please refer to the section “[Combined sustainability statement.](#)”

Our planning is based on the following exchange rates:

Currency		Exchange rate
Polish zloty	PLN	4.31
Czech koruna	CZK	25.12
Hungarian forint	HUF	395.27
U.S. dollar	USD	1.08

**Expectations for Deutsche Telekom AG.** The development of business at Deutsche Telekom AG, the Group's parent company, is reflected particularly in its service relationships with its subsidiaries, the results of the subsidiaries' domestic reporting units, and other income from subsidiaries, and from associated and related companies. In other words, our subsidiaries' results from operations and the opportunities and challenges they face are key factors shaping the future development of Deutsche Telekom AG's figures. Accordingly, in addition to our expectations for the Group, the expectations described below concerning the operating segments' revenue and earnings – such as strong competition, regulatory intervention, market and economic expectations, etc. – have an impact on our expectations concerning the development of Deutsche Telekom AG's future net income. Furthermore, net income can be affected by the use of hidden reserves in the course of making changes to the investment structure or as a result of capital repayments by subsidiaries.

Since 2024, subject to approval by the relevant bodies and the fulfillment of other legal requirements, the amount of the dividend is based on a dividend payout ratio of 40 to 60 % of adjusted earnings per share, with a lower limit fixed at EUR 0.60 per dividend-bearing share. For the 2024 financial year, we propose a dividend of EUR 0.90 for each dividend-bearing share.

While the dividend for the 2023 financial year was paid out in the planned amount and, as forecast, there were no significant changes in the contributions of the subsidiaries to operating results, Deutsche Telekom AG's unappropriated net income increased significantly against the prior-year forecast. This development is mainly influenced by positive effects from the intragroup aggregation of shares in the multi-level holding structure for the investment in T-Mobile US, as well as by an intragroup capital repayment, each by means of using hidden reserves.

Taking into account the proposed dividend payments totaling EUR 4.4 billion and barring any significant changes to the contributions of subsidiaries to earnings, we expect a decline in unappropriated net income in 2025, mainly due to unappropriated net income carried forward of EUR 24.7 billion. For the 2025 financial year, we expect an unappropriated net income that will allow the distribution of a dividend of 40 to 60 % of adjusted earnings per share.

## Expectations for the operating segments

Below, we explain the market expectations and the expectations for the financial and non-financial performance indicators of our operating segments. We assume a comparable consolidated group and constant exchange rates for the development of our performance indicators.

We presented more information on the expected development of the operating segments at our [Capital Markets Day](#) in October 2024.

Our Group Development operating segment no longer makes a significant contribution to the expectations of the Group's significant performance indicators. For this reason our forecast does not provide a separate presentation of the figures for this segment or a corresponding explanation.

## Germany

Revenues increased in the German market for telecommunications services in 2024. According to a forecast by the consulting firm Analysys Mason, revenues are expected to continue growing in 2025. Demand for mobile and fixed-network communications is expected to remain stable in an environment with a moderate economic growth outlook. Declines in revenue due to sustained intense price competition and the decline in traditional fixed-network telephony will be more than offset by growing demand for mobile internet and fast connectivity in the consumer and business customer area. In the mobile market, revenues are expected to increase by 1.4 % in 2025. In the fixed-network market, the number of broadband lines will continue to rise; revenues are expected to increase by 2.4 %.

At the end of 2024, three providers with nationwide network infrastructure were active in the mobile market. 1&1 is currently building a fourth mobile network while simultaneously making use of wholesale national roaming services. There are also several providers active without having their own network infrastructure. The level of competition in the mobile market is expected to remain high. We lead the market for network coverage: At the end of 2024, 98.0 % of the population in Germany had access to our 5G network. With the continued build-out, we want to continuously improve our network quality. By 2025, we aim to have a 5G network covering 99 % of the population of Germany.

The market for fixed-network broadband hosts a large number of providers with differing infrastructures. We are assuming that cable network operators and providers with their own fiber-optic networks will keep competition high. But also providers without their own fixed-network infrastructure further contribute to the intensity of competition. In the fixed network, we want to provide fiber-optic-based products to more customers. We continued to roll out FTTH in the reporting year, giving 2.5 million households access to fiber through our own build-out efforts and through partnerships. In the coming year, too, we want to give another approximately 2.5 million households the opportunity to use a fiber-optic line from us. We are increasing the utilization rate of our broadband infrastructure by our own retail business as well as through partnerships with wholesale providers.

In summer 2024, the “Nebenkostenprivileg” was abolished. This meant many tenants in apartment buildings previously paid for their cable TV as part of ancillary rental costs. The change in the law now means tenants are free to choose which TV provider they sign with. Many have already switched, with providers of IPTV services being the main beneficiaries. We have increased our TV customer base to 4.6 million. Competition for TV customers remains fierce, and we address this by continuously improving our TV products with partnerships and innovative features.

Our goal is to further build on our market position as leading telecommunications provider. To achieve this, we are systematically investing in our networks. We want to turn customers into fans and enhance our efficiency. For our business customers, we want to enhance our comprehensive digitalization portfolio in the areas of IT, IoT, cloud and security applications, and more.

In our Germany operating segment, we expect a slight increase in revenue and service revenue in both 2025 and 2026, primarily due to growing mobile and broadband revenues. We expect customer numbers to grow in both business areas.

In each of the next two years, we expect to post year-on-year increases in earnings in our Germany operating segment. For 2025, we expect adjusted EBITDA AL of around EUR 10.8 billion, driven in particular by revenue growth and a simultaneous reduction in indirect costs, mainly through digitalization and automation. We expect adjusted EBITDA AL to increase again in 2026. We expect our cash capex (before spectrum investments) to remain stable in 2025, increasing slightly in 2026.

## United States

The greater ICT sector in the United States is considered to be the backbone of the country's economy and sees steady and significant R&D investment from major market players. ICT underpins the operations of all enterprises, public safety groups, and the government. Overall, the ICT market remains highly competitive, marked by low market concentration. (Source: Mordor Intelligence)

According to GSMA overall mobile revenues are expected to increase annually with continued subscriber growth, data consumption increases, and growth in the device market. GSMA forecasts monthly data usage per smartphone at 66 GB in 2029. While data usage per user is expected to increase, the growth rate of that usage is expected to taper steadily. Leading industry associations such as GSMA expect the United States to continue to lead global migration to 5G. 5G subscription uptake in North America continues. Likewise, this uptake in North America is expected to be at a globally-leading 412 million total connections by 2030. By 2030, 5G is expected to carry 80 % of all mobile data traffic, globally; whereas T-Mobile US itself already carries over 50 % of mobile traffic on 5G. (Sources: Ericsson Mobility Report, GSMA)

More mid-band spectrum has allowed for higher quality multi-band 5G. In 2024 Fixed Wireless Access (FWA) for home and enterprise is the main tech behind fixed broadband growth. Verizon is said to want to have 8 to 9 million FWA subscribers by 2028. Similarly, T-Mobile US said it aimed to increase its wireless broadband subscriber base to 12 million by the end of 2028. 5G is also growing in Enterprise, with deployments of wireless WAN to offices. According to Ericsson, mid-band 5G network coverage has now reached a point where consumer, enterprise and government innovations across the broader tech ecosystem can accelerate.

GSMA expects over half of all mobile connections running on 5G networks by 2029, and Ericsson forecasts 5G overtaking 4G globally in 2027, with 71 % of all subscriptions on 5G already in North America by the end of 2024. T-Mobile US expanded its 5G network leadership with the highest 5G availability according to independent network testing and more 5G coverage than its peers, utilizing the 600 MHz spectrum holdings it acquired in April 2017. T-Mobile US's continued deployment of mid-band spectrum, including the most recently allocated in early 2024, also drives the operator's expansion of 5G coverage.

The advent of Open RAN adoption could impact the vendor market, which had seen RAN revenues slow significantly in 2024. Both AT&T and Verizon have put out strong estimates for their own Open RAN adoption schedules. T-Mobile US in September 2024 announced a partnership with Nvidia, Ericsson, and Nokia to advance the future of mobile networking with AI at the center.

In fixed-network services, fiber-to-the-home (FTTH) continued to expand in 2024. According to the Fiber Broadband Association (FBA) 2024 set records for fiber deployments in the United States: with 10.3 million new homes passed with fiber, with 76.5 million total fiber-accessible homes. T-Mobile US is pursuing regulatory approval of two fiber transactions that could collectively see an estimated 12 to 15 million total homes or more served by fiber by 2030.

After completing merger integration with Sprint, T-Mobile US continued to execute its profitable growth initiatives, carrying great momentum into 2025. As reported in its Capital Markets Day in September 2024, T-Mobile US expects to see strong growth in its key financial metrics, while also aiming to grow the 5G broadband customer base and to gain profitable market share. T-Mobile US continues to focus on creating shareholder value and providing a combination of best network and value experience in the U.S. wireless industry. Key elements of the company's focus include consistently and profitably outgrowing the competition, and making the necessary investments to position the company for long term success. With ongoing investments in the network and in digitalization, T-Mobile US plans to extend its network leadership position by innovative technologies like network slicing, 5G Advanced, and over time, AI RAN, to deliver AI-powered, transformative customer experiences. T-Mobile US customer growth initiatives center on attracting and retaining a loyal customer base fueled by long-term structural advantages with its best network, best value, and best experience combination.

T-Mobile US expects a continued increase in postpaid customers in 2025 and 2026 and a stable trend in prepaid customers. Subscriber growth is based on further expansion in underpenetrated growth sectors, such as smaller markets and rural areas, including network seekers, continued opportunity in Small and Medium-sized Businesses, enterprise and government, broadband growth, and new businesses. All of these drivers have helped fuel industry leading customer and financial growth over the last few years.

T-Mobile US expects an increase in service revenues and total revenues in 2025 and 2026, driven by ongoing profitable share taking, postpaid account and ARPA growth, broadband growth, and expansion into new businesses.

For 2025, T-Mobile US expects adjusted EBITDA AL of USD 32.3 billion, which is based upon the midpoint of US GAAP guidance of USD 33.1 to 33.6 billion Core Adjusted EBITDA minus around USD 1.0 billion accounting bridge between US GAAP and IFRS, and a strong increase in adjusted EBITDA AL in 2026 as it focuses on delivering profitable customer growth and driving further operating efficiencies in the business through the company's digital transformation.

Excluding expenditures relating to spectrum, T-Mobile US has reported lower cash capex in recent years after reaching peak levels post Sprint Merger from its accelerated network integration and the rapid pace of its 5G network deployment. The company expects cash capex to increase in 2025 to fund continued network leadership and ongoing investment in core business growth and evolution and a stable trend in 2026, reflecting greater capital efficiencies from the 5G network build.



## Europe

Economic activity saw a gradual recovery in the countries of our Europe operating segment in the reporting year. We assume that the European economy will continue to brighten overall in 2025 too, supported by several factors, including moderate inflation of around 2 % according to the European Central Bank's forecast. Analysys Mason expects total revenue for telecommunications services to grow slightly for the countries of our operating segment in 2025 and 2026. Demand for mobile services with corresponding revenues is expected to increase slightly in 2025 and 2026. In the fixed network, customer demand for a fast, reliable broadband connection will remain a key growth driver over the next two years, with forecast growth of around 3 %. The trend towards increased data usage continues unabated, especially in households that have not previously had sufficiently fast broadband lines. In many Central and Eastern European countries, there is still the possibility of increasing broadband network coverage, especially in our national companies, being previously pure wireless providers. Demand for AI-powered solutions that enhance productivity, improve personalization, and support decision-making is likely to grow further, particularly in the business customer segment. As a result, companies of all sizes are taking robust measures to ensure cybersecurity and data protection, to improve their competitiveness on the market, and to strengthen their strategic independence.

We aspire to continue developing into the Leading Digital Telco in the coming years. All national companies in the Europe operating segment except for Romania are integrated providers of telecommunications services, have high brand recognition levels, and are very significant players in their respective home markets. We always put our customers at the heart of everything we do. In the consumer segment, for example, we want to use AI and data to make our convergent products and services significantly more personalized and tailor them to specific target groups. We continue striving to give our network quality an emotional component through the TV business, which is key for our FMC business. We will therefore continue investing to acquire (co-)exclusive rights to broadcast national and international sports events, such as soccer leagues, or the rights to TV movies/series. Entering into partnerships with local and international OTT providers is also part of our strategy. In the reporting year, for example, we announced a partnership with the streaming service Netflix, which we are rolling out via our national companies in Europe. Besides content, the product experience is a further key factor in the success of our TV business, which is why we continue standardizing our TV platforms and terminal equipment. According to Analysys Mason, pay-TV business is set to grow by almost 6 % in both 2025 and 2026, driven by streaming services, which are expected to overtake traditional TV business for the first time starting 2025.

Digital interaction with our customers is a key factor in meeting customer needs in a more personalized and efficient way, and positioning products and innovative services on the market more quickly. Our service app (OneApp) is already used by more than two thirds of our customers, and was recently expanded to include the Magenta AI feature in collaboration with Perplexity AI. The app helps us monetize our product portfolio and bring down costs by reducing service cases through self-service and preventive maintenance. We also offer a number of other channels for interaction, such as our digital retail platform OneShop and our digital payment solution Payzy. In customer interactions – whether digital or in person – we want to ensure that we can offer our customers the best customer experience every time. Thus, we believe we can retain and further build on our first place in customer satisfaction rankings of telecommunications companies in the respective countries (as measured by the TRI\*M index, which is based on empirical research).

We intelligently use our network infrastructure – fast fiber-optic networks and the accelerated rollout of 5G – to make our contribution to digitalization. In all our footprint countries, we have gradually refarmed the spectrum used for 3G to increase LTE and 5G capacity. We also successfully began operating 5G Standalone (5G SA) in Greece and Hungary, and can now offer our customers this state-of-the-art technology. Automation and AI are used, e.g., to support fiber-optic planning or to reduce energy consumption in our mobile communications networks. The build-out of fiber-optic technology is also progressing further. By the end of 2026, we aim to increase our fiber-optic coverage – from 10.1 million at present – by a further 2 million households, connecting around 5 million households by the end of 2026 to achieve a utilization rate of 39 %.

In the B2B business, the growing demands of digitalization pose challenges for us. We want to offer our customers a stand-out network experience, using our expanded 5G coverage and tailored 5G solutions to develop sustainable and customizable business models for specific industries. These also include modern digital infrastructure for integrated IT and communications solutions, as well as services enabled through platform-based offerings. Our next-generation portfolio includes AI-powered solutions such as chatbots, digital assistants, and intelligent recommendation engines. We offer augmented functions to enhance the digital experience, e.g., 24/7 support, self-service portals, and customer success managers.



In our Europe operating segment, we expect a positive trend in customer numbers in the next two years, primarily thanks to the focus on delivering the best network experience, the best customer experience in interaction with us (“Win the hearts of our customers”), and the best FMC experience for consumers and business customers alike. We expect the number of mobile customers to increase slightly in both 2025 and 2026. We expect the number of fixed-network lines to remain stable in both 2025 and 2026. We expect the number of broadband customers to increase in both 2025 and 2026 and the number of TV customers to also increase slightly in both years.

We expect revenues for our Europe operating segment to increase in 2025 and again in 2026, measured on a comparable basis, i.e., at constant exchange rates and given an unchanged organizational structure, and comparable market conditions as well as decisions by regulators. We also expect service revenues to increase in both years.

We expect adjusted EBITDA AL to increase to EUR 4.6 billion in 2025, followed by a further increase in 2026. We assume that the trend on the energy market will remain challenging for the time being. In order to be better prepared for rising energy prices, we continue to conclude long-term power purchase agreements with local suppliers in the respective European countries. In some countries of our operating segment, inflation resulted in higher collective salary agreements being concluded in the reporting year. In addition, highly intense competition in the markets of our operating segment could potentially put pressure on our margins. In order to realize cost-cutting potential, we intend to increase our productivity by also using AI and exploit the benefits of digitalization, for instance by automating processes.

To maintain our technology leadership, we continue to invest in fiber-optic and 5G technologies of our integrated networks and plan to maintain the high overall level of investments over the next few years. We expect cash capex (before spectrum investment) to increase slightly in 2025 and 2026.

## Systems Solutions

Overall, we expect growth rates in the IT market to remain fairly constant in the coming years, while pressure from innovations, costs, and intense competition is likely to persist. Nevertheless, we expect ongoing digitalization to drive further growth in demand for solutions from the areas of cloud services, big data, and automation of business processes using artificial intelligence (AI), as well as IT security (cybersecurity).

At the same time, this market is undergoing a radical transformation, e.g., due to ongoing standardization and automation, demand for smart services, and the changes being wrought by cloud services in outsourcing business. Further challenges have arisen in the shape of digitalization, the growing importance of cybersecurity, and AI. Traditional IT business will continue to decline, while cloud services and cybersecurity may achieve double-digit growth rates. With the aim of achieving a significant shift in the revenue mix towards our growth areas, we are continuing to drive forward expansion of the growth business (e.g., digitalization, public cloud, sovereign cloud, cloud migration), while at the same time stabilizing and making further cost savings in established IT business (e.g., infrastructure solutions). In line with this, our plan is to continue investing increasingly in growth markets – especially in digitalization (e.g., AI, SAP S/4HANA), multi- and hybrid cloud services, and cybersecurity.

In terms of revenue and market share, we are among the top IT service providers in the European IT market and in Germany. Our very high levels of customer satisfaction – with a TRI\*M score of over 95 – are a core element in maintaining this position in the long term as well as in playing a leading role in digitalization.

Overall, we forecast slight growth in order entry for the Systems Solutions operating segment in 2025 and again in 2026. We also expect revenue and service revenue to increase slightly in 2025 and 2026. Adjusted EBITDA AL is expected to increase in 2025, reaching around EUR 0.4 billion. We expect adjusted EBITDA AL to increase again in 2026. We expect cash capex (before spectrum investment) to remain stable in both 2025 and 2026.

## Group Headquarters & Group Services

In Group Headquarters & Group Services, we are reaffirming our efficiency ambitions and continuing our efforts to pass on the envisaged cost reductions to the operating segments in the coming years. Specifically, this means reducing intragroup cost allocations by providing our services more cost-effectively, to support a positive contribution to earnings in the operating segments. We remain committed to taking responsibility for a sustainable future and continue to implement our targeted ESG activities. On this basis, we will continue to centrally procure carbon credits for the Group, in addition to carrying out extensive energy-saving construction measures. We are also systematically transitioning our vehicle fleet to e-mobility and are able to realize further optimizations in our real estate portfolio by bundling technical infrastructure.

The strategy of the Board of Management department Technology and Innovation for the period 2024 through 2027 focuses on four areas: global economies of scale, technological sovereignty, autonomous networks, and data-driven artificial intelligence (AI). Deutsche Telekom plans to make its technology and product platforms available on a global scale. This includes further developing applications and products for business customers such as campus networks and security technologies, e.g., Magenta Security on Net. We also plan to unify and further develop the operating systems for our routers, and intensify interaction with our customers via apps. We are strengthening our technological independence by deploying Open RAN technology (Open Radio Access Network). Open RAN is a shift towards open interfaces and greater variety of providers in the Radio Access Network. Over 3 thousand Open RAN-compatible cell sites are set to be in operation by 2027. We are also developing our own RAN management system to better monitor our costs and the customer experience.

We continually modernize and automate our networks in pursuit of our vision to create autonomous networks, able to run with minimal human intervention and maximal efficiency due to AI and automation. AI is being integrated into all processes to boost productivity and enhance customer experience, such as using AI chatbots in customer hotlines and generative AI in the MeinMagenta app (Magenta AI). By 2027, 10 million users per month are set to benefit from this. In network management, incident tickets will be created and resolved automatically. AI will enhance energy efficiency in the access network, based on a modern IT organization delivered by the Board of Management department. We use cloud solutions and state-of-the-art software to standardize our infrastructure, pouring the savings captured into further innovation projects. Innovations in technology and products are aligned with the goal of safeguarding network and technology leadership alongside enhanced customer satisfaction in the Germany, Europe, and United States operating segments.

## Risk and opportunity management

### Board of Management's assessment of the aggregate risk and opportunity position

The assessment of the aggregate risk position is the outcome of the consolidated analysis of all material risk categories or individual risks. The aggregate risk position remained stable compared with the prior year. Our major challenges particularly include geopolitical and economic uncertainties, regulatory factors, and intense competition and the associated pressure on profitability in the telecommunications business, as well as the pressure to change arising from new technologies and strategic transformation. At the time of preparing this report, neither our risk management system nor our management could identify any material risks or developments that threaten the continued existence of Deutsche Telekom AG or a significant Group company as a going concern.

We are convinced that we will also be able to master challenges and exploit opportunities in the future without having to take on any unacceptably high risks for our business or for society and the environment. We strive to achieve a good overall balance between opportunities and risks, with the aim of increasing added value for our stakeholders by analyzing and seizing new market opportunities.

For further information on sustainability, please refer to the section "[Combined sustainability statement](#)."

### Risk and opportunity management system

As one of the world's leading providers in the telecommunications and information technology industry, we are subject to all kinds of uncertainties and change. In order to operate successfully in this ongoing volatile environment, we anticipate potential developments at an early stage and systematically identify, assess, and manage the resulting risks and opportunities. We therefore consider a functioning risk and opportunity management system to be a central element of value-oriented corporate governance.

A risk and opportunity management system of this kind is not only necessary from a business point of view; it is also required by laws and regulations, in particular § 91 (2) and (3) of the German Stock Corporation Act (Aktiengesetz – AktG). The Audit and Finance Committee of the Supervisory Board of Deutsche Telekom AG monitors the effectiveness of the internal control system and the risk management system as required by § 107 (3) sentence 2 AktG.

Our risk and opportunity management system is based on the globally applicable risk management standard of the International Standards Organization (ISO). ISO standard 31000 “Risk management – Principles and guidelines” is regarded as a guideline for internationally recognized risk management systems.

Our Internal Audit unit reviews the functionality and effectiveness of elements of our risk and opportunity management system at regular intervals. Under § 317 (4) of the German Commercial Code (Handelsgesetzbuch – HGB), the auditor of listed companies should assess whether the board of management has taken the measures incumbent upon it under § 91 (2) AktG in a suitable form, and whether the monitoring system stipulated by this paragraph is calculated to meet its objectives, including the early detection of developments that could put the continued existence of the company at risk. Our system complies with the statutory requirements for a risk early detection system. An external audit of risk and opportunity management in accordance with IDW Auditing Standard 981, most recently carried out at the end of 2022/start of 2023 for selected parts of the organization and risk categories did not uncover any findings.

In addition, our Group Controlling unit specifies a series of Group guidelines and processes for the planning, budgeting, financial management, and reporting of investments and projects. These guidelines and processes are intended to guarantee both the necessary transparency during the investment process and the consistency of investment planning and decisions in our Group and operating segments. They also provide the Board of Management with support in reaching its decisions. This process also includes the systematic identification of strategic risks and opportunities. The Group Policy on Risk Management was further refined in 2022 and adapted to the current circumstances.

### Organization of the risk and opportunity management system

The Group Risk Governance unit defines the methods for the risk and opportunity management system that is applied Group-wide and for the associated reporting system, in particular the Group risk report. All operating segments as well as the Group Headquarters & Group Services segment are connected to the central risk and opportunity management system of the Group via their own risk and opportunity management. The relevant owners in each of the segments are responsible for identifying, assessing, and continuously monitoring risks. Management takes potential opportunities into account in the annual planning process and continuously develops them further during business operations.

Our Group-wide risk and opportunity management system covers strategic, operational, regulatory, legal, compliance, and financial risks and opportunities for our consolidated and major non-consolidated entities. Risks and opportunities in relation to sustainability reporting are also covered by our risk and opportunity management system (in accordance with ERS 2 GOV-5 para. 36a). The standard process described below provides a framework. The starting point for the identification of risks and opportunities is the deviation from a planned value or company target. Once risks and opportunities have been identified, we move on to analyze and assess them in more detail. We then decide on the specific course of action to be taken, for example, in order to reduce risks or seize opportunities. The respective risk owner evaluates, implements, and monitors the associated measures. After taking mitigating measures into account, these risks are summarized in the risk reporting, which is submitted to the decision-makers in the company and/or the relevant supervisory body. This also enables transparent monitoring of the development of individual risks and opportunities, as well as of the overall risk situation, including the mitigation measures taken. Our risk culture, the manner in which we deal with risks and opportunities, is a key component and embedded in all parts of the Company.

The risk and opportunity management process is described below using five elements. For purposes of simplification, “risks” is used in the following, instead of referring to “opportunities and risks” in each case. The document nonetheless focuses on both positive and negative deviations from the planned value. Risk management is therefore always a matter of opportunity and risk management.

## The risk and opportunity management system



### Risk culture

Our risk culture includes the basic attitudes in relation to risks and forms the basis and the framework for everyday business, for being able to make risk-oriented decisions. The risk culture is closely interlinked with Deutsche Telekom's corporate culture, which requires risks to be dealt with in a positive and transparent way. At the core of our risk culture is the motto "Everyone is a risk manager," which means that, in principle, every employee takes responsibility for their risks, and handles them in accordance with the defined process.

### Corporate targets

The corporate targets (or targets for the relevant individual unit derived from these) serve as the starting point for the identification of risks as deviations from planned values. These include both quantitative and qualitative targets. In order to assess the threat to the continued existence of the Company, we implemented the concept of risk-bearing capacity. Risk-bearing capacity encompasses the assets for covering possible losses. These assets are defined through equity and liquidity.

### Risk analysis

**Risk identification.** Each segment and the central Group functions produce a quarterly risk notification or risk report in accordance with the standards laid down by the central Group Risk Governance unit and based on specific materiality thresholds. These reports or notifications assess risks, taking into account their extent in terms of impact on results of operations or financial position, as well as their probability of occurrence, and they identify action to be taken and suggest or initiate measures. Qualitative factors affecting our strategic positioning and reputation are taken into account. We base our assessment of risks on a period of two years. This is also the length of our forecast period. If significant risks exist beyond the forecast period, these are monitored and documented on an ongoing basis. In addition, on an annual basis, we consider "emerging risks," which are primarily derived from external studies. These are risks and opportunities that are developing at considerable pace, and in some cases are difficult to assess. These risks are either new or becoming substantially more significant for our company over time. Risks and opportunities like these are triggered primarily by technological developments (e.g., digitalization), environment (e.g., climate change), geopolitical tensions (e.g., wars or trade disputes), macroeconomic factors (e.g., shortages of skilled labor or pandemics), or threats (e.g., cyberattacks).

**Risk assessment.** Individual risks are assessed on the basis of "probability of occurrence" and "risk extent." The following assessment yardsticks apply:

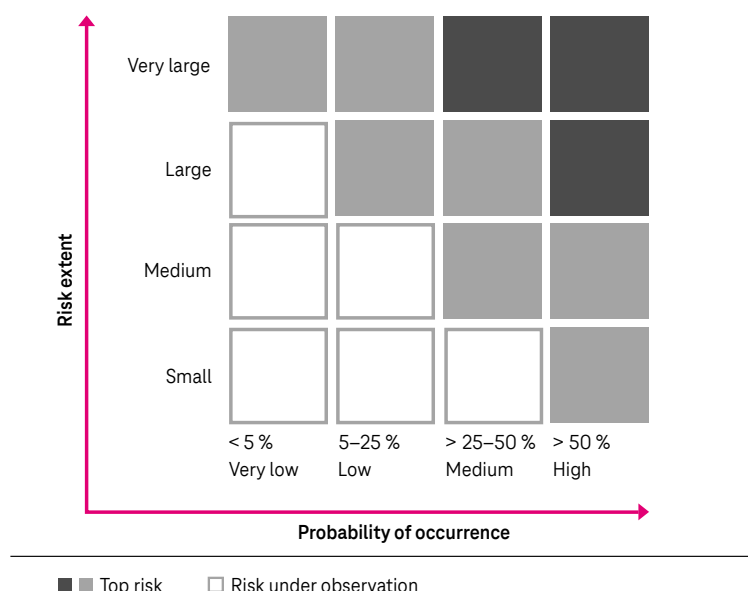
Probability of occurrence	Description
< 5 %	Very low
5 to 25 %	Low
> 25 to 50 %	Medium
> 50 %	High

Risk extent	Description
Small	Limited negative effects on business activities, results of operations, financial position, and reputation; individual EBITDA AL risk < € 200 million
Medium	Negative effects on business activities, results of operations, financial position, and reputation; individual EBITDA AL risk ≥ € 200 million
Large	Significant effects on business activities, results of operations, financial position, and reputation; individual EBITDA AL risk ≥ € 500 million, and/or affects more than one Group entity
Very large	Damaging negative effects on business activities, results of operations, financial position, and reputation; individual EBITDA AL risk ≥ € 1.0 billion, and/or affects more than one Group entity

In addition, the appropriate distribution function (e.g., PERT function) is used to quantify the risk. This also flows into the risk aggregation. The risk extent is primarily assessed in terms of impact on EBITDA AL. If relevant, other indicators are to be used for the assessment, e.g., financial risks related to cash flow or accounting risks related to depreciation, amortization and impairment losses, which can also be used to assess the categories of risk.

On the basis of our assessment using the criteria described above, we categorize the individual risks in our risk and opportunity management process as top risks or risks under observation, as shown in the graphic below. Top risks are managed with priority.

### Risk portfolio



We generally report the top risks (gray and dark gray shading). Exceptions are possible, for example, risks from prior years that we continue to list for the sake of reporting continuity although they are classified as “risk under observation” (white shading) in the current reporting period.

It should be noted that risks with an extent currently assessed as being small may in the future have a stronger impact than risks currently assessed as having a larger extent. This may be due to uncertainties that cannot be assessed at present and over which we have no influence.

For the aggregate disclosure of an overall risk position, Group Risk Governance performs an “EBITDA AL at risk” and a “cash flow at risk” calculation for Deutsche Telekom. This states that, with a particular probability of occurrence, the risk extent ascertained using the simulation will not be exceeded. The risk aggregations are carried out using a technique that has become known as Monte Carlo simulation, in which a large number of risk-related potential future scenarios is considered. The overall risk positions are set in relation to the assets for covering possible losses, so as to enable the early identification of any development that could jeopardize the continued existence of the company. The risk-bearing capacity analysis is carried out once a quarter as part of risk reporting. In addition to shareholders’ equity and liquidity, it also takes into consideration the fair value of listed subsidiaries and equity investments, liabilities, as well as loan and bond conditions.

**Identification and assessment of opportunities in the annual planning process.** The systematic management of risks is one side of the coin; securing the Company's long-term success by means of integrated opportunities management is the other. That is why identifying opportunities and subjecting them to a strategic and financial assessment is an essential part of our annual planning process. It allows us to factor those opportunities into our forecasts for financial and non-financial performance indicators.

The short-term monitoring of results and the medium-term planning process help our operating segments and Group Headquarters identify and seize the opportunities in our business throughout the year. While short-term monitoring of results mainly targets opportunities for the current financial year, the medium-term planning process focuses on opportunities that are strategically important for our Group. In this context we distinguish between two types of opportunity:

- External opportunities, i.e., those with causes over which we have no influence, for example, the revocation of additional taxes in Europe.
- Internal opportunities, i.e., those that arise within the Company, for example by focusing our organizational structure on innovation and growth areas and products, or through business partnerships and collaborations from which we expect to reap synergies.

We are constantly enhancing the efficiency of our planning process so as to gain greater scope for action. The preliminary plans of our operating segments form the basis for a concentrated planning phase during which members of the Board of Management, business leaders, executives, and experts from all business areas intensively discuss the strategic and financial focus of the Group and its operating segments, and from all of which they ultimately produce an overall picture. The identification of opportunities from innovation and their strategic and financial assessment play a major role throughout this process. This "brainstorming" may result in opportunities being taken and transferred to the organization, or rejected and passed back to the respective working groups for revision.

The risk analysis described also covers the identification and assessment of risks and opportunities in relation to sustainability reporting (in accordance with ESRS 2 GOV-5 para. 36b).

### Risk handling

**Group insurance management.** To the extent possible and economically viable, we take out adequate Group-wide insurance cover for insurable risks. DeTeAssekuranz – a subsidiary of Deutsche Telekom AG – acts as an insurance broker for group insurance management. It develops and implements solutions for the Group's operational risks using insurance and insurance-related tools and places them on the national and international insurance markets.

Taking out insurance cover is an essential option for our external risk transfer. The coverage of risks in our Group insurance programs requires the transfer of risk for the purpose of protecting the Group's financial position. That means that the possible extent of the risk must have reached a volume "relevant for the Group" or the risks have to be bundled and managed at Group level to protect the Group's interests (opportune reasons/cost optimization/risk reduction).

**Business continuity management (BCM).** BCM is a process within operational security and risk management that helps protect business processes from the consequences of damaging incidents and disruptions. It ensures the continuation of business processes through ongoing analysis, assessment, and management of relevant risks for people, technology, infrastructure, supply and service relationships, and information. The aim is to identify potential threats at an early stage and to keep the impact and duration of a disruption of critical business processes to an acceptable minimum by ensuring appropriate resilience in the organization plus the ability to effectively cope with threats.

To this end, BCM identifies critical business processes and business processes requiring protection, including any supporting processes, process steps, and assets (people, technology, infrastructure, information, and supply and service relationships). Appropriate precautionary measures are also defined. In particular, Security Management works in coordination with the relevant units and process owners to analyze the possible consequences of external and internal threats with relevance for security, such as natural disasters, vandalism, or sabotage. Once the extent of potential losses and probability of occurrence have been assessed, preventive measures can be put in place and contingency plans developed.

**Risk containment measures.** The risk owners initiate and execute further measures to mitigate the risks. A wide range of measures are available, depending on the risk type. A few examples of these measures are:

- We tackle risks from the market environment with comprehensive sales controlling and intensive customer management.
- We deal with risks arising from brand and reputation by continuously analyzing the market and communications.
- We also take a whole array of measures to deal with operational risks: for example, we constantly implement operational and infrastructural measures in order to improve our networks, and offer our employees systematic training and development programs.
- We deal with risks from the political and regulatory environment through an intensive, constructive dialogue with policymakers and the authorities.

- We minimize legal risks by ensuring suitable support for proceedings and by designing contracts appropriately in the first place.
- We manage interest and currency risks by means of systematic risk management and hedge them using derivative and non-derivative financial instruments.
- The Group Tax unit identifies potential tax-related risks at an early stage and systematically records, assesses, and monitors them. It takes any measures necessary to minimize tax-related risks and coordinates them with the Group companies affected. The unit also draws up and communicates policies for avoiding tax risks.

Our risk handling activities also involve incorporating the findings from the risk assessment and internal controls in relation to sustainability reporting into internal processes (in accordance with ESRS 2 GOV-5 para. 36d).

### Risk monitoring

The Group risk report, which presents the major risks, is prepared for the Board of Management on a quarterly basis. The Audit and Finance Committee of the Supervisory Board of Deutsche Telekom AG also examines this report at its meetings. Furthermore, the Board of Management informs the Supervisory Board. In addition, the emerging risks are presented once a year as part of the risk report. The findings from the risk assessment and the internal controls in relation to the sustainability reporting process in accordance with ESRS 2 GOV-5 para. 36e are also covered. Among other benefits, the risk report ensures transparent monitoring of the development of individual risks, as well as of the overall risk situation. This is supported by the Group-wide risk management tool. If any unforeseen risks arise, they are reported ad hoc (even outside of regular quarterly reporting). We inform the Audit and Finance Committee about all of the latest developments and/or changes in the risk management system at a special meeting held annually.

### Risks and opportunities

In the following section, we present all risks and opportunities of significance to the Group – including emerging risks – that, as things currently stand, could affect the results of operations, financial position, and/or reputation of Deutsche Telekom and, via the subsidiaries' results, the results of operations, financial position, and/or reputation of Deutsche Telekom AG. We only consider risks and opportunities after the mitigation measures taken (net assessment). If risks and opportunities can be clearly allocated to an operating segment, this is presented accordingly in the following.

In order to make it easier to understand and see their effects, we have assigned the individually assessed risks to the following categories. Where multiple individual risks are assigned to one risk category, we calculate the risk significance on the basis of risk aggregation carried out using a Monte Carlo simulation, in which we consider the individual risks along with their individual extent and probability of occurrence. The outcome, or risk significance, is the “value at risk.” This states that, with a particular probability of occurrence, the risk extent ascertained using the simulation will not be exceeded. An expert assessment is used for risk categories that have not been quantified.

The resulting risk significance for the risk categories is broken down into four levels:

Risk significance	Description
Low	< € 200 million value at risk
Medium	≥ € 200 million value at risk
High	≥ € 500 million value at risk
Very high	≥ € 1.0 billion value at risk

## Corporate risks

	Risk significance	Change against prior year
<b>Strategic risks</b>		
Macroeconomic environment, Germany	Medium	Unchanged
Macroeconomic environment, United States	Medium	Unchanged
Macroeconomic environment, Europe	Medium	Unchanged
Market environment, Germany	Low	Unchanged
Market environment, United States	Very high	Unchanged
Market environment, Europe	Low	Unchanged
Strategic implementation and integration	High	Improved
Brand and reputation	Low	Unchanged
Sustainability and social responsibility	Medium	Unchanged
Health	Low	Unchanged
<b>Operational risks</b>		
Technology, Germany	Low	Unchanged
Technology, United States	Medium	Unchanged
Technology, Europe	Low	Unchanged
Procurement and suppliers	Medium	Unchanged
Data privacy and data security	Very high	Unchanged
Other operational risks	Medium	Unchanged
<b>Regulatory risks</b>	Medium	Unchanged
<b>Litigation and anti-trust proceedings</b>	See "Litigation and anti-trust proceedings"	
<b>Compliance risks</b>	See "Compliance risks"	
<b>Financial risks</b>	Medium	Unchanged

## Strategic risks and opportunities

**Risks and opportunities relating to the macroeconomic environment.** As an international corporation, we operate in a large number of countries, using a range of currencies. A substantial economic downturn could generally reduce the purchasing power of our customers and adversely affect our access to the capital markets. Exchange rate fluctuations could impact on our earnings.

Uncertainty over the global economic outlook remains high. In particular, ongoing high geopolitical tensions constitute a significant risk factor. A further escalation of the conflicts in the Middle East could push up energy prices and disrupt supply chains, especially for our Germany and Europe operating segments. Also, a potential escalation of the war in Ukraine to a global conflict could have a negative impact on economic growth in Europe and on the financial markets. Hybrid warfare is on the rise, bringing even critical infrastructure into greater focus, such that it could become necessary to increase defenses. Additional risks could result from other geopolitical conflicts, for instance between China and Taiwan, or North and South Korea, and the uncertainty from international trade conflicts.

Uncertainty in trade policy has risen sharply in the context of increasing import restrictions in major economies. Further trade barriers would increase import prices, add to production costs for companies, and further drive up prices for consumers. In addition, trade tariffs and/or geopolitical crises could have a substantial impact on economic growth, particularly in Germany.

Furthermore, there are still financial risks, resulting from high debt levels, inflated asset evaluations, and the declining credit quality of some debtors. A rise in company insolvencies could have a negative impact on our business customer segment. Increases in the cost of living and decreases in disposable household income could trigger migration to lower-cost rate plans in the consumer segment, or larger numbers of customers defaulting on payments.

Furthermore, extreme risks with a high impact of loss and a very low probability of occurrence could in principle have a substantial impact on the global economy and our business. Examples of these are extensive extreme weather events (e.g., tsunamis, solar storms), disruptive new technologies, further armed conflicts, or new pandemics.

These risks are counterbalanced by opportunities. In particular, the economy could perform better than expected if consumer restraint among private households eases. A potential settlement of geopolitical conflicts or lower energy prices could also strengthen consumer confidence and improve the general business climate.



**Risks from the market environment.** The main market risks we face include the steadily falling profitability of fixed-network and mobile services. In addition to price reductions imposed by regulatory authorities, this is primarily attributable to ongoing intense competition in the telecommunications industry.

In the fixed network, competitive pressure is expected to remain high. In the broadband market, competition is growing from providers with their own fiber-optic networks. What's more, there is still strong price competition with high introductory discounts from cable network operators and providers without their own fixed-network infrastructure.

We also expect ongoing price pressure in mobile communications, which could negatively affect our mobile service revenues. The main reason for this price pressure is data-centric, aggressively priced offers. There is also the risk that smaller competitors will take unforeseen, aggressive pricing measures. Technological innovations could put further pressure on prices by increasing the willingness of customers to switch providers.

Another competitive risk lies in the fact that, both in the fixed network and in mobile communications, we are increasingly faced with competitors who are not part of the telecommunications sector as such, but are increasingly moving into the traditional telecommunications markets. This mainly relates to major players in the internet and consumer electronics industries. As a result, we are exposed to the risk of a further loss of share of value added and falling margins due to increasingly losing direct customer contact to competitors.

Rising dissatisfaction in parts of society could lead to further polarization and controversial debates. More protests, demonstrations, and strikes are possible, which could lead to vandalism, theft of inventory, or disruption to technology sites.

T-Mobile US is active in a market environment that is characterized by intensive competition. Alongside traditional telecommunications providers that deliver bundled offerings including content and mobile video services, there is additional competition, as mobile, fixed-network, and satellite industries increasingly converge. Additionally, potential market saturation in the United States may cause the wireless industry's customer growth rate to decline in comparison with previous years. The industry is also highly competitive in spectrum positions, which are crucial to improving existing offerings and introducing new services. T-Mobile US, through its strategic acquisition of spectrum, enabled the capabilities to offer high-speed internet. High-speed internet allows our U.S. subsidiary to offer its own access product and provide a basis on which to continue the business with bundled offerings. Furthermore, T-Mobile US continues to develop and maintain strategic partnerships and MVNO relationships. T-Mobile US must continue to successfully refine and implement its market strategy as Value Leader, Customer Service Leader, and 5G Network Leader to attract and maintain private and business customers. Increasing competitive pressure due to attractive bundle offers and device promotions could lead to difficulty in achieving targets in terms of business, financial, and operating results in the future.

Innovation cycles are getting shorter and shorter. This confronts the telecommunications sector with the challenge of bringing out new products and services at shorter and shorter intervals. New technologies are superseding existing technologies, products, or services in part, in some cases even completely. This could lead to lower prices and revenues in relation to the services offered, such as telephony, internet access, or television – right through to full substitution by new, global providers. These substitution risks could impact our revenue and earnings. We deal with the impact of substitution risks by, for example, offering integrated, in some cases AI-based solutions with hyper-personalization, contextualization, and consistent interoperability of our products, in order to “turn customers into fans” and thereby secure their loyalty. In terms of building out fiber-optic networks, more and more new competitors are entering into the markets, which could lead to longer payback periods for all market players. The strategic rivalry between the “West” (predominantly the United States) and the “East” (predominantly China) could further intensify, accelerating various technological areas (e.g., the further development of standards for telecommunications networks).

Our Systems Solutions operating segment also faces challenges. Continued intense competition and persistent cost pressure are adversely affecting traditional IT business. In addition, the technological shift toward cloud solutions and digitalization in the IT sector is prompting strongly capitalized competitors to enter the market. This might lead to revenue losses and declining margins at T-Systems.

**Opportunities from the market environment.** The telecommunications and IT market is extremely dynamic and highly competitive. The economic and competition conditions as well as customers' changing wants and needs affect our actions and impact on our Company indicators. We generally expect the situation to develop as described in the section “[Forecast](#).”

Apart from the risks described, there is the possibility that our customers could move to higher-value combined rate plans, motivated by the leading customer experience in the “best network.” Likewise, further growth could be generated by tapping into new customer segments, especially in the United States (e.g., for business customers and small and medium-sized enterprises). In addition, ever-shorter innovation cycles could enable us to drive the digital transformation of our society and to provide our consumers and business customers with innovative products and solutions. The use of artificial intelligence (AI) also opens up the possibility of digitalizing more processes or implementing them faster and in higher quality. We are already on track for autonomous networks that increasingly monitor, manage, and configure themselves, leading to fewer outages and at the same time, ensuring higher quality and better energy efficiency. That is why, with the growing convergence of networks, IT, and products, our innovation and technology activities are decisive when it comes to identifying opportunities and making the most of them in an increasingly competitive environment. Hence, our Technology and Innovation Board of Management department has joined all relevant functions under a common leadership to ensure a close integration of technology, innovation, IT, and security. By doing so, we are putting the development of human-centered solutions and outstanding, seamless customer experiences front and center, and in the reporting year, we once again won multiple awards, including for the “best network” and our Frag Magenta chatbot.

For further information, please refer to the section “[Group strategy](#).”

The substantial increase in capacity, bandwidth, and availability, and the lower latencies provided by the 5G mobile standard we have rolled out offer greater reliability, security, and guaranteed service quality, for example, for industrial use cases. 5G enables increased requirements for existing business models to be managed more cost-efficiently. In addition, it offers opportunities for further business models, by marketing improved network capabilities (e.g., network access, localization, security, identity, storage location, temporary storage) to relevant partners. We have already implemented many use cases with 5G, such as 5G campus networks, applications for extended reality (XR), and support for autonomous driving. Together with other technologies like the NarrowBand Internet of Things (NB-IoT) and AI, 5G provides the underpinnings for the further digital transformation of society. To further develop telecommunications networks, we are working with industry and researchers on new standards that aim to address a number of current challenges facing communications networks: the connection between all people, the orchestration of various access networks, sustainability, and carbon neutrality, and the further underpinning of data privacy, trust, and security. We thus launched new digital offers in the reporting year, which could open up additional revenue potential. For example, with our first network programming interfaces (Magenta API Capability Exposure), we are giving software developers and companies digital access to certain network services, so as to improve the user experience and security of individual third-party applications like autonomous driving.

Furthermore, opportunities for new project business are emerging in our systems solutions business from data sovereignty, multi-cloud transformation and optimization, and innovation areas such as AI, and industrial metaverse projects.

**Risks relating to strategic implementation and integration.** We are in a continuous process of strategic adjustments and cost-cutting initiatives. If we are unable to implement these projects as planned, we will be exposed to certain risks. In other words, the benefit of the measures could be less than originally estimated, take effect later than expected, or not at all. Each of these factors, individually or in combination, could have a negative impact on our business situation, financial position, and results of operations.

As a part of the business combination of T-Mobile US and Sprint, numerous commitments were made to secure approvals. Most commitments have been accomplished. Nevertheless, should any remaining commitments not be achieved, litigation or financial consequences could be a result. In the United States, growth opportunities in the wireless business are becoming more difficult and expensive due to market saturation. Non-core and emerging businesses may be relied on to continue subscriber growth. T-Mobile US is also engaged in complex digital transformation efforts intended to streamline operations, enhance customer experience, and improve its overall competitiveness. These initiatives involve emerging technologies, advanced analytics, and AI-driven tools, which carry significant uncertainties such as integration challenges, data security and privacy risks, regulatory compliance, and the need for specialized skills. Failure to effectively execute these initiatives – or secure robust adoption – could diminish the expected benefits and adversely affect T-Mobile US’s competitiveness, financial performance, and reputation.

Collaboration with Chinese suppliers is being impeded by the enduring trade conflict between the United States and China. Since 2020, the United States has restricted the use of U.S. technology for and by Chinese suppliers on account of security concerns. They also put pressure on other countries to do the same. In Germany, the legislator adopted the Second Act to Increase the Security of Information Technology Systems, or the IT Security Act 2.0 (IT-Sicherheitsgesetz 2.0), in 2021. All 5G operators must notify the authorities of new critical components and the suppliers thereof in accordance with the catalog of security requirements pursuant to the Telecommunications Act and prior to first-time operation. If the Federal Government has security concerns, it can introduce a blanket ban on using certain manufacturers. Deutsche Telekom itself has long been scrutinizing security-critical components prior to installation and on an ongoing basis once in operation. In July 2024, the Federal Government and Germany's three biggest network operators agreed to replace all Huawei and ZTE components in the 5G core networks by the end of 2026 and the critical network configuration management systems of both manufacturers in the 5G access and transport networks by the end of 2029. Deutsche Telekom does not use ZTE components and has already phased out Huawei from its 5G core network. Deutsche Telekom is developing its own software for configuring its antennas and transport network to replace the proprietary software from Huawei. This also has the benefit of further driving forward the ongoing implementation of the Open RAN strategy. In other countries, such as Austria, the Czech Republic, and Poland, it is still possible that components from critical infrastructure suppliers will have to be replaced within specific deadlines. On the basis of the agreement with the Federal Government, we are reducing the risk significance of the risk category "Strategic implementation and integration" from very high to high.

**Opportunities relating to strategic implementation and integration.** In our Magenta Advantage strategic area of operation, we work with partners to develop new digital business models based on our assets or capabilities. These partnerships provide opportunities for us to increase revenue and strengthen customer loyalty on a sustainable basis. Since the start of 2022, we have offered our customers exclusive products, services, and benefits as part of our loyalty program Magenta Moments in the OneApp. Cooperations with partner firms like Rituals, Lindt, Paramount, and Perplexity are a key component of our activities and will play an even more crucial role going forwards in light of the pan-European expansion of our loyalty measures in Europe.

The disaggregation of the access networks (in mobile communications: Open Radio Access Network, Open RAN; in the fixed-network: Access 4.0) and core networks (e.g., the 5G core network) as part of our network differentiation strategy offers the opportunities of expanding the supplier ecosystem and, as a result, increasing competition, flexibility, and innovation. As we simultaneously drive forward automation and cloudification, we also expect a reduction in total costs and an increase in agility and speed in the provision of new services and features.

We are driving forward the transformation of our IT using agile development, decoupling, and cloudification. These approaches enable us to tap into new possibilities for accelerating developments and increasing the efficiency of IT production, by providing modular components, known as microservices, and APIs and producing them in a scalable cloud with state-of-the-art technology. Furthermore, agile and decoupled development makes it possible to reduce big bang risks in the delivery of major software releases by means of smaller, flexible software releases.

**Risks and opportunities arising from brand and reputation.** An unforeseeable negative media report on our products and services or our corporate activities and responsibilities may have a huge impact on the reputation of our Company and our brand image. Social media may make it possible that such information and opinions can spread much faster and more widely. This may also include misinformation or disinformation concerning Deutsche Telekom produced by AI. Ultimately, negative reports may impact on our revenue and our brand value. In order to avoid this, we engage in a constant, intensive, and constructive dialogue with our stakeholders, in particular with our customers, the media, and the financial world. For us, the top priority is to take as balanced a view as possible of the interests of all stakeholder groups and thereby uphold our reputation as a reliable partner.

**Risks and opportunities relating to sustainability and social responsibility.** For us, comprehensive risk and opportunity management also means considering the opportunities and risks arising from ecological or social aspects or from the management of our Company. The Board of Management has implemented systems for risk identification and mitigation, in particular the risk and opportunity management system and the internal control system, including the compliance management system. Sustainability topics are integrated into both the risk and opportunity management system and the internal control system. Both systems incorporate sustainability matters, which are becoming increasingly important as regulatory requirements continue to evolve. In the reporting year, we once again used our materiality assessment as a starting point for identifying and evaluating financial risks and opportunities that arise in connection with our sustainability issues. Risks and opportunities in the Group are essentially assessed through the risk and opportunity management process. As a result, many topics are covered that are also highly relevant from a sustainability perspective. The complementary analysis of risks and opportunities in the context of the materiality assessment also helps us take the impact of our business activities on society and the environment, as well as financial impacts on our Company, into account. If new findings arise in this process, they are incorporated into the risk and opportunity management process. To this end, we actively and systematically involve all relevant stakeholders in the process so as to identify current and potential risks and opportunities along our entire value chain. In parallel with our ongoing monitoring of ecological, social, and governance issues, we systematically determine our stakeholders' positions on these issues. The key tools we use here are: a document analysis, covering legal texts, studies, and

media publications, among other things; our involvement in working groups and committees of (inter)national business associations and social organizations, e.g., GeSI, Connect Europe, BDI, Bitkom, Econsense, and BAGSO; dialogue formats organized by us; our various publications, such as the press review and newsletters; and workshops with experts from our Company, thereby recording the associated positioning and development of measures in the various business areas.

For further information on sustainability, please refer to the section “[Combined sustainability statement](#).”

We have identified the following as our main sustainability management issues:

- **Reputation.** How we deal with sustainability issues also entails both opportunities and risks for our reputation. A high level of service quality is one of the most important factors for improving customer perception. Customer satisfaction has been embedded in our Group management as a non-financial performance indicator to underline the importance of this issue. Transparency and reporting help to promote the trust of other external stakeholders in our Group. Our annual and CR reports also serve this purpose. However, issues such as business practices, data privacy and work standards among suppliers, conduct in relation to human rights, and ethical conduct in relation to and use of AI also entail reputational risks: if our brands, products, or services are connected with such issues in negative media reports, this may cause substantial damage to our reputation. We continuously review such potential risks and take mitigation measures to minimize them. This includes determining the relevance of the risks in relation to sustainability issues and their effect on reputation across units. We also ascertain how our products and services make a positive contribution to sustainability in order to enhance our reputation. Potential reputational risks are incorporated into our compliance risk assessment.
- **Climate protection.** We pursue an integrated climate strategy, which means focusing not only on the risks that climate change poses for us and our stakeholders, but also on the opportunities it presents. By 2030, ICT products and services will have the potential to save up to nine times as much in CO<sub>2</sub> emissions in other industries as the growth in the ICT sector itself will generate, even taking into account the expected rebound effects (according to a Bitkom study on the climate effects of digitalization). The savings potential of digital technologies hence far outweighs the generated CO<sub>2</sub> emissions. Taking an optimistic view, this could mean a 9 % reduction in global CO<sub>2</sub> emissions by 2030. In addition, investments of around USD 3 trillion in innovative solutions are expected by 2030, which will not only expand the business, but will also support the SDGs. We are supporting this trend by evaluating our product portfolio to identify sustainability benefits. In addition, we want to continuously improve the ratio of the emissions that our products and services save to those generated in our own value chain.

Climate change risks are already visible in the form of increasingly extreme weather conditions. Such storm events could damage our infrastructure and disrupt network operation. This would have a direct effect on our stakeholders, e.g., our customers, suppliers, and employees, and could result in revenue losses or lower customer satisfaction. The risk is assessed in relation to the continuation of operations as part of risk management and is managed at an operational level in the business units. Deutsche Telekom welcomes the targets behind the Task Force on Climate-related Financial Disclosures (TCFD) and is actively working to implement them. Based on a gap analysis on the coverage of TCFD recommendations, we defined Deutsche Telekom AG's material climate-related opportunities and risks and gave them an initial weighting in a number of workshops with relevant players from technology, procurement, strategy, and risk management. As a next step, we conducted a location analysis, with the example of Germany, of the physical climate risks in various climate scenarios (business as usual and four-degree scenario), which have been internationalized as part of a transnational project involving our companies in Germany, Hungary, Croatia, Greece, Slovakia, the Czech Republic, Poland, Austria, and the United States, which represent around 97 % of the Group's net revenue. In addition to the physical risks, transitory risks (threats arising from sudden adaptations to climate change made by economic sectors) were also analyzed in detail by means of a workshop.

For further information on this, please refer to the section “[Combined sustainability statement](#).”

We can take further preventive action in this area by also reducing our own CO<sub>2</sub> emissions. For this reason, in 2021 we set ourselves the ambitious target of cutting our CO<sub>2</sub> emissions across the Group (Scope 1 and 2) to net zero by 2025. To achieve this, we will reduce emissions from our own operations globally by up to 95 % against the 2017 level. We plan to offset the remaining emissions of our carbon footprint by way of high-quality offsetting measures to remove CO<sub>2</sub> from the atmosphere, for example, through reforestation. Climate protection also carries financial risks, whether from the introduction of levies on CO<sub>2</sub> emissions or increased energy costs, as well as stricter requirements for products, for example in relation to energy efficiency. The mitigation measures we are taking to counter these risks include measuring our own energy efficiency and finding ways to improve it. Our sustainability-related targets agreed in 2021 for Board of Management remuneration with regard to the respective annual energy consumption and the annual CO<sub>2</sub> emissions for Scope 1 and 2 also contribute to achieving the climate targets and energy efficiency measures. We have a Group-wide program to specifically address our supply chain and we are working to optimize our products and their packaging. Since 2021, the Group has covered 100 % of its electricity requirements with renewable energy. This is achieved through power purchase agreements and other forms of direct purchase, such as through guarantees of origin.

For further information on this, please refer to the section “[Combined sustainability statement](#).”

■ **Due diligence obligations in the Group (German Act on Corporate Due Diligence in Supply Chains**

**(Lieferkettensorgfaltspflichtengesetz – LkSG)).** As part of our global procurement activities in particular, we could be exposed to country- and supplier-specific risks. These include, for example, inadequate local working and safety conditions. Violations could cause severe damage to those affected and could result in reputational damage and negative financial consequences for companies. Our LkSG management system includes due diligence processes directed at identifying risks or also violations related to human rights and environmental concerns and, building on this, taking appropriate preventive and/or corrective measures. It encompasses our own business areas, i.e., all Group companies over which Deutsche Telekom exercises a decisive influence (which in particular does not apply to T-Mobile US), and our direct and indirect suppliers. The LkSG management system is linked with various established risk processes in the Group, e.g., with the compliance risk assessment of our compliance management system. The annual risk analysis for Group companies belonging to our own business areas and their direct suppliers is a central component of the LkSG management system. In addition, ad hoc risk assessments are carried out for the entire value chain, for example, before acquisitions. In order to monitor the effective functioning of the LkSG management system, Deutsche Telekom has defined the roles of human rights officer and LkSG officer, which will be exercised by the Vice President for Group Corporate Responsibility. This person reports directly to the Chair of the Board of Management of Deutsche Telekom AG and has further supporting functions. Where required to under national regulations (e.g., under the German Act on Corporate Due Diligence in Supply Chains (LkSG)), Group companies have appointed monitoring roles in the same form for their business areas.

For further information about the results of the annual risk analysis, please refer to the section “[Combined sustainability statement](#)” and our annual LkSG report.

**Health.** Mobile communications, or the electromagnetic fields used in mobile communications, regularly give rise to concerns among the general population about potential health risks. This issue continues to be the subject of public, political, and scientific debate. Acceptance problems among the general public mostly concern mobile communications networks and occasionally the use of mobile terminals such as smartphones, tablets, and laptops. The discussion has intensified repercussions for the build-out of the mobile infrastructure. There is a risk of regulatory interventions, such as raised thresholds for electromagnetic fields or the implementation of precautionary measures in mobile communications, e.g., amendments to building law.

Over the past few years, recognized expert organizations such as the World Health Organization (WHO) and the International Commission on Non-Ionizing Radiation Protection (ICNIRP) have repeatedly reviewed the current thresholds for mobile communications and confirmed that – if these values are complied with – the use of mobile technology is safe based on current scientific knowledge. (Inter)national expert organizations will continue to regularly review the recommended thresholds.

We are convinced that mobile communications technology is safe if specific threshold values are complied with. We are supported in this conviction by the assessment of the recognized bodies. Our responsible approach to this issue finds expression in our Group-wide EMF Policy, with which we commit ourselves to more transparency, information, participation, and to a focus on scientific facts, far beyond that which is stipulated by legal requirements. We aim to overcome concerns among the general public by providing objective, scientifically well-founded, and transparent information. We thus continue to see it as our duty to continue our trust-based dialogue with local authorities and to ensure its successful progress. This particularly applies since our collaboration with municipalities to expand the mobile network was incorporated in law.

## Operational risks and opportunities

**Risks arising from technology.** We have an increasingly complex information/network technology (IT/NT) infrastructure, which we constantly expand and upgrade to ensure the best customer experience and consolidate our technology leadership. Outages in the current and also future technical infrastructure cannot be completely ruled out and could in individual cases result in revenue losses or increased costs. After all, our IT/NT resources and structures are the key organizational and technical platform for our operations. The ongoing convergence of IT and NT harbors risks. In order to counter these holistically, our technology, innovation, IT, and security activities are combined under the Board of Management department for Technology and Innovation.

Risks could arise in this area relating to all IT/NT systems and products that require internet access. For instance, faults between newly developed and existing IT/NT systems could cause interruptions to business processes, products, and services, such as smartphones and MagentaTV, or to connectivity for business customers. In order to avoid the risk of outages, e.g., due to natural disasters or fires, we use technical early warning systems and redundant IT/NT systems. The Computer Emergency Response Team (CERT) at Deutsche Telekom Security is in charge of protecting our business customers' IT infrastructure and applications. In cloud computing, all data and applications are stored at a data center. Our European data centers have security certification and meet strict data protection provisions and the EU regulations. All data relating to companies and private persons is protected from external access. Constant maintenance and automatic updates keep the security precautions up to date at all times. On the basis of a standardized Group-wide business continuity management (BCM) process, we also take organizational and technical measures to prevent damage from occurring or, if we cannot, to mitigate the subsequent effects. We also have insurance cover for insurable risks.

T-Mobile US relies upon its systems and networks and the systems and networks of other providers and suppliers, to provide and support services. T-Mobile US' business, like that of most retailers and wireless companies, involves the receipt, storage, and transmission of customers' confidential information, including sensitive personal information, payment card information, and confidential information about their employees and suppliers, as well as other sensitive information about T-Mobile US, such as business plans, transactions, and intellectual property. Cyberattacks, such as denial of service and other malicious attacks, or other systems and IT failures, such as hardware or software failures, could disrupt T-Mobile US' internal systems, networks, and applications, impair its ability to provide services to customers, and have other adverse effects on its business.

In order to grow and remain competitive with new and evolving network technologies in the industry, T-Mobile US will need to adapt to future changes in network technology, such as 6G or AI RAN. While T-Mobile US currently leads in 5G, if it fails to anticipate market trends, efficiently integrate innovative solutions, or maintain network quality and reliability, its competitiveness could erode, adversely affecting business and operating results.

**Opportunities arising from technology.** The utilization of large data volumes (big data) from our networks and their analysis using artificial intelligence (AI) or machine learning (ML) can – thanks to increased transparency – improve and speed up decision-making processes, and in some cases even automate them (e.g., to identify and remediate error situations in the network, through to autonomous networks). It does so by shifting the basis for decisions from hypotheses to facts and, for example, enabling correlations to be recognized. In this way, ML can be used, for example, to manage the energy consumption of our technology in a forward-looking way based on the analysis of network data. We are conducting research projects to test the extent to which quantum technology can be used to improve the protection of our networks against unauthorized access and manipulation.

Our Systems Solutions operating segment covers innovative business areas in the digital transformation of business processes, such as cloud computing, AI, automation, and cybersecurity. These business areas could develop faster than expected. As a pioneer of the digital transformation, we have an opportunity to actively shape market trends through a variety of projects in the fields of healthcare, public administration, the automotive sector, and mobility solutions. Under these data-based digital business models, our partner-oriented approach is a highly promising way of contributing our core competencies – in advisory services, added value services for hybrid IT landscapes, and cybersecurity – to various projects. In addition, we have references regarding strategic engagements in our focal sectors automotive, healthcare, and public. We also see potential for development in the sovereign clouds, professional services, and managed services environment for public cloud services.

As a technology and development partner for toll collection business in Europe, we already have a strong competitive position. By operating a European Electronic Toll System (EETS) as the majority shareholder and IT provider for Toll4Europe, we have earned valuable references that will help to give us an edge over our competitors.



**Procurement and supply risks.** Deutsche Telekom cooperates with a large number of suppliers of technical (information and communication technology) and non-technical products and services. Products and services that might involve a higher risk include software and hardware, network technology components, and all products and services provided directly to end customers.

Deutsche Telekom's supply chains could be disrupted by a number of factors, such as geopolitical tensions, (e.g., the United States' technology sanctions against China), cyberattacks, or supply chain restructuring. Furthermore, additional risks may also result from the dependence on individual suppliers or from individual vendors defaulting. This applies in particular for Chinese suppliers of telecommunications technology. We employ organizational, contractual, and procurement strategy measures to counteract these challenges. At T-Mobile US, in certain areas such as terminal equipment, there are few suppliers who can provide adequate support, which may lead to unfavorable contract terms and decreased flexibility to switch to alternative third parties. Unexpected termination or difficulties in renewing the commercial arrangements with the suppliers, or any business disruptions at the suppliers could have a material adverse effect on T-Mobile US.

## Risks and opportunities arising from data privacy and data security

**Data privacy.** All Group companies are subject to specific data privacy regulations (in the EU especially the General Data Protection Regulation (GDPR)). These requirements must be implemented and their compliance must be monitored. Data privacy incidents could be sanctioned with very high administrative fines (up to between 2 and 4 % of the total worldwide annual revenue of an undertaking). The European supervisory authorities' concept for administrative fines would apply. It stipulates high fines even for violations with a low criticality. The supervisory authorities' practice with respect to fines demonstrates that more and higher fines are being imposed. Despite mitigation measures and well-established data privacy management structures, it is not possible to fundamentally rule out data privacy incidents as almost all procedures/processes in the Group are relevant in terms of data protection. Errors might occur that are linked to reputation, cost, and sanction risks.

Since the introduction of the GDPR, data privacy law has been largely harmonized in Europe. Deutsche Telekom benefits from this as a Group, since the majority of special national data privacy regulations no longer apply and no longer have to be implemented in the individual entities in the European Union (EU). This has somewhat reduced the need for coordination. An appropriate level of security is also ensured when transmitting personal data to countries outside of the EU. Deutsche Telekom's Binding Corporate Rules on Privacy (BCRP), in the current Version 3.0, form the Group-wide internal data privacy regulations. All participating companies have committed themselves to this Group Policy, thus ensuring an appropriate level of data privacy for the transmission of data to third countries. Under the Schrems II ruling by the European Court of Justice (ECJ) from 2020, companies are subject to stricter requirements for the transmission of data to third countries without the adequacy decision of the EU Commission, compliance with which entails a substantial workload for companies. Deutsche Telekom therefore welcomes the EU-U.S. Data Privacy Framework agreed between the EU and the United States, which is intended to provide greater legal certainty for collaborations with U.S. companies. A number of actions are pending against this agreement and more have been announced. By way of mitigation, Deutsche Telekom additionally safeguards the transmission of personal data to companies in the United States, regardless of final legal clarification, by means of standard contractual clauses of the European Commission.

In the United States, the telecommunications industry is also examined closely by the Federal Communications Commission (FCC) and Federal Trade Commission (FTC) with regards to the state data privacy laws. Non-compliance with the stricter data privacy laws could result in high fines. The growing demand for data means the challenges with respect to the collection, usage, transfer, and management of customers' personal data are also growing.

Deutsche Telekom carefully examines technical developments and digital transformation projects on an ongoing basis to verify if they are in line with the Group strategy. For example, the use of IT systems with AI within the Group always complies with the applicable data privacy laws and provisions. The Privacy and Security Assessment (PSA) must be carried out as soon as a new AI solution is to be introduced in the Group. This process, which is now fully digital, meets the requirements of the GDPR with regard to carrying out a Privacy Impact Assessment for evaluating and documenting the risks posed by data processing. In the PSA process all data privacy and security requirements relevant to the system or project are automatically assigned and then worked through by the functionally responsible units. This also includes a separate AI data privacy requirement which helps to develop systems based on or using AI in a way that is data privacy-compliant. This takes account not only of general data privacy principles (legality, transparency, limitation of use, etc.), but also specific application scenarios, such as generative AI and profiling.

The ePrivacy Regulation and the corresponding national implementation acts are yet another sector-specific regulatory challenge for the telecommunications sector in the EU. As telecommunications providers' data processing options are substantially restricted compared with what is possible under the GDPR, innovative big data and AI applications in the field of telecommunications cannot realize the same kind of potential as those of companies that are only subject to the GDPR.

One example of a major initiative with relevance for data privacy is the long-term partnership between T-Systems and Google Cloud, which began in 2021. The jointly operated T-Systems Sovereign Cloud powered by Google Cloud combines the open-source expertise of Google Cloud with the sovereign services of T-Systems and enables customers to manage their workloads in full compliance with German and EU regulatory requirements. The joint service covers all three aspects of digital sovereignty in various solutions: data sovereignty, operational sovereignty, and software sovereignty, so that companies from regulated industries can process their sensitive data in the cloud in line with sovereignty requirements.

T-Systems had already signed the EU Cloud Code of Conduct (EU Cloud CoC) in 2021. After all, the EU Cloud is synonymous with the digital sovereignty of Europe in cloud services. This refers to the complete control of stored and processed data and independent decision-making on who can access the data. This requires clear rules and requirements, which the EU Cloud CoC offers. The European data protection authorities approved this Code of Conduct. By becoming a signatory, the Company and hence also T-Systems undertakes to continue to increase the data protection level for cloud services in the interests of customers and European data protection. In this way they provide proof that data is processed in accordance with the requirements of the GDPR. Compliance with the rules is reviewed by an independent body. We will continue to support the development of the standard in the future and ensure further harmonization with ISO and internal standards.

**Data security.** IT security continues to pose major challenges. In addition to preventive measures such as integrated security in business processes and measures to raise security awareness among employees, we counter these challenges with increased focus on the analysis of threats and cyber risks. This is where our early warning system comes in: It detects new sources and types of cyberattack, analyzes the behavior of the attackers while maintaining strict data privacy, and identifies new trends in the field of security. Along with the honeypot systems, which simulate vulnerabilities in IT systems, our early warning system includes alerts and analytical tools for spam mails, viruses, and Trojans. We exchange the information we obtain from all these systems with public and private bodies to detect new attack patterns and develop new protection systems. We are also currently seeing new developments in the increased and fast-growing use of generative AI, both on the part of criminal attackers and in terms of options for protection. Here, too, we are working to exploit the opportunities offered by the development and use of AI and to counter the potential new risks arising from this technology.

Cybercrime and industrial espionage continue to be on the rise, and they are becoming ever more complex due to rapidly advancing technologies and attack methods. There is also the risk that geopolitical conflicts such as the war in Ukraine will have a negative impact on the cybersecurity situation in Germany and the countries of our European subsidiaries. As a result, we face constant challenges and adjustments to protect our customer and business partner data, as well as our networks, technologies, products, and services against these attacks. Such incidents can lead, among other implications, to business disruptions, embezzlement, or unauthorized access to confidential or personal information, and to loss of reputation. We are addressing this development with comprehensive mitigation measures, such as security concepts, automated testing and approval processes, as well as regular training and awareness-raising measures. In order to also create greater transparency and thus be in a stronger position to tackle these threats, we are relying more and more on partnerships, e.g., with public and private organizations. By means of the Security by Design principle we have made security an integral part of our development process for new products and information systems and follow the Zero Trust principle in our network security. Furthermore, we carry out intensive and obligatory digital security tests.

We are continually striving to accelerate our growth through IT security solutions. To this end, we have combined our security units within Deutsche Telekom Security. Whether intelligent data analysis, secure networks, or effective cyber security – we want to leverage this end-to-end security portfolio to secure market shares and, as part of our digitalization strategy, score points with security concepts on the back of megatrends like security, connected business, sustainability, and future of work. We are also continuing to gradually expand our partner ecosystem in the area of cybersecurity.

We provide regular updates on the latest developments in data protection and data security on our [website](#).

## Other operational risks and opportunities

**Employees.** Our employees play a crucial role in the transformation of Deutsche Telekom. Their skills are a key factor in our business success. Both this success and our service provision are dependent on the ability to acquire, retain, and develop specialist staff and talents. The growing competition for these resources, especially from the fields of technology and IT (war for talents), and the growing desire for flexibility, e.g., through mobile work, are increasing the risk of losing important employees while demand continues to grow. Rising salaries intensify the situation and push up costs. Nearshore and offshore locations are also of huge strategic significance for Deutsche Telekom, since they hold not only operational but also strategically important profiles. The availability of experts with the appropriate qualifications at these locations is essential to delivering services on time, with the right skills profiles, and on budget. The demands of the talents with regard to potential employers have also increased. Apart from remuneration, they care about flexible working, ESG, diversity, and innovations. We systematically work to address these challenges head on, for example, by strengthening Deutsche Telekom and T-Mobile US as an attractive employer brand and by proactively seeking out new specialist staff and talents worldwide.



In 2024, we once again used socially responsible measures to restructure the workforce in our Group. Early retirement models such as phased and dedicated retirement, and severance payments have been largely taken up, but also the training and placement of civil servants and employees in the public sector by the next.JOB unit has proved very popular. The transformation with the associated staff restructuring is extremely important for achieving the Group's goals. Nevertheless, it is essential the restructuring is managed in a targeted way. That is why, for each request by an employee to take up a staff reduction instrument, it must be ensured on principle that the arrangement is voluntary on both sides (agreed by employee and manager), so as to avoid, for example, the loss of high performers.

The Company still employs numerous civil servants, who originally belonged to Group units of Deutsche Telekom that have since been sold. Where requested, these civil servants have been granted temporary leave from their civil servant status. However, there is a risk that they may return to us from a sold entity, for instance after the end of their temporary leave from civil servant status, without the Company being able to offer them jobs. Currently, 910 civil servants are entitled to return from outside the Group in this way (as of December 31, 2024), thus posing a risk.

## Risks and opportunities relating to regulation

In the following section, we describe the main regulatory risks and opportunities that, as things currently stand, could affect our results of operations and financial position, and our reputation.

Regulatory risks arise from telecommunications-specific statutory regulations at the national, European, and U.S. level, and from the consequent powers of national authorities to regulate or intervene in the market and limit our freedom as regards product design and pricing. Deregulation can give rise to regulatory opportunities. Regulatory intervention, which we can only anticipate to a limited extent, may exacerbate existing price and competitive pressure. There are concerns that regulation in the United States, Germany, and other European countries may also impact revenue and earnings trends in the medium to long term.

### Changes in regulatory policy and legislation

European legislation constantly influences our pricing and product design. The main legal frameworks are the European Electronic Communications Code (EECC), the new EU Gigabit Infrastructure Act (GIA), as well as the EU Roaming Regulation. In 2024, preparations started for further legislative initiatives at a European level, in particular the planned Digital Networks Act and a potential revision of the EU Roaming Regulation. These changes in legislation fall under the mandate of the new European Commission, which took office on December 1, 2024.

In an agreement in February 2024, the European Council and the EU Parliament resolved to extend the regulation of charges for phone calls between EU member states until the end of 2028. Before this date, another review is to be held of whether a change in regulation is required. As a result, no intensification of the situation has yet occurred.

Political decisions can bring opportunities and risks with them. In Germany and our European core markets, regulatory developments and measures to support the infrastructure build-out could have a substantial impact on the framework conditions and investment incentives. It is to be expected in this regard that the primary coverage targets will continue to apply until 2030.

In view of the highly topical debates regarding the security of critical infrastructure, the legislator has already announced adjustments in this regard, which will be implemented by regulatory and other authorities. This will lead to new requirements, for which the costs of implementation for Deutsche Telekom are not yet possible to estimate.

For more information on risks relating to strategic implementation and integration, please refer to the section "[Strategic risks and opportunities](#)."

In the United States, too, new or amended wireless-related provisions and laws can increase the complexity of processes and lead to higher costs for T-Mobile US.

## Awarding of spectrum

Risks could arise from the fact that inappropriate auction rules or the conditions for extending awards, frequency usage requirements, excessive reserve prices, and disproportionately high annual spectrum fees could jeopardize our planned acquisition of spectrum or give rise to adverse effects from the conditions for the allocation of spectrum. Inappropriate conditions for the awarding of spectrum can include, for example, extensive build-out requirements and, in some cases, requirements to grant network access (national roaming, service provider access). The specific details are down to the national regulatory authorities. By contrast, we see an opportunity in particular in the fact that such spectrum award procedures enable mobile network operators to obtain the optimum amount of spectrum for their future business. We would thus be equipped for further growth and innovation. Changes to award procedures generally entail opportunities and risks. The upcoming award procedures relate to awards in all mobile frequency ranges between 700 MHz and 2.6 GHz. Major award procedures are currently being prepared, primarily in Austria, Poland, and Slovakia.

In Germany, consultations were held regarding the usage rights expiring at the end of 2025 for the 800 MHz, 1,800 MHz, and 2,600 MHz bands to determine which award procedure to select (auction or extension) and the possible conditions of allocation. The draft does not provide for any tightening of the network access rules in favor of service providers, but it does include additional coverage obligations. In addition, as a condition for the extension, an agreement is to be reached with 1&1 concerning the co-use of frequencies by a network operator. An extension period of five years is under discussion. On January 9, 2025, a public consultation was held on the Bundesnetzagentur's updated draft, followed by a consultation period ending on January 23, 2025. A final decision on this has not yet been made. Furthermore, in its ruling dated August 26, 2024, the Cologne Administrative Court declared the awarding conditions of the 2019 auction (2.1 and 3.6 GHz) to be unlawful. The ruling is not yet legally binding. On January 9, 2025, the Bundesnetzagentur filed a complaint against the non-allowance of appeal. If this ruling becomes final and legally binding, the Bundesnetzagentur must make a new decision on the award and auction rules, which could result in a change in the existing usage rights.

In the United States, the spectrum in the 2.5 GHz band acquired in Auction 108 in September 2022 for around USD 0.3 billion (EUR 0.3 billion) was allocated in the first quarter of 2024. The majority of this spectrum was connected immediately. Hence this risk no longer applies.

For further information on spectrum auctions that were completed in 2024 or are still ongoing, please refer to the section "[Major regulatory decisions](#)."

## Areas in which national regulators may intervene

European and national laws and regulations grant national regulators extensive powers of intervention.

Our Group companies in Germany and Europe continue to be subject to extensive **regulation of wholesale products**, obligating us to make our network and services available to our competitors wherever we are deemed to have significant market power as an operator. The national regulators regularly check and determine the corresponding terms, conditions, and prices of these wholesale offerings. The key wholesale products subject to regulation are unbundled local loop lines, bitstream products, leased lines, and the associated services.

In July 2022, the Bundesnetzagentur published its decision on the future **regulation of access to Deutsche Telekom's copper and fiber-optic network**. With this decision, rules for FTTB/H networks are laid down, the previous regulation for Layer2 (VDSL) is discontinued, and access to ducts and poles is also imposed. The precise access conditions will be set down in the subsequent procedures, by means of which the authority will influence Deutsche Telekom's pricing and product design.

For further information, please refer to the section "[Major regulatory decisions](#)."

Regulatory requirements for mobile communications could arise from conditions imposed in connection with the allocation of frequencies. In Germany, a negotiation obligation for wholesale access has been in place since 2018, for which the Bundesnetzagentur can be called upon in cases of dispute. This can give rise to restrictions on our freedom of contract when concluding wholesale agreements with regards to wholesale customers, as well as in terms of scope of services and prices.

Within the scope of the subsidized network build-out, companies have an obligation to ensure access to the subsidized network. In addition, all operators of public supply networks have an obligation, among others, to ensure shared use of passive network infrastructure. The Bundesnetzagentur can be called on to settle disputes. To this end, it can impose, for example, product and price requirements on operators. Since 2021, termination rates have been determined directly by the European Commission by way of a **delegated act**. In addition, European and national **consumer protection regulations** apply.

In addition to the requirements of telecommunications and competition law, our media products are also subject to special European and national regulations under **media law**, as well as non-sector specific regulations such as copyright, data, and consumer protection. These include, in the broader sense, regulations concerning the responsibility/liability for published content, requirements in relation to ensuring the protection of minors in the media, accessibility, and requirements in relation to the content design of user interfaces, including by users themselves. Assuming the ongoing relevance of the Federal Republic and KfW as major shareholders on the one hand, and barring any changes in the legal situation, or the prevailing opinions of media regulators on the other, it is unlikely that Telekom Deutschland will be granted a license to broadcast radio and TV programs. Compliance with the relevant stipulations can be relevant for the design of the TV products, or require adjustments in relationships with licensors, suppliers, and customers. Breaches of obligations can result in the responsible regulatory authorities issuing complaints, orders or injunctions, or even imposing fines.

## Litigation and anti-trust proceedings

### Major ongoing legal proceedings

Deutsche Telekom is party to proceedings both in and out of court with government agencies, competitors, and other parties. The proceedings listed below are of particular importance from our perspective. If, in extremely rare cases, required disclosures on individual legal proceedings are not made, we concluded that these disclosures may seriously undermine the outcome of the relevant proceedings.

**Claims relating to charges for the shared use of cable ducts.** In 2012, Kabel Deutschland Vertrieb und Service GmbH (today Vodafone Deutschland GmbH (VDG)) filed a claim against Telekom Deutschland GmbH to reduce the annual charge for the rights to use cable duct capacities. In similar proceedings, the then Unitymedia Hessen GmbH & Co. KG, Unitymedia NRW GmbH, and Kabel BW GmbH (today all Vodafone West) filed claims against Telekom Deutschland GmbH in January 2013, demanding that it cease charging the plaintiffs more than a specific and precisely stated amount for the shared use of cable ducts, including in the future. The claims were rejected by the Frankfurt/Main Higher Regional Court (VDG) and by the Düsseldorf Higher Regional Court (Vodafone West) and an appeal was not allowed in both cases. In response to the complaints of the plaintiffs against non-allowance of appeal, the Federal Court of Justice allowed the appeal by VDG to the extent that it relates to claims dating from January 1, 2012 onward; the appeal by Vodafone West was allowed to the extent that it relates to claims dating from January 1, 2016 onward. The claims were rejected with legally binding effect for the time periods prior to this. In a ruling on December 14, 2021, the Federal Court of Justice referred the proceedings concerning the remaining claims back to the responsible Higher Regional Courts for a new hearing and decision. VDG has since updated its claim, which it now puts at around EUR 903 million plus interest for the period from January 2012 to December 2023. The plaintiff Vodafone West has also updated its claim, which it now puts at around EUR 538 million plus interest for the period from January 2016 to April 2024. It is currently not possible to estimate the financial impact of both these proceedings with sufficient certainty.

**Sprint Merger class action.** On June 1, 2021, a shareholder class action and derivative action was filed in the Delaware Court of Chancery against Deutsche Telekom AG, SoftBank, T-Mobile US, and all of our officers and directors at that time, asserting a breach of fiduciary duties relating to the purchase price amendment to the Merger Agreement, as well as SoftBank's subsequent monetization of its T-Mobile US shares. On October 29, 2021, the complaint was amended. The amended complaint is directed at the same defendants and the same underlying transactions as in the original action; however, it includes additional submission on alleged facts. It is currently not possible to estimate the resulting claim and financial risk of these proceedings with sufficient certainty.

**Proceedings against T-Mobile US in consequence of the cyberattack on T-Mobile US in August 2021.** In August 2021, T-Mobile US confirmed that their systems had been subject to a criminal cyberattack that compromised data of millions of their customers, former customers, and prospective customers. With the assistance of outside cybersecurity experts, T-Mobile US located and closed the unauthorized access to their systems and identified customers whose information was impacted and notified them, consistent with state and federal requirements. As a result of the cyberattack, numerous consumer class actions including mass arbitrations were filed against T-Mobile US. The class actions brought before the federal courts were consolidated into one action in December 2021. The plaintiffs claimed damages in an unspecified amount. On July 22, 2022, T-Mobile US entered into an agreement to settle the consumer class action in the Federal Court for USD 350 million. In addition, T-Mobile US committed to spending a total of USD 150 million in 2022 and 2023 on data security and related technologies. The settlement was approved by the court in June 2023. T-Mobile US paid the outstanding USD 315 million of the original settlement amount of USD 350 million in November 2024, which resolves materially all claims made to date by current, former, and potential customers, who were affected by the cyberattack in 2021. The consumer class actions will therefore no longer be reported.

Furthermore, in November 2021, a derivative action was brought against the members of the Board of Directors of T-Mobile US and against T-Mobile US as nominal defendant. This action has since been withdrawn. In September 2022, a further purported shareholder filed a new derivative action against the members of the Board of Directors of T-Mobile US and against T-Mobile US as nominal defendant alleging claims for breach of fiduciary duties relating to the company's cybersecurity practices. The derivative action was dismissed in its entirety in May 2024. The plaintiff has appealed against this decision. It is currently not possible to estimate the resultant financial risk with sufficient certainty.

In addition, inquiries have been made by various government agencies, law enforcement and other state authorities, with which T-Mobile US is cooperating in full. An agreement was reached with the Federal Communications Commission (FCC). It is currently not possible to estimate the resultant financial risk of these proceedings with sufficient certainty.

**Proceedings against T-Mobile US in consequence of the cyberattack on T-Mobile US in January 2023.** On January 5, 2023, T-Mobile US identified that a bad actor was obtaining data through an application programming interface (API). Investigations by the company have found that the affected API was only able to provide a limited set of customer account data, including name, billing address, email address, telephone number, date of birth, T-Mobile account number, and information such as the number of lines on the account and plan features. The results of the investigation indicate that, in total, around 37 million current postpaid and prepaid customer accounts were affected, although many of these accounts did not include the full data set. T-Mobile US assumes that the attacker retrieved data via the affected API for the first time from or around November 25, 2022. In accordance with federal and state requirements, the company has notified those individuals whose data was affected. In connection with this cyberattack, consumer class actions were filed against T-Mobile US and official inquiries were submitted to the company, to which it will respond and, as a result of which, it may incur substantial expenses. It is currently not possible to estimate the resultant financial risk with sufficient certainty.

**Patents and licenses.** Like many other large telecommunications and internet providers, Deutsche Telekom is regularly exposed to intellectual property rights disputes. There is a risk that we may have to pay license fees and/or compensation; we are also exposed to a risk of cease-and-desist orders, for example relating to the sale of a product or the use of a technology.

Further, Deutsche Telekom intends to defend itself vigorously in each of these proceedings.

#### **Major ongoing anti-trust proceedings**

Like all companies, our Group is subject to anti-trust law. In recent years, we have notably stepped up our compliance efforts in this area too. Nevertheless, Deutsche Telekom and its subsidiaries are from time to time subject to proceedings under anti-trust law or follow-on damage actions under civil law. In the following, we describe material anti-trust proceedings and resulting claims for damages. If, in extremely rare cases, required disclosures on individual anti-trust proceedings are not made, we concluded that these disclosures may seriously undermine the outcome of the relevant proceedings.

**Claims for damages against Slovak Telekom following a European Commission decision to impose fines.** The European Commission decided on October 15, 2014 that Slovak Telekom had abused its market power on the Slovak broadband market and as a result imposed fines on Slovak Telekom and Deutsche Telekom AG, which were paid in full in January 2015. After the General Court of the European Union partially overturned the European Commission's decision in 2018 and reduced the fines by a total of EUR 13 million, the legal recourse following the ruling of the European Court of Justice on March 25, 2021 is exhausted. Following the decision of the European Commission, competitors filed damage actions against Slovak Telekom with the civil court in Bratislava. These claims seek compensation for alleged damages due to Slovak Telekom's abuse of a dominant market position, as determined by the European Commission. Three claims totaling EUR 219 million plus interest are currently pending. It is currently not possible to estimate the financial impact with sufficient certainty.

**Claims for damages against Deutsche Telekom AG, including due to insolvency of Phones4U.** Phones4U was an independent British mobile retailer, which declared insolvency in 2014. The insolvency administrator is pursuing claims before the High Court of Justice in London against the mobile providers active on the UK market at that time and their parent companies on the grounds of alleged collusion in violation of anti-trust law and breach of contract. Deutsche Telekom AG, which at that time held 50 % of the mobile company EE Limited, has rejected the claims as unsubstantiated. The High Court of Justice in London heard testimony from several witnesses and experts in the period between mid-May and the end of July 2022 with a view to establishing the legal basis for a claim. On November 10, 2023, the High Court of Justice in London rejected all claims made by Phones4U against all defendants. In December 2023, Phones4U filed an application for leave to lodge an appeal with the High Court of Justice in London. The hearing took place on December 19, 2023. The High Court of Justice in London rejected the application by Phones4U for leave to lodge an appeal. Phones4U is pursuing the application further with the Court of Appeal. The Court of Appeal partially allowed the appeal by Phones4U. It is currently not possible to estimate the financial impact with sufficient certainty.

**Antitrust class action complaint following the merger with Sprint.** T-Mobile US is defending against an antitrust class action complaint from June 17, 2022, in which the plaintiffs allege that the merger of T-Mobile US and Sprint violated the antitrust laws and harmed competition in the U.S. retail cell service market. Plaintiffs seek injunctive relief and trebled monetary damages on behalf of a purported class of AT&T and Verizon customers who plaintiffs allege paid artificially inflated prices due to the merger. It is currently not possible to estimate the financial impact with sufficient certainty.

## Compliance risks

Compliance risks are risks arising from systematic infringements of legal or ethical standards that could result in regulatory or criminal liability on the part of the company, its executive body members, or employees, or result in a significant loss of reputation. In order to minimize these risks, we have set up a compliance management system.

For further information on the compliance management system, please refer to the section “[Combined sustainability statement](#).”

## Financial risks and opportunities

### Liquidity, credit, currency, interest rate risks

With regard to its assets, liabilities, and planned transactions, our Group is particularly exposed to liquidity risks, credit risks, and the risk of changes in exchange rates and interest rates. We want to contain these risks. Risks with an impact on cash flows are monitored in a standard process and hedged accordingly using derivative and non-derivative hedges. Derivative financial instruments are used solely for hedging and never for speculative purposes. The following risk areas – liquidity, credit, currency, and interest rate risks – are evaluated taking into account all hedges.

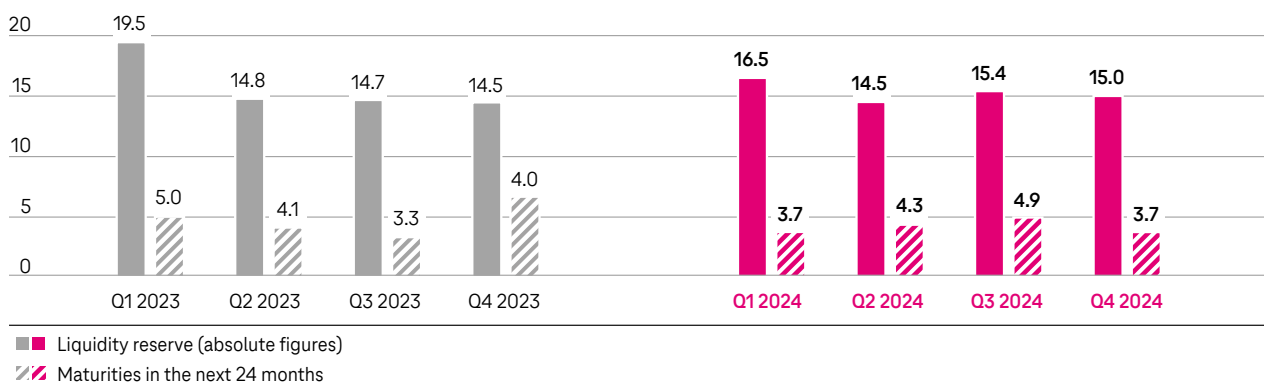
For further information on the risk assessment, please refer to the “[Corporate risks](#)” table above.

**Liquidity risk.** To ensure the Group’s and Deutsche Telekom AG’s solvency and financial flexibility at all times, we maintain a liquidity reserve in the form of credit lines and cash as part of our liquidity management. T-Mobile US has pursued its own separate financing and liquidity strategy.

Deutsche Telekom excluding T-Mobile US: Primarily bilateral credit agreements with 20 banks with an aggregate total volume of EUR 12.0 billion were available as of December 31, 2024, which were not utilized. Our liquidity reserve covered maturing bonds and long-term loans at all times for at least the next 24 months (see graphic below). Furthermore, cash on hand of EUR 3.0 billion were available to Deutsche Telekom.

## Development of the liquidity reserve (Deutsche Telekom excluding T-Mobile US), maturities in 2023/2024

billions of €



Bilateral credit lines with an aggregate total volume of USD 7.5 billion (EUR 7.2 billion) plus a cash balance of USD 5.4 billion (EUR 5.2 billion) were available to T-Mobile US as of December 31, 2024.

**Credit risks.** In our operating business and certain banking activities, we are exposed to a credit risk, i.e., the risk that a counterparty will not fulfill its contractual obligations. To keep this credit risk to a minimum, we conclude transactions with regard to financing activities only with counterparties that have at least a credit rating of BBB+/Baa1; we also actively manage limits. In addition, we have concluded collateral agreements for our derivative transactions. At the level of operations, the outstanding debts are continuously monitored in each area, i.e., locally.

**Currency risks.** Currency risks result from dividend payments received, investments, financing measures, and operations. Risks from foreign currency fluctuations are hedged on a pro rata basis depending on their probability of occurrence, if they affect the Group's cash flows (transaction risks). However, foreign-currency risks that do not influence the Group's cash flows, for example, risks resulting from the translation of assets and liabilities of foreign operations into euros (translation risks) are generally not hedged. Deutsche Telekom may nevertheless also hedge these foreign-currency risks under certain circumstances.

**Interest rate risks.** Our interest rate risks mainly result from Group financing: On the one hand, we have an interest rate risk relating to the issue of new liabilities, and on the other, we have an interest rate risk arising from variable-interest liabilities. The EUR interest rate position is actively managed as part of our interest rate management activities. Each year, a maximum is set for the percentage of variable-interest liabilities, taking into account the planned finance costs. Given the inverted interest rate curve, the variable-interest EUR debt portfolio was kept at a low level. The USD debt position of T-Mobile US primarily comprises partially cancelable, fixed-income bonds.

For further information, please refer to Note 43 "[Financial instruments and risk management](#)" in the notes to the consolidated financial statements.

### Tax risks

We are subject to the applicable tax laws in many different countries. Risks can arise from changes in local taxation laws or case law and different interpretations of existing provisions. These risks can impact both our tax expense and benefit as well as tax receivables and liabilities.

### Other financial risks and opportunities

This section contains information on other financial risks that we consider to be immaterial at present or cannot evaluate based on current knowledge.

**Rating risk.** Deutsche Telekom's credit rating affects our access to the capital markets, to the international finance markets, and our refinancing costs. A lower rating could impede access to the capital market and, over time, would lead to an increase in the cost of debt financing. We intend to maintain our rating in a corridor from A- to BBB and thereby safeguard undisputed access to the capital market. As of December 31, 2024, Deutsche Telekom AG's credit rating with Moody's was Baa1 with a positive outlook, while Standard & Poor's and Fitch rated us BBB+ with a stable outlook. From today's perspective, access to the international debt capital markets for both Deutsche Telekom AG and T-Mobile US is not jeopardized.

**Control environment.** Compliance with business and regulatory requirements, in particular for the internal control system, requires high efforts. Not meeting these demands could lead to difficulties or weaknesses in Deutsche Telekom's overall control environment and with regard to financial reporting.

**Sales of shares by the Federal Republic or KfW Bankengruppe.** As of December 31, 2024, the Federal Republic and KfW Bankengruppe jointly held 27.80 % in Deutsche Telekom AG. It is possible that the Federal Republic will continue its policy of privatization and sell further equity interests in a manner designed not to disrupt the capital markets and with the involvement of KfW Bankengruppe. There is a risk that the sale of a significant volume of shares by the Federal Republic or KfW Bankengruppe, or any speculation to this effect, could have a negative impact on the price of the T-Share.

**Subsidiaries and equity investments.** Subsidiaries and equity investments of Deutsche Telekom could face difficult market conditions, e.g., increased competition, in particular price pressure, and economic fluctuations. Additional fundings may be needed to safeguard these business activities.

**Impairment of Deutsche Telekom AG's assets.** The value of the assets of Deutsche Telekom AG and its subsidiaries is reviewed periodically. In addition to the regular annual measurements that are also performed for the carrying amounts of investments in the annual financial statements of Deutsche Telekom AG prepared in accordance with German GAAP, specific impairment tests may be carried out, for example, where changes in the economic, regulatory, business, or political environment suggest that the value of goodwill, intangible assets, property, plant and equipment, investments accounted for using the equity method, or other financial assets might have changed. These tests may lead to the recognition or reversal of impairment losses that do not, however, result in cash outflows or inflows. This could impact to a considerable extent on our results, which in turn may negatively or positively affect the T-Share price.

For further information, please refer to the section "[Summary of accounting policies – Judgments and estimates](#)" in the notes to the consolidated financial statements.

## Governance and other disclosures

### Governance

As of December 31, 2024, **Board of Management** responsibilities were distributed across eight Board departments.

Four of these Board departments cover the cross-functional management areas with the following departments:

- Chair of the Board of Management
- Finance
- Human Resources and Legal Affairs
- Technology and Innovation

In addition, there are four segment-based Board of Management departments:

- Germany
- Europe
- T-Systems
- USA and Group Development

#### Composition of the Board of Management as of December 31, 2024

Members of the Board of Management	Department
Timotheus Höttges	Chair of the Board of Management (CEO)
Dr. Ferri Abolhassan	T-Systems
Birgit Bohle	Human Resources and Legal Affairs
Srini Gopalan	Germany
Dr. Christian P. Illek	Finance (CFO)
Thorsten Langheim	USA and Group Development
Dominique Leroy	Europe
Claudia Nemat	Technology and Innovation

By resolution of October 13, 2023, Dr. Ferri Abolhassan was appointed as the Board member responsible for T-Systems for the period from January 1, 2024 to December 31, 2026. By resolution of February 22, 2024, Srini Gopalan was reappointed as the Board member responsible for Germany for the period from January 1, 2025 to December 31, 2029.

The members of the Board of Management are appointed and discharged in accordance with § 84 and § 85 of the German Stock Corporation Act (Aktiengesetz – AktG) and § 31 of the German Codetermination Act (Mitbestimmungsgesetz – MitbestG).

The **Supervisory Board** of Deutsche Telekom AG advises the Board of Management and oversees its management of business. It is composed of 20 members: 10 represent the shareholders and 10 the employees. The employees' representatives were most recently appointed at the delegates' assembly on November 7, 2023.

Amendments to the Articles of Incorporation are made pursuant to § 179 and § 133 AktG and § 18 and § 21 of the Articles of Incorporation. According to § 21 of the Articles of Incorporation, the Supervisory Board is authorized, without a resolution by the Shareholders' Meeting, to adjust the Articles of Incorporation to comply with new legal provisions that become binding for the Company and to amend the wording of the Articles of Incorporation.

The **remuneration system** for the Board of Management provides incentives to successfully implement the corporate strategy, to ensure a sustainable development of the Company, and is also focused on creating long-term value for our shareholders. The remuneration received by the members of the Supervisory Board is specified under § 13 of the Articles of Incorporation of Deutsche Telekom AG. Under the remuneration system, members of the Supervisory Board received fixed annual remuneration. The recommendations of the German Corporate Governance Code (GCGC), as published in the Federal Gazette on June 27, 2022, on "Remuneration of the Management Board and the Supervisory Board" (Section G) were complied with in the reporting year.<sup>a</sup>

On January 27, 2025, the Supervisory Board resolved to submit a revised remuneration system to the 2025 Shareholders' Meeting, to be applied retroactively as of January 1, 2025.

Detailed information on the remuneration of the Board of Management and the Supervisory Board is published in the separate [Remuneration Report](#). For further information on the Board of Management remuneration system, please refer to Deutsche Telekom AG's [website](#).

<sup>a</sup> Information in this section, as well as the associated reference below the text, is information extraneous to the management report as explained in the section "Introductory remarks."



Members of the Board of Management and Supervisory Board of Deutsche Telekom AG were reported to have purchased and received 451,757 shares (2023: 412,132) and sold 246,755 shares (2023: 4,363) inter alia under the Share Matching Plan or as personal investments in the course of 2024. Total direct or indirect **shareholdings** in the Company or associated financial instruments by members of the Board of Management and the Supervisory Board do not exceed 1 % of the shares issued by the Company.

For further information on corporate governance, please refer to the section “Governance” under the section “[Combined sustainability statement](#).”

### Changes to the Board of Management after the end of the 2024 financial year

On January 27, 2025, the Supervisory Board resolved to cancel the current appointment of Timotheus Höttges. He was reappointed prematurely to the Board of Management for the period from February 1, 2025 until midnight on December 31, 2028. He was again assigned the department of the Chair of the Board of Management.

The Supervisory Board additionally resolved on January 27, 2025 to terminate Srinu Gopalan’s Board position and to approve his termination agreement effective midnight on February 28, 2025. Srinu Gopalan will assume the function of Chief Operating Officer at T-Mobile US effective March 1, 2025.

In the same meeting, the Supervisory Board approved the appointment of Rodrigo Diehl to the Board of Management for the period from March 1, 2025 to midnight on February 29, 2028. He was assigned to the Germany Board department.

### Events after the reporting period

For information on events after the reporting period, please refer to Note 49 “[Events after the reporting period](#)” in the notes to the consolidated financial statements and to the notes to the annual financial statements of Deutsche Telekom AG as of December 31, 2024.

### Integrated control and monitoring system <sup>a</sup>

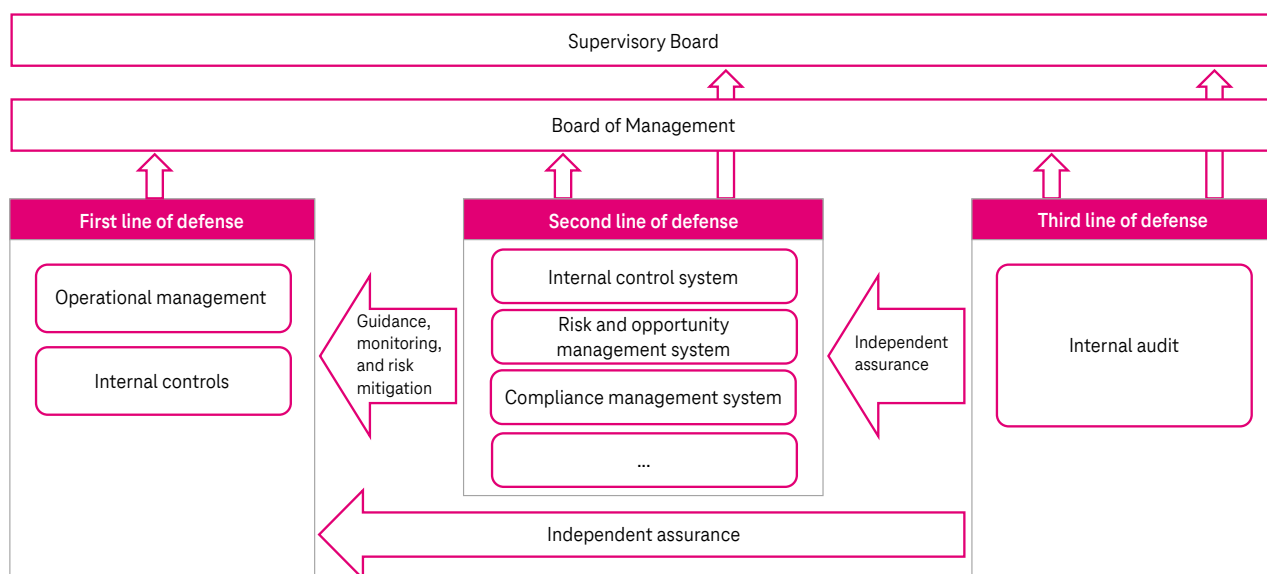
Sound corporate governance based on sustainable value creation is particularly important for an international group such as Deutsche Telekom, with its many subsidiaries and associates. The Supervisory Board and the Board of Management are convinced that such corporate governance, taking both company- and industry-specific issues equally into account, is an important building block for the future success of Deutsche Telekom AG. Accordingly, responsibility for compliance with the principles of sound corporate governance is vested in senior management.

Responsible, risk-appropriate handling of risks and opportunities is a core component of our corporate governance. The various systems implemented by the Board of Management (in particular the internal control system and the risk and opportunity management system including the compliance management system) to record and mitigate risks work together as part of a mutually complementary control and monitoring system and are subject to review by Internal Audit.

With this integrated system, Deutsche Telekom follows the Three lines of defense model. The operational units and their operational management, i.e., the risk owners, form the first line of defense. They are responsible for identifying, assessing, and continuously monitoring risks. The second line of defense primarily comprises the internal control system, the risk and opportunity management system, and the compliance management system, and it serves to manage and monitor the first line of defense. This includes defining requirements, guidelines, and processes, monitoring risks, and reporting to the Board of Management and to the Supervisory Board of Deutsche Telekom AG and its Audit and Finance Committee. The third line of defense is Internal Audit, which ensures the first and second lines of defense are audited and advised objectively and independently.

<sup>a</sup> Information in this section, as well as the associated reference below the text, is information extraneous to the management report as explained in the section “[Introductory remarks](#).”

### Three lines of defense model



The most important features of the internal control system and the risk and opportunity management system including the compliance management system are described below.

### Internal control system

Deutsche Telekom AG's internal control system (ICS) is based on the internationally recognized COSO (Committee of Sponsoring Organizations of the Treadway Commission) Internal Control – Integrated Framework, COSO I, as amended on May 14, 2013. The ICS is an integral component of the functional management of the Group.

The Board of Management is responsible for defining the scope and structure of the ICS at its discretion in accordance with § 91 (3) AktG. The ICS supports the organizational implementation of the Board of Management's decisions. This includes achieving the business targets, proper and reliable accounting, and compliance with significant legal requirements and regulations. Sustainability aspects, which are continuously developed on the basis of regulatory requirements, are also taken into consideration. The Audit and Finance Committee of the Supervisory Board of Deutsche Telekom AG monitors the effectiveness of the ICS as required by § 107 (3) sentence 2 AktG in conjunction with § 107 (4) sentence 1 AktG.

Internal Audit is responsible for independently reviewing the appropriateness and effectiveness of the ICS in the Group and at Deutsche Telekom AG, and, to comply with this task, has comprehensive information, audit, and inspection rights and is involved across all levels of the ICS process.

In addition to protecting against financial reporting risks, the ICS also ensures general management of operational risks and compliance. Its functional and process-related focus is adapted to the Group's current risk situation on an annual basis. The ICS organization bundles and integrates the internal control processes and supports the Board of Management in designing, implementing, and maintaining an appropriate and effective control system. It comprises ICS Management at Group Headquarters and the local ICS management of each entity. Central ICS Management is responsible for managing and coordinating the ICS processes in their entirety.

The entities to be included in the ICS are also reviewed and identified annually on the basis of Deutsche Telekom's statement of investment holdings. All material entities are fully integrated in the ICS process. Consistent Group-wide minimum requirements for the entities' control systems are defined based on the key Group functions. These include, for example, accounting, IT, procurement, HR, security, data privacy, taxes, compliance, and also corporate responsibility. The corresponding controls are documented in a Group-wide IT system and are reviewed for their appropriateness and effectiveness at least once a year.

Effectiveness is regularly reviewed applying the dual-checking principle and, depending on the risk exposure of the controls within the functional unit, across departments or (additionally) by Internal Audit. The aim is to identify control gaps and non-effective controls, in particular to analyze the impact on financial reporting and to initiate and monitor suitable countermeasures.

The ICS process is completed with a cascaded approval process, starting with the function owners in the entities and the local finance and managing directors, through to Group level. The ICS Steering Committee, with the involvement of the Group's most important function owners, then evaluates the results and makes recommendations to the Board of Management. Based on this, the Board of Management decides on the appropriateness and effectiveness of the ICS twice a year. The Audit and Finance Committee is informed

in detail on the status and results of the ICS process at least three times a year and discusses the alignment of the ICS with management and the external auditors. Nevertheless, there are inherent limitations in every ICS. No control system – even if it is deemed to be appropriate and effective – can ensure that all relevant control risks are identified and are being completely and effectively addressed by means of controls.

All non-material entities exposed to risks with an extent that is deemed to be low from a Group perspective, are included in the Group-wide ICS as part of a simplified and standardized process. These entities must submit an annual self-declaration, based on a control risk catalog, on the maturity of the implemented controls and a statement on the effectiveness of the ICS in their entity. Internal Audit regularly reviews these self-declarations in a risk-oriented way. The ICS Steering Committee, the Board of Management, and the Audit and Finance Committee are informed at least once a year about the results of the self-assessments.

For information on the accounting-related internal control system, please refer to the section “[Accounting-related internal control system](#).”

### **Risk and opportunity management system**

Our risk and opportunity management system is based on the globally applicable risk management standard ISO 31000 “Risk management – Principles and guidelines.” It serves as a guide for internationally recognized risk management systems. A risk and opportunity management system is necessary from both a business point of view and on the basis of laws and regulations, in particular § 91 (2) and (3) of the German Stock Corporation Act (Aktiengesetz – AktG). Our risk and opportunity management system is organized on a decentralized basis. The Group Risk Governance unit defines the Group-wide methods, including the associated reporting system, and the segments are integrated via their own risk and opportunity management. The relevant owners in each of the segments are responsible for identifying, assessing, and continuously monitoring risks. This is also at the core of our risk culture, which includes the motto “Everyone is a risk manager.” In other words, every individual takes responsibility for their risks.

For further information on the risk and opportunity management system, please refer to the section “[Risk and opportunity management system](#).”

### **Compliance management system**

Our compliance culture is a key component for corporate governance based on integrity and respect. We have expressed our Group-wide commitment to complying with ethical principles and both legal and statutory requirements. We have incorporated this pledge in our Guiding Principles and our Code of Conduct.

We implemented a compliance management system with the aim of minimizing risks arising from systematic infringements of legal or ethical standards that could result in regulatory or criminal liability on the part of the Company, its executive body members, or employees, or result in a significant loss of reputation. In particular, when we established the compliance management system to prevent corruption, we used the Principles for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems laid down in IDW Assurance Standard 980 as a basis. The Board of Management considers its overall responsibility for compliance as a key leadership task. Our Chief Compliance Officer is responsible for the design and management of the compliance management system. Compliance officers implement the compliance management system and our compliance goals locally at the level of our operating segments and national companies.

For further information on the compliance management system, please refer to the section “[Combined sustainability statement](#).”

### **Statement of effectiveness**

Based on regular discussions about the internal control system and the risk and opportunity management system, including the Group risk report and the ICS report, the Board of Management is not aware of any circumstances as of the date of preparation of the combined management report which contradict the appropriateness and effectiveness of these systems in their entirety. An external audit of risk and opportunity management in accordance with IDW Auditing Standard 981, most recently carried out at the end of 2022/start of 2023 for selected parts of the organization and risk categories did not uncover any findings.

## Accounting-related internal control system

The accounting-related ICS comprises the principles, methods, and measures used to ensure appropriate accounting. It is continuously being refined and aims to ensure the consolidated financial statements of Deutsche Telekom are prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union, as well as with the regulations under commercial law as set forth in § 315e (1) HGB. Another objective of the accounting-related ICS is the preparation of the annual financial statements of Deutsche Telekom AG and the combined management report in accordance with German GAAP.

It is generally true of any ICS that regardless of how it is specifically structured there can be no absolute guarantee that it will achieve its objectives. Therefore, as regards the accounting-related ICS, there can only ever be relative, but no absolute, certainty that material accounting misstatements can be prevented or detected.

Group Accounting manages the processes of Group accounting and management reporting. Legal provisions, accounting standards, and other pronouncements are continuously analyzed as to whether and to what extent they are relevant and how they impact on financial reporting. The relevant requirements are defined in the Group Accounting Manual, for example, communicated to the relevant units and, together with the financial reporting calendar that is binding throughout the Group, form the basis of the financial reporting process. In addition, supplementary process directives such as the Intercompany Policy, standardized reporting formats, IT systems, as well as IT-based reporting and consolidation processes, support the process of uniform and compliant Group accounting. Where necessary, we also draw on the services of external experts, for example, to measure pension obligations or in connection with purchase price allocations. Group Accounting ensures that these requirements are complied with consistently throughout the Group. The staff involved in the accounting process receive regular training. Deutsche Telekom AG and the Group companies are responsible for ensuring that Group-wide policies, regulations, and procedures are complied with. The Group companies ensure the compliance and timeliness of their accounting-related processes and systems and, in doing so, are supported and monitored by Group Accounting.

Operational accounting processes at the national and international level are increasingly managed by our shared service centers. Harmonizing the processes enhances their efficiency and quality and, in turn, improves the reliability of the internal ICS. The ICS thus safeguards both the quality of internal processes at the shared service centers and the interfaces to the Group companies by means of adequate controls and an internal certification process.

Internal controls are embedded in the accounting process depending on risk levels. The accounting-related ICS comprises both preventive and detective controls, which include

- IT-based and manual matching
- The segregation of functions
- The dual-checking principle
- Monitoring controls
- General IT checks such as access management in IT systems, and change management

Central and local ICS management continuously develop the ICS further in line with the operational processes, responding to new technologies and ways of working. These include the use of software robots, real-time alarms, artificial intelligence, and agile working.

We have implemented a standardized process throughout the Group for monitoring the effectiveness of the accounting-related ICS. This process systematically focuses on risks of possible misstatements in the consolidated financial statements. At the beginning of the year, specific accounts and accounting-related process steps are selected based on risk factors. They are then reviewed for effectiveness in the course of the year. If control weaknesses are found, they are analyzed and assessed, particularly in terms of their impact on the consolidated financial statements and the combined management report. Material control weaknesses, the action plans for eradicating them, and ongoing progress are reported to the Board of Management and additionally to the Audit and Finance Committee of the Supervisory Board of Deutsche Telekom AG. In order to ensure a high-quality accounting-related ICS, Internal Audit is closely involved in all stages of the process.

## Corporate Governance Statement and Declaration of Conformity and updated 2024 Declaration of Conformity

The Corporate Governance Statement pursuant to § 289f, § 315d HGB is available on our [Investor Relations website](#).

The Declaration of Conformity pursuant to § 161 AktG can be found below:

- I. The Board of Management and Supervisory Board of Deutsche Telekom AG hereby declare that in the period since submission of the most recent declaration of conformity pursuant to § 161 AktG on December 30, 2023, Deutsche Telekom AG has fully complied with the recommendations of the Government Commission on the German Corporate Governance Code announced by the Federal Ministry of Justice on June 27, 2022, in the official section of the Federal Gazette (Bundesanzeiger).
- II. The Board of Management and the Supervisory Board of Deutsche Telekom AG further declare that as of today Deutsche Telekom AG will fully comply with the recommendations of the Government Commission on the German Corporate Governance Code announced by the Federal Ministry of Justice on June 27, 2022, in the official section of the Federal Gazette (Bundesanzeiger).

Bonn, December 30, 2024

For the Supervisory Board  
Dr. Frank Appel

For the Board of Management  
Timotheus Höttges

The update of the Declaration of Conformity 2024 pursuant to § 161 AktG can be found below:

On 30 December 2024, the Board of Management and the Supervisory Board of Deutsche Telekom AG declared that the recommendations of the "Government Commission on the German Corporate Governance Code" published by the Federal Ministry of Justice in the official section of the Federal Gazette on 27 June 2022 will be complied with without exception.

The Board of Management and the Supervisory Board of Deutsche Telekom AG update their Declaration of Conformity as a mere precaution with the following declaration of deviation from recommendation B.4:

According to recommendation B.4, any re-appointment of a member of the management board before the end of one year prior to the end of the term of appointment with concurrent termination of the current appointment shall only happen if special circumstances apply. On 27 January 2025, Mr. Timotheus Höttges was re-appointed as Chairman of the Board of Management of Deutsche Telekom AG by the Supervisory Board of Deutsche Telekom AG for the period from 1 February 2025 until 31 December 2028. At the same time the current appointment for the period until 31 December 2026 was terminated with effect as of the end of 31 January 2025.

Deutsche Telekom AG believes that there are special circumstances for the earlier reappointment. In particular, strategic reasons require today to safeguard continuity in the person of the Chairman of the Board of Management beyond 31 December 2026 for the company.

Deutsche Telekom AG nonetheless declares, as a matter of precaution, that it deviates from recommendation B.4 with the early re-appointment of Mr. Timotheus Höttges as member of the Board of Management. This declaration is made to avoid any legal uncertainty. Deutsche Telekom AG intends to comply with the recommendation B.4 again for future re-appointments of members of the Board of Management.

Otherwise the Declaration of Conformity of 30 December 2024 remains unchanged.

Bonn, 27 January 2025

For the Supervisory Board  
Dr. Frank Appel

For the Board of Management  
Timotheus Höttges

## Legal structure of the Group

Deutsche Telekom AG, Bonn, is the parent of the Deutsche Telekom Group. Its shares are traded on the Frankfurt/Main Stock Exchange as well as on other stock exchanges.

For information on the composition of capital stock in accordance with § 289a (1) HGB and § 315a HGB of direct and indirect equity investments, please refer to Note 19 “Shareholders’ equity” in the notes to the consolidated financial statements and to the notes to the annual financial statements of Deutsche Telekom AG as of December 31, 2024.

### Shareholders’ equity

**Each share entitles the holder to one vote.** These voting rights are restricted, however, in relation to treasury shares (at December 31, 2024: around 86 million in total).

**Treasury shares.** The amount of issued capital assigned to treasury shares was approximately EUR 220 million at December 31, 2024. This equates to 1.7 % of share capital. 86,029,346 treasury shares were held at December 31, 2024.

For information on the treasury shares in accordance with § 160 (1) No. 2 AktG, please refer to Note 8 in the annual financial statements of Deutsche Telekom AG as of December 31, 2024 and to Note 19 “Shareholders’ equity” in the notes to the consolidated financial statements.

The Shareholders’ Meeting resolved on April 1, 2021 to authorize the Board of Management to purchase shares in the Company by March 31, 2026, with the amount of share capital accounted for by these shares totaling up to EUR 1,218,933,400.57, provided the shares to be purchased on the basis of this authorization in conjunction with the other shares of the Company that the Company has already purchased and still possesses or are to be assigned to it under § 71d and § 71e AktG do not at any time account for more than 10 % of the Company’s share capital. Moreover, the requirements under § 71 (2) sentences 2 and 3 AktG must be complied with. Shares shall not be purchased for the purpose of trading in treasury shares. This authorization may be exercised in full or in part. The purchase can be carried out in partial tranches spread over various purchase dates within the authorization period until the maximum purchase volume is reached. Dependent Group companies of Deutsche Telekom AG within the meaning of § 17 AktG or third parties acting for the account of Deutsche Telekom AG or for the account of dependent Group companies of Deutsche Telekom AG within the meaning of § 17 AktG are also entitled to purchase the shares. The shares are purchased through the stock exchange in adherence to the principle of equal treatment (§ 53a AktG). Shares can instead also be purchased by means of a public purchase or share exchange offer addressed to all shareholders, which, subject to a subsequently approved exclusion of the right to offer shares, must also comply with the principle of equal treatment.

The shares may be used for one or several of the purposes permitted by the authorization granted by the Shareholders’ Meeting on April 1, 2021 under item 7 on the agenda. The shares may also be used for purposes involving an exclusion of subscription rights. In addition, they may be sold on the stock market or by way of an offer to all shareholders, or canceled. The shares may be used to fulfill the rights of Board of Management members to receive shares in Deutsche Telekom AG, which the Supervisory Board has granted to these members as part of the arrangements governing the remuneration of the Board of Management, on the basis of a decision by the Supervisory Board to this effect. Furthermore, under the authorization granted on April 1, 2021, the Board of Management is authorized to offer and/or grant shares to employees of Deutsche Telekom and of lower-tier affiliated companies as well as to Managing Board members of lower-tier affiliated companies; this also includes the authorization to offer or grant shares free of charge or on other special conditions.

Under the resolution of the Shareholders’ Meeting on April 1, 2021, the Board of Management is also authorized to acquire the shares through the use of equity derivatives.

Changes in treasury shares are set out in the following table:

No par value shares		As of Jan. 1, 2024	Purchase of own shares	Reclassification of shares	Treasury shares transferred		As of Dec. 31, 2024
					Of which: Employee share program	Of which: Share Matching Plan	
Share buy-back program		0	81,268,383	0	0	0	81,268,383
Shares previously held in a trust deposit		7,800,811	0	(3,830,887)	0	0	3,969,924
Share Matching Plan		42,302	0	1,720,831	0	(972,094)	791,039
Employee share program		0	0	2,110,056	(2,110,056)	0	0
<b>Total</b>		<b>7,843,113</b>	<b>81,268,383</b>	<b>0</b>	<b>(2,110,056)</b>	<b>(972,094)</b>	<b>86,029,346</b>
Amount of share capital accounted for by these shares	millions of €	20	208	0	(5)	(3)	220
Percentage of share capital	%	0.16	1.63	0.00	(0.04)	(0.02)	1.73
Change in retained earnings	millions of €	0	(1,766)	0	0	0	(1,766)
Change in capital reserves	millions of €	0	0	0	53	15	68
Price	€		24.29 <sup>a</sup>		27.90		
Period			Jan.–Dec. 2024		Oct. 17, 2024	Jan.–Dec. 2024	

<sup>a</sup> Average price.

**Share buy-back program.** On November 2, 2023, the Board of Management announced plans to buy back Deutsche Telekom AG shares up to a total purchase price of EUR 2 billion in the 2024 financial year as part of a share buy-back program. The buy-back commenced on January 3, 2024 and was carried out in several tranches through December 18, 2024. The purpose of the 2024 share buy-back program was to recoup part of the dilution effect from Deutsche Telekom AG's 2021 capital increase. The repurchased shares are to be canceled accordingly. In the period from January 3, 2024 to December 18, 2024, Deutsche Telekom AG bought back around 81 million shares under the share buy-back program with a total volume (excluding transaction costs) of around EUR 2.0 billion.

**Shares previously held in a trust deposit.** As part of the acquisition of VoiceStream Wireless Corp., Bellevue, and Powertel, Inc., Bellevue, in 2001, Deutsche Telekom AG issued new shares from authorized capital to a trustee, for the benefit of holders of warrants, options, and conversion rights, among others. These option or conversion rights expired in full in the 2013 financial year. As a result, the trustee no longer had any obligation to fulfill any claims in accordance with the purpose of the deposit. The trust relationship was terminated at the start of 2016 and the deposited shares were transferred free of charge to a custody account of Deutsche Telekom. The previously deposited shares are accounted for in the same way as treasury shares in accordance with § 272 (1a) HGB. On the basis of authorization by the Shareholders' Meeting on April 1, 2021, the treasury shares acquired free of charge may be used for the same purposes as the treasury shares acquired for a consideration.

**Share Matching Plan and employee share program.** Currently, the treasury shares for participants of the Share Matching Plan and of the Shares2You shares program for employees are issued from the pool of shares previously held in a trust deposit.

For matching shares from the Share Matching Plan and for free shares from the employee share program Shares2You, treasury shares are transferred free of charge to the custody accounts of employees of Deutsche Telekom AG. In cases where treasury shares are transferred to the custody accounts of employees of other Group companies, the costs have been transferred at fair value to the respective Group company since the 2016 financial year. In the reporting year, 1,073 thousand treasury shares with a fair value of EUR 28 million were billed to other Group companies. Where treasury shares were transferred to the custody accounts of employees that were bought by way of the personal investment as part of the employee share program Shares2You, a conversion rate of EUR 27.90 per share was used. The conversion is determined using the lowest price at which a trade actually took place on an official German exchange on the date of conversion.

**Authorized capital.** The Shareholders' Meeting on April 7, 2022 authorized the Board of Management to increase the share capital with the approval of the Supervisory Board by up to EUR 3,829,600,199.68 by issuing up to 1,495,937,578 no par value registered shares against cash and/or contribution in kind in the period ending April 6, 2027. The authorization may be exercised in full or on one or more occasions in partial amounts. The Board of Management is authorized, subject to the approval of the Supervisory Board, to exclude residual amounts from shareholders' subscription rights. Furthermore, the Board of Management is authorized, subject to the approval of the Supervisory Board, to disapply shareholders' subscription rights in the event of capital increases against contribution in kind when issuing new shares for business combinations or acquisitions of companies, parts thereof, or interests in companies, including increasing existing investment holdings, or other assets eligible for contribution for such acquisitions, including receivables from the Company. However, the value of the new shares for which shareholders' subscription rights have been disappplied on the basis of this



authorization – together with the value of the shares or conversion and/or option rights or obligations under bonds issued or sold since April 7, 2022 subject to the disapplication of subscription rights – must not exceed 10 % of the total share capital; the latter is defined as the amount existing as of April 7, 2022, upon entry of the authorization, or upon the issue of the new shares, whichever amount is lowest. If the issue or sale is carried out in analogous or mutatis mutandis application of § 186 (3) sentence 4 AktG, this shall also constitute the disapplication of subscription rights. The Board of Management is also authorized, subject to the approval of the Supervisory Board, to determine the rights accruing to the shares in the future and the conditions for issuing shares **(2022 Authorized Capital)**.

As of December 31, 2024, the share capital was contingently increased by up to EUR 1,200,000,000, comprising up to 468,750,000 no par value shares **(2024 Contingent Capital)**. The contingent capital increase will be implemented only to the extent that

- a. the holders or creditors of bonds with warrants, convertible bonds, profit participation rights, and/or participating bonds (or combinations of these instruments) with option or conversion rights, which are issued or guaranteed by Deutsche Telekom AG or its direct or indirect majority holdings by April 9, 2029, on the basis of the authorization resolution granted by the Shareholders' Meeting on April 10, 2024, make use of their option and/or conversion rights or
- b. those obligated as a result of bonds with warrants, convertible bonds, profit participation rights, and/or participating bonds (or combinations of these instruments), which are issued or guaranteed by Deutsche Telekom AG or its direct or indirect majority holdings by April 9, 2029, on the basis of the authorization resolution granted by the Shareholders' Meeting on April 10, 2024, fulfill their option or conversion obligations (including in the event that, in exercising a repayment option when the final due date of the bond is reached, Deutsche Telekom AG grants shares in Deutsche Telekom AG completely or partially in lieu of payment of the amount due)

and other forms of fulfillment are not used. The new shares shall participate in profits starting at the beginning of the financial year in which they are issued as the result of the exercise of any option or conversion rights or the fulfillment of any option or conversion obligations.

### Main agreements including a change of control clause

The main agreements entered into by Deutsche Telekom AG that include a clause in the event of a change of control principally relate to bilateral credit lines and several loan agreements. In the event of a change of control, the individual lenders have the right to terminate the credit line and, if necessary, serve notice or demand repayment of the loans. A change of control is assumed when a third party, which can also be a group acting jointly, acquires control over Deutsche Telekom AG.

On November 2, 2016, Deutsche Telekom AG signed a change agreement to the shareholder agreement with the Greek government from May 14, 2008 on Hellenic Telecommunications Organization S.A (OTE), Athens, Greece; the change agreement concerned the accession of the Hellenic Republic Asset Development Fund (HRADF) as a party to the contract. Under this agreement, the Greek government is, under certain circumstances, entitled to acquire all shares in OTE from Deutsche Telekom AG as soon as one (or more) person(s), with the exception of the Federal Republic of Germany, either directly or indirectly acquire(s) 35 % of the voting rights of Deutsche Telekom AG.

In the master agreement establishing the procurement joint venture BuyIn in Belgium, Deutsche Telekom AG and Orange S.A. (formerly France Télécom S.A.)/Atlas Services Belgium S.A. (a subsidiary of Orange S.A.) agreed that if Deutsche Telekom or Orange comes under the controlling influence of a third party or if a third party that is not wholly owned by the Orange group of companies acquires shares in Atlas Services Belgium, the respective other party (Orange and Atlas Services Belgium only jointly) may terminate the master agreement with immediate effect.



## Changes in the composition of the Group

57 German and 235 foreign subsidiaries are fully consolidated in Deutsche Telekom's consolidated financial statements (December 31, 2023: 56 and 238). 17 associates (December 31, 2023: 15) and 21 joint ventures (December 31, 2023: 21) are also included using the equity method.

The principal subsidiaries of Deutsche Telekom AG are listed in the section "[Summary of accounting policies – Principal subsidiaries](#)" in the notes to the consolidated financial statements.

## Business combinations

On March 9, 2023, in the United States operating segment, T-Mobile US entered into a Merger and Unit Purchase Agreement for the acquisition of 100 % of the outstanding equity of Ka'ena and its subsidiaries, including Mint Mobile, for a maximum purchase price of USD 1.35 billion. The transaction was consummated on May 1, 2024. Ka'ena is included in Deutsche Telekom's consolidated financial statements as of May 1, 2024.

For further information, please refer to the section "[Summary of accounting policies – Changes in the composition of the Group and other transactions](#)" in the notes to the consolidated financial statements.

# Consolidated financial statements

- 222 Consolidated statement of financial position**
- 223 Consolidated income statement**
- 224 Consolidated statement of comprehensive income**
- 225 Consolidated statement of changes in equity**
- 227 Consolidated statement of cash flows**

## Consolidated statement of financial position

millions of €

	Note	Dec. 31, 2024	Dec. 31, 2023
<b>Assets</b>			
<b>Current assets</b>		<b>37,161</b>	<b>36,363</b>
Cash and cash equivalents	1	8,472	7,274
Trade receivables	2	16,411	16,157
Contract assets	3	2,711	2,426
Current recoverable income taxes	32	445	214
Other financial assets	11	4,418	5,453
Inventories	4	2,451	2,419
Other assets	12	1,996	2,210
Non-current assets and disposal groups held for sale	5	256	211
<b>Non-current assets</b>		<b>267,773</b>	<b>253,942</b>
Intangible assets	6	149,115	136,004
Property, plant and equipment	7	66,612	65,042
Right-of-use assets	8	32,214	32,826
Capitalized contract costs	9	3,682	3,511
Investments accounted for using the equity method	10	7,343	4,605
Other financial assets	11	3,326	4,140
Deferred tax assets	32	3,682	6,401
Other assets	12	1,800	1,413
<b>Total assets</b>		<b>304,934</b>	<b>290,305</b>

millions of €

	Note	Dec. 31, 2024	Dec. 31, 2023
<b>Liabilities and shareholders' equity</b>			
<b>Current liabilities</b>		<b>35,182</b>	<b>36,065</b>
Financial liabilities	13	9,852	9,620
Lease liabilities	13	5,674	5,649
Trade and other payables	14	9,489	10,916
Income tax liabilities	32	736	683
Other provisions	16	3,537	3,835
Other liabilities	17	3,516	3,444
Contract liabilities	18	2,378	1,919
Liabilities directly associated with non-current assets and disposal groups held for sale	5	0	0
<b>Non-current liabilities</b>		<b>171,111</b>	<b>163,003</b>
Financial liabilities	13	102,339	94,903
Lease liabilities	13	34,574	35,144
Provisions for pensions and other employee benefits	15	3,209	4,060
Other provisions	16	4,332	4,265
Deferred tax liabilities	32	24,260	21,918
Other liabilities	17	1,366	1,872
Contract liabilities	18	1,032	840
<b>Liabilities</b>		<b>206,294</b>	<b>199,068</b>
<b>Shareholders' equity</b>	19	<b>98,640</b>	<b>91,237</b>
Issued capital		12,765	12,765
Treasury shares		(220)	(20)
		<b>12,545</b>	<b>12,745</b>
Capital reserves		55,102	56,786
Retained earnings including carryforwards		(16,959)	(29,869)
Total other comprehensive income		1,399	(525)
Net profit (loss)		11,209	17,788
<b>Issued capital and reserves attributable to owners of the parent</b>		<b>63,296</b>	<b>56,925</b>
Non-controlling interests		35,344	34,312
<b>Total liabilities and shareholders' equity</b>		<b>304,934</b>	<b>290,305</b>

## Consolidated income statement

millions of €

	Note	2024	2023	2022
<b>Net revenue</b>	<b>20</b>	<b>115,769</b>	<b>111,970</b>	<b>114,197</b>
Of which: interest income calculated using the effective interest method		658	662	589
Of which: revenue from insurance contracts	41	4,554	4,533	4,583
Other operating income	21	3,913	1,384	4,653
Changes in inventories	22	4	(6)	26
Own capitalized costs	23	2,628	2,721	2,852
Goods and services purchased	24	(47,374)	(47,201)	(52,926)
Personnel costs	25	(19,004)	(19,077)	(19,371)
Other operating expenses	26	(5,632)	(5,019)	(6,383)
Impairment losses on financial assets, contract assets, and lease assets		(1,357)	(1,149)	(1,235)
Gains (losses) from the write-off of financial assets measured at amortized cost		(19)	(14)	(24)
Other		(4,256)	(3,856)	(5,124)
<b>EBITDA</b>		<b>50,304</b>	<b>44,772</b>	<b>43,049</b>
Depreciation, amortization and impairment losses	27	(24,027)	(23,975)	(27,635)
<b>Profit (loss) from operations (EBIT)</b>	<b>28</b>	<b>26,277</b>	<b>20,798</b>	<b>15,414</b>
Finance costs	29	(5,686)	(5,719)	(5,292)
Interest income		927	870	387
Interest expense		(6,613)	(6,588)	(5,679)
Share of profit (loss) of associates and joint ventures accounted for using the equity method	30	2,534	(2,766)	(524)
Other financial income (expense)	31	(168)	(345)	1,379
<b>Profit (loss) from financial activities</b>		<b>(3,319)</b>	<b>(8,829)</b>	<b>(4,437)</b>
<b>Profit (loss) before income taxes</b>		<b>22,958</b>	<b>11,968</b>	<b>10,977</b>
Income taxes	32	(5,301)	(3,672)	(1,937)
<b>Profit (loss) after taxes from continuing operations</b>		<b>17,657</b>	<b>8,296</b>	<b>9,039</b>
<b>Profit (loss) after taxes from discontinued operation</b>	<b>33</b>	<b>0</b>	<b>13,696</b>	<b>443</b>
<b>Profit (loss)</b>		<b>17,657</b>	<b>21,992</b>	<b>9,482</b>
<b>Profit (loss) attributable to</b>				
Owners of the parent (net profit (loss))		11,209	17,788	8,001
Non-controlling interests	34	6,448	4,204	1,481
<b>Earnings per share</b>	<b>36</b>			
Profit (loss) from continuing operations attributable to the owners of the parent (net profit (loss))	millions of €	11,209	4,092	7,558
Profit (loss) from discontinued operation attributable to the owners of the parent (net profit (loss))	millions of €	0	13,696	443
Profit (loss) attributable to the owners of the parent (net profit (loss))	millions of €	11,209	17,788	8,001
Adjusted weighted average number of ordinary shares outstanding (basic and diluted)	millions	4,938	4,976	4,972
<b>Earnings per share from continuing operations (basic and diluted)</b>	€	<b>2.27</b>	<b>0.82</b>	<b>1.52</b>
<b>Earnings per share from discontinued operation (basic and diluted)</b>	€	<b>0.00</b>	<b>2.75</b>	<b>0.09</b>
<b>Earnings per share (basic and diluted)</b>	€	<b>2.27</b>	<b>3.57</b>	<b>1.61</b>

The GD tower companies had been recognized in the interim consolidated financial statements as a discontinued operation from the third quarter of 2022 until their sale on February 1, 2023.

## Consolidated statement of comprehensive income

millions of €

	2024	2023	2022
<b>Profit (loss)</b>	<b>17,657</b>	<b>21,992</b>	<b>9,482</b>
<b>Items not subsequently reclassified to profit or loss (not recycled)</b>			
Gains (losses) from the remeasurement of equity instruments	54	(70)	(46)
Gains (losses) from the remeasurement of defined benefit plans	834	18	1,841
Income taxes relating to components of other comprehensive income	(117)	63	(835)
	<b>772</b>	<b>12</b>	<b>961</b>
<b>Items subsequently reclassified to profit or loss (recycled), if certain reasons are given</b>			
Exchange differences on translating foreign operations			
Recognition of other comprehensive income in income statement	2	4	0
Change in other comprehensive income (not recognized in income statement)	3,901	(2,094)	4,071
Gains (losses) from the remeasurement of debt instruments			
Recognition of other comprehensive income in income statement	1,163	921	1,038
Change in other comprehensive income (not recognized in income statement)	(1,116)	(838)	(1,060)
Gains (losses) from hedging instruments (designated risk components)			
Recognition of other comprehensive income in income statement	(44)	(33)	123
Change in other comprehensive income (not recognized in income statement)	(13)	(251)	762
Gains (losses) from hedging instruments (hedging costs) <sup>a</sup>			
Recognition of other comprehensive income in income statement	1	1	1
Change in other comprehensive income (not recognized in income statement)	(4)	(25)	(51)
Share of profit (loss) of investments accounted for using the equity method			
Recognition of other comprehensive income in income statement	0	(4)	0
Change in other comprehensive income (not recognized in income statement)	(9)	(22)	0
Income taxes relating to components of other comprehensive income	21	69	(231)
	<b>3,902</b>	<b>(2,273)</b>	<b>4,654</b>
<b>Other comprehensive income</b>	<b>4,674</b>	<b>(2,262)</b>	<b>5,615</b>
<b>Total comprehensive income</b>	<b>22,331</b>	<b>19,730</b>	<b>15,097</b>
<b>Total comprehensive income attributable to</b>			
Owners of the parent	13,816	16,531	11,272
Non-controlling interests	8,515	3,199	3,825

<sup>a</sup> The hedging costs relate entirely to cross-currency basis spreads. For further information, please refer to Note 43 "Financial instruments and risk management."

## Consolidated statement of changes in equity

millions of €

	Issued capital and reserves attributable to owners of the parent															Total	Non-controlling interests	Total share-holders' equity
	Consolidated shareholders' equity generated																	
	Equity contributed					Total other comprehensive income												
	Number of shares thousands	Issued capital	Treasury shares	Capital reserves	Retained earnings including carry-forwards	Net profit (loss)	Trans-lation of foreign ope-rations	Revalu-ation surplus	Equity instruments measured at fair value through other comprehensive income (IFRS 9)	Debt instruments measured at fair value through other comprehensive income (IFRS 9)	Hedging instru-ments: designated risk com-ponents (IFRS 9)	Hedging instru-ments: hedging costs (IFRS 9)	Invest-ments accounted for using the equity method	Taxes				
Balance at January 1, 2022	4,986,459	12,765	(37)	63,773	(36,358)	4,176	(1,747)	(7)	143	(37)	(56)	86	0	(22)	42,679	38,790	81,469	
Changes in the composition of the Group															0	(583)	(583)	
Transactions with owners					(2,598)		57			(3)	(37)			12	(2,569)	(3,428)	(5,997)	
Unappropriated profit (loss) carried forward						4,176	(4,176)								0	0	0	
Dividends					(3,182)										(3,182)	(197)	(3,379)	
Capital increase at Deutsche Telekom AG															0	0	0	
Capital increase from share-based payment					357										357	355	711	
Share buy-back/shares held in a trust deposit			2												2	0	2	
Profit (loss)						8,001									8,001	1,481	9,482	
Other comprehensive income					892		1,911		(45)	(10)	787	(50)		(214)	3,271	2,344	5,615	
Total comprehensive income															11,272	3,825	15,097	
Transfer to retained earnings					(17)		7	12						(2)	0	0	0	
Balance at December 31, 2022	4,986,459	12,765	(35)	61,532	(34,489)	8,001	221	0	109	(50)	695	35	0	(227)	48,558	38,762	87,320	
Balance at January 1, 2023	4,986,459	12,765	(35)	61,532	(34,489)	8,001	221	0	109	(50)	695	35	0	(227)	48,558	38,762	87,320	
Changes in the composition of the Group															0	(4)	(4)	
Transactions with owners					(5,128)		68			(2)	(24)			8	(5,078)	(7,378)	(12,456)	
Unappropriated profit (loss) carried forward						8,001	(8,001)								0	0	0	
Dividends					(3,483)										(3,483)	(547)	(4,030)	
Capital increase at Deutsche Telekom AG															0	0	0	
Capital increase from share-based payment					382										382	280	662	
Share buy-back/shares held in a trust deposit			15												15	0	15	
Profit (loss)						17,788									17,788	4,204	21,992	
Other comprehensive income					95		(1,009)		(66)	42	(380)	(24)	(26)	112	(1,257)	(1,005)	(2,262)	
Total comprehensive income															16,531	3,199	19,730	
Transfer to retained earnings					7				(7)					(1)	0	0	0	
Balance at December 31, 2023	4,986,459	12,765	(20)	56,786	(29,869)	17,788	(720)	0	36	(10)	291	12	(26)	(108)	56,925	34,312	91,237	

millions of €

Issued capital and reserves attributable to owners of the parent															Total	Non-controlling interests	Total share-holders' equity															
																		Equity contributed					Consolidated shareholders' equity generated					Total other comprehensive income				
Number of shares thousands	Issued capital	Treasury shares	Capital reserves	Retained earnings including carry-forwards	Net profit (loss)	Trans-lation of foreign ope-rations	Revalu-ation surplus	Equity instruments measured at fair value through other comprehensive income (IFRS 9)	Debt instruments measured at fair value through other comprehensive income (IFRS 9)	Hedging instru-ments: designated risk com-ponents (IFRS 9)	Hedging instru-ments: accounted costs (IFRS 9)	Invest-ments for using the equity method	Taxes																			
Balance at January 1, 2024	4,986,459	12,765	(20)	56,786	(29,869)	17,788	(720)	0	36	(10)	291	12	(26)	(108)	56,925	34,312	91,237															
Changes in the composition of the Group															0	(1)	(1)															
Transactions with owners				(2,093)			27			1	(9)			3	(2,071)	(5,613)	(7,685)															
Unappropriated profit (loss) carried forward					17,788	(17,788)									0	0	0															
Dividends					(3,817)										(3,817)	(2,204)	(6,020)															
Capital increase at Deutsche Telekom AG															0	0	0															
Capital increase from share-based payment			8	409											417	335	751															
Share buy-back/shares held in a trust deposit			(208)		(1,766)										(1,974)	0	(1,974)															
Profit (loss)						11,209									11,209	6,448	17,657															
Other comprehensive income					705		1,950		53	23	(179)	9	(9)	54	2,607	2,067	4,674															
Total comprehensive income															13,816	8,515	22,331															
Transfer to retained earnings									1						0	0	0															
Balance at December 31, 2024	4,986,459	12,765	(220)	55,102	(16,959)	11,209	1,258	0	90	14	102	21	(35)	(51)	63,296	35,344	98,640															

## Consolidated statement of cash flows

millions of €

	Note	2024	2023	2022
<b>Profit (loss) before income taxes</b>	<b>37</b>	<b>22,958</b>	<b>24,957</b>	<b>11,703</b>
Depreciation, amortization and impairment losses		24,027	23,975	27,827
(Profit) loss from financial activities		3,319	8,845	4,455
(Profit) loss on the disposal of fully consolidated subsidiaries		2	(12,927)	(2,661)
(Income) loss from the sale of stakes accounted for using the equity method		0	(235)	(71)
Other non-cash transactions		(1,457)	543	1,508
(Gains) losses from the disposal of intangible assets and property, plant and equipment		(189)	43	(76)
Change in assets carried as operating working capital		941	720	(600)
Change in other operating assets		(259)	(611)	(813)
Change in provisions		(760)	(821)	117
Change in liabilities carried as operating working capital		(1,612)	(500)	789
Change in other operating liabilities		(24)	212	(60)
Income taxes received (paid)		(1,504)	(1,312)	(902)
Dividends received		9	31	11
Net payments from entering into, canceling or changing the terms and conditions of interest rate derivatives		7	(94)	0
<b>Cash generated from operations</b>		<b>45,460</b>	<b>42,826</b>	<b>41,228</b>
Interest paid		(8,013)	(7,729)	(6,756)
Interest received		2,427	2,201	1,347
<b>Net cash from operating activities</b>		<b>39,874</b>	<b>37,298</b>	<b>35,819</b>
Of which: from discontinued operation		0	80	712
Cash outflows for investments in				
Intangible assets		(7,973)	(5,560)	(7,551)
Property, plant and equipment		(11,198)	(12,306)	(16,563)
Non-current financial assets		(485)	(326)	(683)
Payments for publicly funded investments in the broadband build-out		(402)	(338)	(377)
Proceeds from public funds for investments in the broadband build-out		469	444	435
Changes in cash and cash equivalents in connection with the acquisition of control of subsidiaries and associates		(357)	(4)	(52)
Proceeds from disposal of				
Intangible assets		46	95	3
Property, plant and equipment		143	110	436
Non-current financial assets		589	473	173
Changes in cash and cash equivalents in connection with the loss of control of subsidiaries and associates		1	7,629	4,208
Net change in short-term investments and marketable securities and receivables		273	(430)	(2,335)
Other		(7)	(1)	1
<b>Net cash (used in) from investing activities</b>		<b>(18,900)</b>	<b>(10,213)</b>	<b>(22,306)</b>
Of which: from discontinued operation		0	(17)	(277)
Proceeds from issue of current financial liabilities		1,407	816	9,686
Repayment of current financial liabilities		(9,622)	(12,700)	(15,528)
Proceeds from issue of non-current financial liabilities		9,638	10,973	4,534
Repayment of non-current financial liabilities		0	(1,992)	0
Dividend payments (including to other shareholders of subsidiaries)		(5,592)	(4,027)	(3,385)
Principal portion of repayment of lease liabilities		(6,209)	(5,904)	(4,951)
Deutsche Telekom AG share buy-back		(1,974)	0	0
Cash inflows from transactions with non-controlling entities		3,600	30	29
Cash outflows from transactions with non-controlling entities		(11,530)	(12,730)	(5,823)
<b>Net cash (used in) from financing activities</b>		<b>(20,282)</b>	<b>(25,534)</b>	<b>(15,438)</b>
Of which: from discontinued operation		0	(74)	(192)
Effect of exchange rate changes on cash and cash equivalents		506	(68)	93
Changes in cash and cash equivalents associated with non-current assets and disposal groups held for sale		0	25	(18)
<b>Net increase (decrease) in cash and cash equivalents</b>		<b>1,198</b>	<b>1,507</b>	<b>(1,850)</b>
<b>Cash and cash equivalents, at the beginning of the year</b>		<b>7,274</b>	<b>5,767</b>	<b>7,617</b>
<b>Cash and cash equivalents, at the end of the year</b>		<b>8,472</b>	<b>7,274</b>	<b>5,767</b>

The GD tower companies had been recognized in the interim consolidated financial statements as a discontinued operation from the third quarter of 2022 until their sale on February 1, 2023. In the prior-year periods, the consolidated statement of cash flows included the discontinued operation in the Group Development operating segment. The top line of the consolidated statement of cash flows is profit before income taxes, which in the prior-year periods included the profit of both the continuing operations and the discontinued operation. In the consolidated statement of cash flows, the contributions by the GD tower companies are each stated in a separate "of which" line item.



# Notes to the consolidated financial statements

## 229 Summary of accounting policies

229	General information
229	Basis of preparation
230	Initial application of IFRS Accounting Standards, interpretations, and amendments in the financial year
231	IFRS Accounting Standards, interpretations, and amendments issued, but not yet to be applied
232	Changes in accounting policies and changes in the reporting structure
232	Accounting policies
247	Judgments and estimates
251	Consolidation methods
252	Changes in the composition of the Group and other transactions
256	Other transactions that had no effect on the composition of the Group
257	Principal subsidiaries
259	Structured entities
259	Joint operations
259	Currency translation
260	Development of the overall economic environment and the associated impact
260	Impact of climate change

## 261 Notes to the consolidated statement of financial position

261	1 Cash and cash equivalents
261	2 Trade receivables
262	3 Contract assets
262	4 Inventories
263	5 Non-current assets and disposal groups held for sale and liabilities directly associated with non-current assets and disposal groups held for sale
264	6 Intangible assets
270	7 Property, plant and equipment
271	8 Right-of-use assets – lessee relationships
272	9 Capitalized contract costs
273	10 Investments accounted for using the equity method
278	11 Other financial assets
278	12 Other assets
279	13 Financial liabilities and lease liabilities
282	14 Trade and other payables
283	15 Provisions for pensions and other employee benefits
290	16 Other provisions
292	17 Other liabilities
292	18 Contract liabilities
292	19 Shareholders' equity

## 295 Notes to the consolidated income statement

296	20 Net revenue
297	21 Other operating income
298	22 Changes in inventories
298	23 Own capitalized costs
298	24 Goods and services purchased
298	25 Average number of employees and personnel costs
299	26 Other operating expenses
299	27 Depreciation, amortization and impairment losses
300	28 Profit/loss from operations
301	29 Finance costs
301	30 Share of profit/loss of associates and joint ventures accounted for using the equity method
302	31 Other financial income/expense
302	32 Income taxes
308	33 Profit/loss after taxes from discontinued operation
308	34 Profit/loss attributable to non-controlling interests
308	35 Dividend per share
309	36 Earnings per share

## 309 Other disclosures

309	37 Notes to the consolidated statement of cash flows
315	38 Segment reporting
318	39 Contingencies
320	40 Lessor relationships
323	41 Insurance contracts
324	42 Other financial obligations
325	43 Financial instruments and risk management
347	44 Capital management
349	45 Related-party disclosures
352	46 Remuneration of the Board of Management and the Supervisory Board
352	47 Share-based payment
356	48 Declaration of conformity with the German Corporate Governance Code in accordance with § 161 AktG
356	49 Events after the reporting period
357	50 Auditor's fees and services in accordance with § 314 HGB

## Summary of accounting policies

### General information

Deutsche Telekom AG (hereinafter referred to as “Deutsche Telekom” or the “Group”) is one of the world’s leading service providers in the telecommunications and information technology sector. Deutsche Telekom offers its customers all kinds of products and services for connected life and work. The Group reports on the operating segments Germany, United States, Europe, Systems Solutions, and Group Development, as well as on the Group Headquarters & Group Services segment.

The Company was entered into the commercial register of the Bonn District Court (Amtsgericht – HRB 6794) as a stock corporation under the name Deutsche Telekom AG on January 2, 1995.

The Company has its registered office in Bonn, Germany. Its address is Deutsche Telekom AG, Friedrich-Ebert-Allee 140, 53113 Bonn.

The Declaration of Conformity with the German Corporate Governance Code required pursuant to § 161 of the German Stock Corporation Act (Aktiengesetz – AktG) has been released and made available to shareholders. The Declaration of Conformity can also be found on the website of Deutsche Telekom in accordance with § 161 AktG.

<https://www.telekom.com/en/company/management-and-corporate-governance/details/declaration-of-conformity-pursuant-to-161-aktg-479770>

The shares of Deutsche Telekom AG are traded on the Frankfurt/Main Stock Exchange as well as on other stock exchanges.

The annual financial statements as well as the consolidated financial statements of Deutsche Telekom AG, which have an unqualified audit opinion from Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, are published in the Company Register. The Annual Report is available on Deutsche Telekom’s website.

<https://www.telekom.com/en/investor-relations/publications>

The consolidated financial statements of Deutsche Telekom for the 2024 financial year were released for publication by the Board of Management on February 18, 2025.

### Basis of preparation

The consolidated financial statements of Deutsche Telekom are prepared in accordance with the IFRS® Accounting Standards (hereinafter referred to as “IFRS Accounting Standards”) issued by the International Accounting Standards Board (IASB) as adopted by the European Union (EU), as well as with the regulations under commercial law as set forth in § 315e (1) of the German Commercial Code (Handelsgesetzbuch – HGB).

The financial year corresponds to the calendar year. The consolidated statement of financial position includes comparative amounts for one reporting date. The consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of changes in equity, and the consolidated statement of cash flows include two comparative years.

Presentation in the statement of financial position differentiates between current and non-current assets and liabilities, which – where required – are broken down further by their respective maturities in the notes to the consolidated financial statements. The consolidated income statement is presented by nature of expenses. Here, the costs incurred in the financial year are broken down by cost type and the costs capitalized under inventories as well as under intangible assets and property, plant and equipment are presented separately as changes in inventories or own capitalized costs. The consolidated financial statements are prepared in euros.

The financial statements of Deutsche Telekom AG and its subsidiaries included in the consolidated financial statements were prepared using uniform group accounting policies.

The consolidated financial statements have been prepared on a going concern basis.

## Initial application of IFRS Accounting Standards, interpretations, and amendments in the financial year

Pronouncement	Title	To be applied by Deutsche Telekom from	Changes	Impact on the presentation of Deutsche Telekom's results of operations and financial position
<b>IFRS Accounting Standards endorsed by the EU</b>				
Amendments to IFRS 16	Lease Liability in a Sale and Leaseback	Jan. 1, 2024	The amendments require a seller-lessee, when subsequently measuring lease liabilities arising from sale-and-leaseback transactions, to determine "lease payments" and "revised lease payments" in a way that it does not recognize any amount of the gain or loss that relates to the right of use it retains. The amendments can particularly affect sale-and-leaseback transactions which include variable lease payments that do not depend on an index or interest rate.	No material impact.
Amendments to IAS 1	Classification of Liabilities as Current or Non-current	Jan. 1, 2024	The amendments clarify that the classification of liabilities as current or non-current should be based on rights that are in existence at the end of the reporting period. The amendments also specify the definition of settlement of a liability.	No material impact.
Amendments to IAS 1	Non-current Liabilities with Covenants	Jan. 1, 2024	The amendments clarify that covenants in loan agreements with which an entity is required to comply only after the reporting date do not affect the classification of a liability on the reporting date as current or non-current. By contrast, covenants with which an entity must comply on or before the reporting date affect the classification.	No material impact.
Amendments to IAS 7 and IFRS 7	Supplier Finance Arrangements	Jan. 1, 2024	The subject of the amendments is supplier finance arrangements, especially reverse factoring arrangements. The amendments created additional disclosure requirements in accordance with IAS 7 and IFRS 7 to increase transparency about the impact that supply finance arrangements have on an entity's liabilities, cash flows, and liquidity risk.	No material impact.

## IFRS Accounting Standards, interpretations, and amendments issued, but not yet to be applied

Pronouncement	Title	To be applied by Deutsche Telekom from	Changes	Expected impact on the presentation of Deutsche Telekom's results of operations and financial position
<b>IFRS Accounting Standards endorsed by the EU</b>				
Amendments to IAS 21	Lack of Exchangeability	Jan. 1, 2025	The amendments amend IAS 21 to <ul style="list-style-type: none"> <li>– specify when a currency is exchangeable into another currency and when it is not;</li> <li>– specify how an entity determines the exchange rate to apply when a currency is not exchangeable; and</li> <li>– require the disclosure of additional information when a currency is not exchangeable.</li> </ul>	No impact.
<b>IFRS Accounting Standards not yet endorsed by the EU <sup>a</sup></b>				
Amendments to IFRS 9 and IFRS 7	Amendments to the Classification and Measurement of Financial Instruments	Jan. 1, 2026	The amendments <ul style="list-style-type: none"> <li>– clarify and add further guidance for assessing whether a financial asset meets the sole payments of principal and interest (SPPI) criterion;</li> <li>– clarify the date of recognition and derecognition of certain financial assets and liabilities, with a new option for financial liabilities settled using an electronic payment system;</li> <li>– add disclosure requirements for investments in equity instruments designated at fair value through other comprehensive income, and for financial instruments with contingent cash flows (including those with environmental, social, and governance (ESG)-linked features).</li> </ul>	No material impact.
Amendments to IFRS 9 and IFRS 7	Amendments to IFRS 9 and IFRS 7: Contracts Referencing Nature-dependent Electricity	Jan. 1, 2026	The amendments and clarifications relate to the accounting of nature-dependent electricity contracts, structured as power purchase agreements, and include: <ul style="list-style-type: none"> <li>– clarifying the application of the 'own-use' requirements (own-use exemption);</li> <li>– applying hedge accounting if these contracts are used as hedging instruments; and</li> <li>– adding new disclosure requirements to disclose the effects of these contracts on the Company's financial performance and future cash flows.</li> </ul>	The amendments enable Deutsche Telekom to considerably increase the share of its long-term power purchase agreements from renewable energy sources in line with the Group's sustainability-related goals, while significantly avoiding potential volatility in the income statement in the future.
Annual Improvements to IFRS Accounting Standards	Annual Improvements to IFRS Accounting Standards – Volume 11	Jan. 1, 2026	The amendments relate to the following standards/topics: <ul style="list-style-type: none"> <li>– IFRS 1: Hedge accounting by a first-time adopter</li> <li>– IFRS 7: Gain or loss on derecognition</li> <li>– IFRS 7: Credit risk disclosures</li> <li>– IFRS 7: Disclosure of deferred difference between fair value and transaction price</li> <li>– IFRS 9: Transaction price</li> <li>– IFRS 9: Derecognition of lease liabilities</li> <li>– IFRS 10: Determination of a 'de facto agent'</li> <li>– IAS 7: Cost method</li> </ul>	No material impact.

<sup>a</sup> For standards not yet endorsed by the EU, the date of first-time adoption scheduled by the IASB is assumed for the time being as the likely date of first-time adoption.

Pronouncement	Title	To be applied by Deutsche Telekom from	Changes	Expected impact on the presentation of Deutsche Telekom's results of operations and financial position
IFRS 18	Presentation and Disclosure in Financial Statements	Jan. 1, 2027	IFRS 18 replaces the previous standard IAS 1 Presentation of Financial Statements. The main changes arising from IFRS 18 are as follows: – Improvement in the structure and comparability of the statement of profit or loss (income statement) by introducing mandatory subtotals (such as “operating profit/loss before financing and income taxes”) and categories (including “operating,” “investing,” and “financing”); – Disclosures on entity-specific performance indicators that an entity uses in public communications to communicate management's view of an aspect of the financial performance of the entity as a whole (“management-defined performance measures”); – Introduction of additional principles for the aggregation and disaggregation of line items; – Narrow-scope amendments to the statement of cash flows aimed at standardizing the presentation in the statement of cash flows, particularly by eliminating certain presentation options.	Deutsche Telekom expects that the application of IFRS 18 will have a material impact on the consolidated financial statements, particularly on the presentation in the consolidated income statement. The detailed effects are being analyzed as part of a Group-wide project for implementing the new standard.
IFRS 19	Subsidiaries without Public Accountability: Disclosures	Jan. 1, 2027	IFRS 19 permits certain subsidiaries to use IFRS Accounting Standards with reduced disclosures in their separate IFRS financial statements or subgroup financial statements.	No impact.

<sup>a</sup> For standards not yet endorsed by the EU, the date of first-time adoption scheduled by the IASB is assumed for the time being as the likely date of first-time adoption.

## Changes in accounting policies and changes in the reporting structure

Deutsche Telekom did not make any major changes to its accounting policies or reporting structure in the reporting period.

### Accounting policies

Key assets and liabilities shown in the consolidated statement of financial position are measured as follows:

Items in the statement of financial position	Measurement principle
<b>Assets</b>	
<b>Current assets</b>	
Cash and cash equivalents	Amortized cost
Trade receivables	Depending on the underlying business model in each case: at amortized cost, at fair value through other comprehensive income with recycling to profit or loss, or at fair value through profit or loss
Contract assets	Amortized cost
Current recoverable income taxes	Amount expected to be recovered from the taxation authorities, using the tax rates that have been enacted or substantively enacted by the end of the reporting period
<b>Other financial assets</b>	
Originated loans and other receivables	Depending on the underlying business model in each case: at amortized cost, at fair value through other comprehensive income with recycling to profit or loss, or at fair value through profit or loss
Derivative financial assets	At fair value through profit or loss or, in the case of certain hedging relationships, at fair value through other comprehensive income with recycling to profit or loss
Inventories	Lower of net realizable value and cost
Non-current assets and disposal groups held for sale	Lower of carrying amount or fair value less costs of disposal (including allocable liabilities)

Items in the statement of financial position	Measurement principle
<b>Non-current assets</b>	
Intangible assets	
Of which: with finite useful lives	Amortized cost or lower recoverable amount
Of which: with indefinite useful lives (including goodwill)	Cost or lower recoverable amount (impairment-only approach)
Property, plant and equipment	Amortized cost or lower recoverable amount
Right-of-use assets	Amortized cost or lower recoverable amount
Capitalized contract costs	Amortized cost or lower recoverable amount
Investments accounted for using the equity method	Pro rata value of the investment's equity carried forward or lower recoverable amount
Other financial assets	
Originated loans and other receivables	Depending on the underlying business model in each case: at amortized cost, at fair value through other comprehensive income with recycling to profit or loss, or at fair value through profit or loss
Equity instruments	Fair value through other comprehensive income without recycling to profit or loss
Derivative financial assets	At fair value through profit or loss or, in the case of specific hedge accounting, at fair value through other comprehensive income with recycling to profit or loss
Deferred tax assets	Non-discounted amount measured at the tax rates that are expected to apply to the period when the asset is realized or the liability settled
<b>Liabilities</b>	
<b>Current liabilities</b>	
Financial liabilities	
Non-derivative interest-bearing and non-interest-bearing liabilities	Amortized cost
Derivative financial liabilities	At fair value through profit or loss or, in the case of certain hedging relationships, at fair value through other comprehensive income with recycling to profit or loss
Lease liabilities	Amortized cost
Trade payables	Amortized cost
Income tax liabilities	Amount expected to be paid to the taxation authorities, using the tax rates that have been enacted or substantively enacted by the end of the reporting period
Other provisions	Present value of the settlement amount
Contract liabilities	Amortized cost
<b>Non-current liabilities</b>	
Financial liabilities	
Non-derivative interest-bearing and non-interest-bearing liabilities	Amortized cost
Derivative financial liabilities	At fair value through profit or loss or, in the case of certain hedging relationships, at fair value through other comprehensive income with recycling to profit or loss
Lease liabilities	Amortized cost
Provisions for pensions and other employee benefits	Actuarial projected unit credit method
Other provisions	Present value of the settlement amount
Contract liabilities	Amortized cost
Deferred tax liabilities	Non-discounted amount measured at the tax rates that are expected to apply to the period when the asset is realized or the liability settled

The material principles on recognition and measurement set out below were applied uniformly to all accounting periods presented in these consolidated financial statements.

## Intangible assets

Intangible assets with finite useful lives, including 5G, LTE, UMTS, and GSM licenses, are measured at cost and generally amortized on a straight-line basis over their useful lives. Such assets are impaired if their recoverable amount, which is measured at the higher of fair value less costs of disposal and value in use, is lower than the carrying amount. Indefinite-lived intangible assets are carried at cost. This relates to the mobile communications licenses granted by the Federal Communications Commission in the United States (FCC licenses). While FCC licenses are issued for a fixed time, renewals of FCC licenses have occurred routinely and at negligible costs. Moreover, Deutsche Telekom has determined that there are currently no legal, regulatory, contractual, competitive, economic, or other factors that limit the useful lives of the FCC licenses, and therefore treats the FCC licenses as an indefinite-lived intangible asset. They are therefore not amortized, but tested for impairment annually or whenever there are indications of impairment and, if necessary, written down to the recoverable amount. If the reasons for recognizing the original impairment losses no longer apply, impairment losses are reversed, not exceeding the value that would have been applied if no impairment losses had been recognized in prior periods.

Intangible assets may also be acquired in connection with a frequency or spectrum exchange. The costs of intangible assets acquired in such a barter transaction are measured at fair value if the swap has commercial substance and the fair value of the asset received and the asset given up is reliably measurable. If the exchange transaction lacks commercial substance or the fair value of neither the asset received nor the asset given up is reliably measurable, the carrying amount of the asset given up is used as the acquisition costs of the asset received.

Limited-term spectrum leases normally satisfy the recognition criteria because the lessors fulfill their performance obligations on entering into the contract, which means there are no more executory contracts. Acquired television, film, and sports rights (media broadcasting rights) are also recognized on a regular basis. On initial recognition, the intangible asset and the corresponding financial liability are measured only on the basis of the minimum contract term. Where a substantive right of termination exists, only the period up to the earliest possible termination is considered on initial recognition. Where a right of renewal exists, the renewal period is not considered on initial recognition.

The useful lives and the amortization methods of the intangible assets are reviewed at least at each financial year-end. In accordance with IAS 8, any changes are recognized prospectively as changes in accounting estimates.

Amortization of mobile communications licenses begins as soon as the related network is ready for use. The useful lives of mobile communications licenses are determined based on several factors, including the term of the licenses granted by the respective regulatory body in each country, the availability and expected cost of renewing the licenses, as well as the development of future technologies.

The useful lives of Deutsche Telekom's most important mobile communications licenses are as follows:

Mobile communications licenses	Years
FCC licenses	Indefinite
5G licenses	19 to 23
LTE licenses	6 to 25
UMTS licenses	17 to 19
GSM licenses	7 to 27

Expenditures for internally generated intangible assets incurred during the development phase are capitalized if they meet the criteria for recognition as assets, and are amortized over their expected useful lives. Research expenditures are expensed as incurred. Development is the application of research findings or other knowledge to a plan or design for the production of new or substantially improved materials, devices, products, processes, systems, or services prior to the commencement of commercial production or use. Examples of activities typically included in development are the design, construction, and testing of pre-production or pre-use prototypes and models involving new technology. The development phase is deemed complete when the responsible functional unit has formally documented that the capitalized asset is ready for its intended use.

Goodwill is not amortized, but is tested for impairment based on the recoverable amount of the cash-generating unit to which the goodwill is allocated (impairment-only approach). The impairment test is carried out on a regular basis at the end of each financial year, as well as whenever there are indications that a carrying amount of the cash-generating unit is impaired. An impairment loss recognized for goodwill may not be reversed or reduced in subsequent reporting periods.

## Property, plant and equipment

Property, plant and equipment is carried at cost less straight-line depreciation, and impairment losses, if applicable. The depreciation period is based on the expected useful life of the assets. Items of property, plant and equipment are depreciated pro rata temporis in the year of acquisition. The residual values, useful lives, and the depreciation methods of the assets are reviewed at least at each financial year-end. In accordance with IAS 8, any changes are recognized prospectively as changes in accounting estimates. In addition to directly attributable material and labor costs, the costs of internally developed assets also include overhead costs relating to production or the provision of services. In addition to the purchase price and costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, costs also include the estimated costs for dismantling and removing the asset, and restoring the site on which it is located. If an item of property, plant and equipment consists of several components with different estimated useful lives, those components that are significant are depreciated over their individual useful lives. Maintenance and repair costs are expensed as incurred. If an asset is owned and a portion is used as an item of property, plant and equipment while another physically distinct portion of the owned asset is leased under an operating lease (e.g., office floors of a building or individual optical fibers of a cable), the portion of the asset that is leased is not presented separately.

Public investment grants reduce the cost of the property, plant and equipment for which the grants were made. Investment grants are recognized when there is reasonable assurance that the entity will comply with the conditions attached to them, and the grants will be received in the full amount. If this reasonable assurance already exists when the contract is being concluded, the grant is recognized in full under other financial assets upon conclusion of the agreement, with a matching non-financial other liability for the build-out obligation. In subsequent periods, the financial asset measured at amortized cost is reduced upon receipt of the payments. The other liability is derecognized on a pro rata basis as the build-out progresses, reducing the carrying amount of the publicly funded property, plant and equipment. If there is not yet reasonable assurance, only the installment payments received are recognized, with a matching non-financial other liability. As soon as there is reasonable assurance, outstanding grants are recognized under other financial assets, and the carrying amounts of the other liability and the publicly funded property, plant and equipment are adjusted in accordance with the actual build-out progress. All grants received are recognized in net cash used in/from investing activities.

On disposal of an item of property, plant and equipment or when no future economic benefits are expected from its use or disposal, the carrying amount of the item is derecognized. The gain or loss arising from the disposal of an item of property, plant and equipment is the difference between the net disposal proceeds, if any, and the carrying amount of the item and is recognized as other operating income or other operating expenses when the item is derecognized. The useful lives of the main asset classes are shown in the table below:

Asset classes	Years <sup>a</sup>
Buildings	25 to 50
Technical equipment and machinery	2 to 35
Other equipment, operating and office equipment	2 to 23

<sup>a</sup> The useful lives indicated represent the maximum number of years as specified by the Group. The actual useful lives may lie within these ranges due to contractual arrangements or other specific factors such as time and location.

Leasehold improvements are depreciated over the shorter of their useful lives or terms of the lease.

## Borrowing costs

Borrowing costs that are directly attributable to the acquisition, construction, or production of a qualifying asset are capitalized as part of the cost of that asset. Deutsche Telekom defines qualifying assets as construction projects or other assets for which a period of at least twelve months is necessary in order to get them ready for their intended use or sale.



## Impairments of intangible assets, items of property, plant and equipment, and right-of-use assets

Impairments are identified by comparing the carrying amount with the recoverable amount. If individual assets do not generate future cash flows independently of other assets, recoverability is assessed on the basis of the larger cash-generating unit to which the assets belong. At each reporting date, Deutsche Telekom assesses whether there is any indication that an asset may be impaired. If any such indication exists, the recoverable amount of the asset or cash-generating unit must be determined. In addition, annual impairment tests are carried out for intangible assets with indefinite useful lives (goodwill and FCC licenses) at regular intervals. For the purpose of impairment testing, goodwill acquired in a business combination is allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination. If the carrying amount of the cash-generating unit to which goodwill is allocated exceeds its recoverable amount, goodwill allocated to this cash-generating unit must be reduced in the amount of the difference. Impairment losses for goodwill must not be reversed. If the impairment loss recognized for the cash-generating unit exceeds the carrying amount of the allocated goodwill, the additional amount of the impairment loss is to be distributed on a pro rata basis to the assets allocated to the cash-generating unit. The fair values or values in use (if measurable) of the individual assets are to be considered to be the minimum values. If the reasons for previously recognized impairment losses no longer exist, the impairment losses on the assets concerned (with the exception of goodwill) must be reversed.

The recoverable amount of a cash-generating unit is measured at the higher of fair value less costs of disposal and the value in use. The recoverable amount is generally determined by means of a discounted cash flow (DCF) calculation, unless it can be determined on the basis of a market price. These DCF calculations use projections that are based on financial budgets approved by management covering a ten-year period and are also used for internal purposes. The planning horizon reflects the assumptions for short- to mid-term market developments. Cash flows beyond the ten-year period are extrapolated using appropriate growth rates. For the key assumptions on which management has based its calculation of the recoverable amount, please refer to the explanations provided under “Judgments and estimates,” further on in this section.

## Inventories

Inventories are carried at cost at initial recognition and are subsequently measured at the lower of cost and net realizable value. Cost comprises all costs of purchase, costs of conversion, and other costs incurred in bringing the inventories to their present location and condition. Cost is measured using the weighted average cost method. Net realizable value is the estimated standalone selling price in the ordinary course of business less the estimated costs of completion and the necessary estimated selling expenses.

## Non-current assets and disposal groups held for sale

Non-current assets and disposal groups held for sale are classified as such if it is highly probable that their carrying amount will be recovered principally through a sale transaction rather than through continuing use. These assets are measured at the lower of the carrying amount and fair value less costs of disposal and recognized as non-current assets and disposal groups held for sale. Such assets are no longer depreciated. Impairment of such assets is recognized if fair value less costs of disposal is lower than the carrying amount. If fair value less costs of disposal subsequently increases, the impairment loss previously recognized must be reversed. The reversal of impairment losses is limited to the impairment losses previously recognized for the assets concerned. If the requirements for the classification of assets as held for sale are no longer met, the assets may no longer be shown as held for sale. The assets are to be measured at the lower of the carrying amount that would have applied if the asset had not been classified as held for sale, and the recoverable amount at the date at which the requirements for the classification as held for sale are no longer met.

## Employee benefits

Deutsche Telekom maintains **defined benefit pension plans** in various countries on the basis of the pensionable compensation of its employees and their length of service. Some of these pension plans are financed through external pension funds and some through incorporation in a contractual trust agreement (CTA). Provisions for pensions are actuarially measured using the projected unit credit method for defined benefit pension plans, taking into account not only the pension obligations and vested pension rights known at the reporting date, but also expected future salary and benefit increases. The interest rate used to determine the present value of the obligations is generally set on the basis of the yields on high-quality corporate bonds in the respective currency area. The return on plan assets and interest expenses resulting from the unwinding of the discount are reported in profit/loss from financial activities. Service cost is classified as operating expenses. Past service cost resulting from a change in the pension plan is immediately recognized in the income statement in the period in which the change took effect. Gains and losses arising from adjustments and changes in actuarial assumptions are recognized immediately and in full in the period in which they occur outside profit or loss within equity. Some Group entities grant defined contribution plans to their employees in accordance with statutory or contractual requirements, with the payments being made to state or private pension insurance funds. Under defined contribution plans, the employer does not assume any other obligations above and beyond the payment of contributions to an external fund. The amount of the future pension payments will exclusively depend on the contribution made by the employer (and their employees, if applicable) to the external fund, including income from the investment of such contributions. The amounts payable are expensed when the obligation to pay the amounts is established, and classified as expenses.

Up until December 31, 2012, Deutsche Telekom maintained a joint pension fund, **Bundes-Pensions-Service für Post und Telekommunikation e.V.** (Federal Pension Service for Post and Telecommunications – BPS-PT), Bonn, together with Deutsche Post AG and Deutsche Postbank AG for civil-servant pension plans. BPS-PT made pension and allowance payments to retired employees and their surviving dependents who are entitled to pension payments as a result of civil-servant status. The German Act on the Reorganization of the Civil Service Pension Fund (Gesetz zur Neuordnung der Postbeamtenversorgungskasse – PVKNeuG) transferred the functions of BPS-PT relating to civil-servant pensions (organized within the Civil Service Pension Fund) to the **Federal Posts and Telecommunications Agency** (Federal Agency) (Bundesanstalt für Post und Telekommunikation, BASt PT), Bonn, effective January 1, 2013. The level of Deutsche Telekom AG's payment obligations to the Civil Service Pension Fund is defined under § 16 of the German Act on the Legal Provisions for the Former Deutsche Bundespost Staff (Postpersonalrechtsgesetz). Deutsche Telekom AG has been legally obligated since 2000 to make an annual contribution to the special pension fund amounting to 33 % of the pensionable gross emoluments of active civil servants and the notional pensionable gross emoluments of civil servants on temporary leave from civil-servant status. Deutsche Telekom is not required to fulfill any other obligations in respect of pensions for civil servants. The payment obligations are therefore defined contribution plans.

In the past, Deutsche Telekom AG and its domestic subsidiaries agreed on **phased retirement arrangements** with varying terms and conditions, predominantly based on what is known as the block model. Two types of obligations, both measured at their present value in accordance with actuarial principles, arise and are accounted for separately. The first type of obligation relates to the cumulative outstanding settlement amount, which is recorded on a pro rata basis during the active or working phase. The cumulative outstanding settlement amount is based on the difference between the employee's remuneration before entering phased retirement (including the employer's social security contributions) and the remuneration for the part-time service (including the employer's social security contributions, but excluding top-up payments). The second type of obligation relates to the employer's obligation to make top-up payments plus an additional contribution to the statutory pension scheme. Top-up payments are often hybrid in nature, i.e., although the agreement is often considered a form of compensation for terminating the employment relationship at an earlier date, payments to be made at a later date are subject to the performance of work in the future. Despite having the characteristics of severance payments, the top-up payments must be recognized ratably over the vesting period due to their dependency on the performance of work in the future. If the block model is used, the vesting period for top-up payments starts when the employee is granted the entitlement to participate in the phased retirement program and ends upon entry into the passive phase (leave from work).

Obligations arising from the granting of termination benefits are recognized when Deutsche Telekom does not have a realistic possibility of withdrawal from the granting of the corresponding benefits. **Severance payments for employees and obligations arising in connection with early retirement arrangements** in Germany are mainly granted in the form of offers to the employees to leave the Company voluntarily. As a rule, such obligations are not recognized before the employees have accepted an offer from the Company, unless the Company is prevented by legal or other restrictions from withdrawing its offer at an earlier date. Obligations arising from the sole decision by the Company to shed jobs are recognized when the Company has announced a detailed formal plan to terminate employment relationships. If termination benefits are granted in connection with restructuring measures within the meaning of IAS 37, a liability under IAS 19 is recognized at the same time as a restructuring provision. Where termination benefits fall due more than twelve months after the reporting date, the expected amount to be paid is discounted to the reporting date. If the timing or the amount of the payment is still uncertain at the reporting date, the obligations are reported under other provisions.

## Other provisions

Other provisions are recognized for current legal or constructive obligations to third parties that are uncertain with regard to their timing or their amount. Provisions are recognized for these obligations provided they relate to past transactions or events, will more likely than not require an outflow of resources to settle, and this outflow can be reliably measured. Provisions are carried at their expected settlement amount, taking into account all identifiable risks and uncertainties. The settlement amount is calculated on the basis of a best estimate; suitable estimation methods and sources of information are used depending on the characteristics of the obligation. In the case of a number of similar obligations, the group of obligations is treated as one single obligation. The expected value method is used as the estimation method. If there is a range of potential events with the same probability of occurrence, the average value is taken. Individual obligations (e.g., legal and litigation risks) are regularly evaluated based on the most probable outcome, provided an exceptional probability distribution does not mean that other estimates would lead to a more appropriate evaluation. The measurement of provisions is based on past experience, relevant costing, and price information, as well as estimates and reports from experts. If experience or relevant costing or price information is used to determine the settlement amount, these values are extrapolated to the expected settlement date. Suitable price trend indicators (e.g., construction price indexes or inflation rates) are used for this purpose. Provisions are discounted when the effect of the time value of money is material. Provisions are discounted using pre-tax market interest rates that reflect the term of the obligation and the risk associated with it (insofar as not already taken into consideration in the calculation of the settlement amount). Reimbursement claims are not netted against provisions; they are recognized separately as soon as their realization is virtually certain.

**Provisions for decommissioning, restoration, and similar obligations** arising from the acquisition of property, plant and equipment are offset by a corresponding increase in the capitalized cost of the relevant asset. Changes at a later date in estimates of the amount or timing of payments or changes to the interest rate applied in measuring such obligations also result in retrospective increases or decreases in the carrying amount of the relevant item of property, plant and equipment. These in turn change the depreciation of the asset to be recognized in the future, which leads to the changes in estimates being recognized in profit or loss over the remaining useful life. Where the decrease in the amount of a provision exceeds the carrying amount of the related asset, the excess is recognized immediately in profit or loss.

## Financial instruments

Financial instruments are recognized as soon as Deutsche Telekom becomes a party to the contractual regulations of the financial instrument. However, in the case of regular way purchase or sale, the settlement date is relevant for the initial recognition and derecognition. This is the day on which the asset is delivered to or by Deutsche Telekom. In general, financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the entity currently has a right to offset the recognized amounts and intends to settle on a net basis. Transferred financial assets are derecognized in full if substantially all the risks and rewards of ownership are transferred or if some of the risks and rewards of ownership are transferred (risk sharing) and the acquirer has both the legal and the practical ability to sell the assets to a third party. If, in cases where risk is shared, the acquirer is unable to sell the assets to a third party, the assets will continue to be recognized to the extent of the maximum risk retained. Financial liabilities are derecognized when the obligation specified in the contract expires or if there is a substantial modification of the terms of the contract.

**Disclosures on fair value.** When determining the fair value, it is important to maximize the use of current inputs observable in liquid markets for the financial instrument in question and minimize the use of other inputs (e.g., historical prices, prices for similar instruments, prices on illiquid markets). A three-level measurement hierarchy is defined for these purposes. If prices quoted in liquid markets are available at the reporting date for the respective financial instrument, these will be used unadjusted for the measurement (Level 1 measurement). Other input parameters are then irrelevant for the measurement. One such example is shares and bonds that are actively traded on a stock exchange. If quoted prices on liquid markets are not available at the reporting date for the respective financial instrument, but the instrument can be measured using other inputs that are observable on the market at the reporting date, a Level 2 measurement will be applied. The conditions for this are that no major adjustments have been made to the observable inputs and no unobservable inputs are used. Examples of Level 2 measurements are collateralized interest rate swaps, currency forwards, and cross-currency swaps that can be measured using current interest rates or exchange rates. If the conditions for a Level 1 or Level 2 measurement are not met, a Level 3 measurement is applied. In such cases, major adjustments must be made to observable inputs or unobservable inputs must be used.

**Financial assets** include cash and cash equivalents, trade receivables, originated loans and other receivables, investments in equity instruments, and derivative financial assets. They are measured at fair value upon initial recognition. For all financial assets not subsequently measured at fair value through profit or loss, the transaction costs directly attributable to the acquisition are taken into account plus, in the case of debt instruments held, a loss account for expected credit losses. The fair values recognized in the statement of financial position are generally based on market prices of the financial assets. If these are not available, the fair value is determined using standard valuation models on the basis of current market parameters. For the classification and measurement of debt instruments held, the respective business model for managing the debt instruments and whether the instruments have the characteristics of a standard loan, i.e., whether the cash flows are solely payments of principal and interest, is relevant. Assuming the assets have these characteristics and if the business model is to hold to collect the asset's contractual cash flows, they are measured at amortized cost. If the objective of the business model is to hold to collect and sell the contractual cash flows, they are measured at fair value through other comprehensive income with recycling to profit or loss. In all other cases, financial assets are measured at fair value through profit or loss. There may be different business models for separate portfolios of the same types of debt instruments, for example if factoring transactions exist for certain trade receivables.

**Cash and cash equivalents** include cash accounts and short-term cash deposits at banks. They have maturities of up to three months at initial recognition.

**Trade receivables** are measured at their transaction price at initial recognition. Trade receivables with a significant financing component are initially measured at fair value.

Investments in **equity instruments** represent strategic investments. Deutsche Telekom has exercised the option of generally measuring these through other comprehensive income without recycling to profit or loss. The acquisition and disposal of strategic investments is based on business policy considerations.

**Dividends** received are recognized immediately in profit or loss unless they constitute a repayment of capital.

**Derivative financial assets** that are not part of an effective hedging relationship are measured at fair value through profit or loss.

In the **consolidated statement of cash flows**, Deutsche Telekom reports cash flows from interest and dividends received as cash inflows or outflows in net cash from operating activities.

**Financial liabilities** are measured at fair value on initial recognition. For all financial liabilities not subsequently measured at fair value through profit or loss, the transaction costs directly attributable to the acquisition are also a component of the carrying amount.

If the contractual payment term for **liabilities to suppliers** is longer than the normal credit period in the relevant procurement market at this point in time, this liability is reported under other interest-bearing liabilities in financial liabilities instead of under trade payables. A financing agreement of this nature is shown as a non-cash transaction in the consolidated statement of cash flows and the relevant repayment of the financial liability is reported under net cash from/used in financing activities. This applies regardless of whether the supplier sells its receivable or not.

For further information on the effects on the consolidated statement of cash flows and on agreements under which financial service providers offer to pay amounts that Deutsche Telekom owes its suppliers ("supplier finance arrangements"), please refer to Note 37 "[Notes to the consolidated statement of cash flows](#)."

**Derivative financial liabilities** that are not part of an effective hedging relationship are measured at fair value through profit or loss.

Deutsche Telekom has not yet made use of the option to designate financial instruments upon initial recognition as **at fair value through profit or loss**.

At initial recognition, debt instruments held that are not measured at fair value through profit or loss are measured including a loss allowance account for expected **credit losses**. For trade receivables with and without a significant financing component, contract assets, and lease assets, the loss allowance is calculated at an amount equal to the lifetime expected credit losses. For all other instruments, the loss allowance is determined at an amount equal to the lifetime expected credit losses if the credit risk on that financial instrument has increased significantly since initial recognition. Otherwise, the loss allowance is calculated at an amount equal to twelve-month expected credit losses. In this case, losses incurred later than twelve months after the reporting date would therefore not be considered.

When determining the amount of loss allowances for financial assets, Deutsche Telekom applies impairment models that are based on the historical probability of default and supplemented by the relevant future-oriented parameters. For debt instruments traded in an active market, publicly available market data is used to determine the loss allowance for expected credit losses.

The **loss allowance** takes adequate account of the future expected credit risk; write-offs lead to the derecognition of the respective receivables. Financial assets are grouped together on the basis of similar credit risk characteristics, tested collectively for impairment, and written off, if necessary. Loss allowances for trade receivables are managed by the portfolio managers of the individual business entities which have their own policies, procedures, and controls for the management of customer default risk and take account of the circumstances in the respective market. They consider internal credit ratings and empirical data on the customers' solvency, as well as customer-specific risks, and make use of available external ratings and estimates by collection agencies. The expected amount of a loss allowance is generally determined using a provision matrix and will increase over time taking into account how long the balances have been past due. The loss allowance rates are updated at regular intervals and adjusted to reflect current conditions and economic forecasts. For receivables and contract assets paid in installments a weighted loss rate is calculated, which reflects the period in which the amounts to be paid by the customer become due. A receivable is deemed past due, if the customer has not made the payment by the contractually agreed due date. In some cases, impairments are recognized using allowance accounts. The decision of whether to account for credit risks using an allowance account or by directly reducing the receivable will depend on the reliability of the risk assessment and is also the responsibility of the respective business entity.

**Receivables** are derecognized if the efforts to collect them are not successful and the receivable balance is deemed to be uncollectible.

Deutsche Telekom uses **derivatives** to hedge the interest rate and currency risks resulting from its operating, financing, and investing activities. The Company does not hold or issue derivatives for speculative trading purposes. Derivatives are carried at their fair value upon initial recognition and also for subsequent measurement. The fair value of traded derivatives is equal to their market price, which can be positive or negative. If there is no market price available, the fair value is determined using standard financial valuation models.

The fair value of derivatives is the price that Deutsche Telekom would receive or have to pay if the financial instrument were transferred at the reporting date. This is calculated on the basis of the counterparties' relevant exchange rates and interest rates at the reporting date. Calculations are made using average rates. In the case of interest-bearing derivatives, a distinction is made between the clean price and the dirty price (full fair value). In contrast to the clean price, the dirty price also includes the interest accrued. The fair values carried correspond to the dirty price.

**Embedded derivatives** are separated from financial liabilities and other non-financial contracts that are not measured at fair value through profit or loss if the economic characteristics and risks of the embedded derivative are not closely related to the economic characteristics and risks of the host contract. These derivatives must then be presented separately in the consolidated statement of financial position and measured at fair value through profit or loss. Derivatives embedded in financial assets do not need to be separated, however. In such cases, the entire instrument is rather to be measured at fair value provided the cash flows from the instrument are not solely payments of principal and interest.

Recording the changes in the fair values – either in profit or loss or directly in equity – depends on whether or not the derivative is part of an effective hedging relationship as set out in IFRS 9. If hedge accounting is not applied, the changes in the fair values of the derivatives must be recognized immediately in profit or loss. If, on the other hand, effective hedge accounting exists, the hedge will be recognized as such.

Deutsche Telekom applies **hedge accounting** to hedged items in the statement of financial position and future cash flows, thus reducing income statement volatility. A distinction is made between fair value hedges, cash flow hedges, and hedges of a net investment in a foreign operation depending on the nature of the hedged item. Hedging relationships are exclusively accounted for in accordance with the requirements of IFRS 9. Deutsche Telekom has exercised the option of designating cross-currency basis spreads as hedging costs rather than as part of the hedging relationship and presenting them separately in equity. To hedge the currency risk of an unrecognized firm commitment, Deutsche Telekom makes use of the option to recognize it as a cash flow hedge rather than a fair value hedge. In the case of fair value hedges, the cumulative adjustments to the carrying amount of the hedged item are amortized when the hedging relationship has been discontinued.

IFRS 9 sets out strict requirements on the use of hedge accounting. Deutsche Telekom complies with these requirements by documenting, at the inception of a hedge, both the relationship between the financial instrument used as the hedging instrument and the hedged item, as well as the risk management objective and the risk strategy of the hedge. This involves concretely assigning the hedging instruments to the corresponding assets or liabilities or (firmly committed/highly probable) future transactions and also assessing the effectiveness of the hedging instruments designated. The effectiveness of existing hedging relationships is monitored on an ongoing basis. If the criteria for applying hedge accounting are no longer met, the hedging relationship will be de-designated immediately.

Deutsche Telekom does not use hedge accounting in accordance with IFRS 9 to **hedge the foreign-currency exposure** of recognized monetary assets and liabilities, because the gains and losses on the hedged item from currency translation that are recognized in profit or loss in accordance with IAS 21 are shown in the income statement together with the gains and losses on the derivatives used as hedging instruments.

**Contracts to buy a non-financial item that is physically settled**, such as energy, are to be recognized as derivatives if the contractually agreed delivery volume will not be used in full in own business operations. Possible use cases are contracts under which a fixed percentage of the energy generated by a wind park or solar farm (physical power purchase agreements) is to be purchased. If more energy were to be generated than is needed, the purchaser would have to resell the surplus if they had no feasible option to store it temporarily. Alternatively, the supplier would sell the unneeded energy and charge Deutsche Telekom the difference between the proceeds from the sale and the contractually agreed price (net settlement). In either case, the contract would have to be recognized as a derivative at fair value through profit or loss. To date, no material contracts to be recognized as derivatives exist at Deutsche Telekom. The delivery volume stipulated in physical power purchase agreements is always used in full in the Group's own business operations. In order to ensure this, contracts have been concluded with sufficiently low minimum purchase volumes. There is no net settlement for volumes not purchased. Additional quantities needed can either be purchased at a fixed price agreed in advance or at current market price. In order to achieve its climate goals, Deutsche Telekom also acquires emission certificates under cash-settled energy forward agreements.

For further information, please refer to Note 43 "[Financial instruments and risk management](#)."

## Insurance contracts

Deutsche Telekom recognizes a group of insurance contracts it issues from the earliest of the following:

- the beginning of the coverage period of the group of contracts;
- the date when the first payment from a policyholder in the group becomes due; or
- for a group of onerous contracts, when the group becomes onerous.

The coverage period of each contract in the group at initial recognition is less than one year. Hence, for measurement purposes, Deutsche Telekom applies the premium allocation approach in accordance with IFRS 17. At Deutsche Telekom, this results in substantially recognizing the insurance premiums on a straight-line basis as revenue in the income statement. Any insurance acquisition cash flows are recognized as expenses when those costs are incurred. In cases where the relevant criteria are met, service contracts for a fixed fee are accounted for in accordance with IFRS 15 rather than IFRS 17.

## Contingencies (contingent liabilities and assets)

Contingencies (contingent liabilities and assets) are potential liabilities or assets arising from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not entirely within the control of Deutsche Telekom. Contingent liabilities are also present obligations that arise from past events for which an outflow of resources embodying economic benefits is not probable or for which the amount of the obligation cannot be measured with sufficient reliability. Contingent liabilities are only recognized at their fair value if they were assumed in the course of a business combination. Contingent liabilities not assumed in the course of a business combination are not recognized. Contingent assets are not recognized. However, when the realization of income is virtually certain, then the related asset is no longer a contingent asset, but it is recognized as an asset. Information on contingent liabilities is disclosed in the notes to the consolidated financial statements, unless the possibility of an outflow of resources embodying economic benefits is remote. The same applies to contingent assets where an inflow of economic benefits is probable.

## Leases

A lease is a contract in which the lessor conveys the right to use an asset for a period of time to the lessee in exchange for consideration, typically a payment or series of payments. The scope of IFRS 16 applies to standard lease, rental, and tenancy agreements as well as agreements in which the lessee is granted other rights to use assets, such as certain easements. A lease only exists if the contract conveys the right to control the use of an identified asset to the lessee. The lessee has control when it has the right to obtain substantially all of the economic benefits from use of the identified asset during the contract term and the right to direct the use of the identified asset.

**Lessee.** At the commencement date of the lease, a lessee recognizes a right-of-use asset and a lease liability in the statement of financial position for all leases. The right-of-use asset is measured applying the cost model and the lease liability is measured at the present value of the future lease payments. This measurement concept also applies to leases for which the underlying asset is of low value, and to short-term leases for which the lease term is no longer than twelve months. Associated non-lease components are not separated from the lease components, i.e., all non-lease payments due under the contract are also recognized in the statement of financial position. This practical expedient does not include contracts relating to data centers, which due to their special requirements in terms of equipment and premises form their own separate class of underlying asset. For this class of assets, the non-lease payments are recognized as an expense. Deutsche Telekom makes use of the option to apply IAS 38 for leases of intangible assets, rather than IFRS 16.

The lease liability is recognized at the present value of the future lease payments to be made over the reasonably certain lease term. Lease payments are all of the fixed payments and in-substance fixed payments (payments that may, in form, contain variability but that, in substance, are unavoidable), less any future lease incentives payable by the lessor. Variable lease payments that depend on an index or a rate, amounts expected to be payable under residual value guarantees, and payments for the exercise of reasonably certain purchase and termination options are also measured and recognized as part of the lease liability. The series of payments is discounted at the interest rate implicit in the lease or, if that rate cannot be readily determined, at the lessee's incremental borrowing rate. The incremental borrowing rate is determined by deriving benchmark interest rates for a period of up to 30 years from maturity-related risk-free interest rates. On this basis, an adjustment is carried out to account for credit-risk premiums, country risks, and interest rate differentials between a bond financing arrangement and the financing of individual lease transactions. All other variable payments are recognized as an expense. The lease liability is subsequently measured using the effective interest method.

The cost of the right-of-use asset comprises: the amount of the initial measurement of the lease liability; any lease payments made at or before the commencement date, less any lease incentives received from the lessor; any initial direct costs incurred for obtaining the lease; the costs for preparing the leased asset for its intended use; and an estimate of any future dismantling and restoration costs. The right-of-use asset is subsequently depreciated on a straight-line basis over the lease term and, if applicable, reduced by any impairment losses. If ownership of the leased asset is transferred to the lessee at the end of the lease term, or if it is reasonably certain that a purchase or put option will be exercised, the right-of-use asset is depreciated from the commencement date to the end of the useful life of the underlying asset.

The lease term is the period during which it is reasonably certain that an underlying asset will be used by the lessee. In addition to the non-cancellable period of a lease, extensions will be included if their exercise is reasonably certain at the commencement of the lease term. Early termination rights are not to be considered if it is reasonably certain that an existing termination right will not be exercised. These estimates are reassessed either upon the occurrence of an event that is not within the control of the lessee or a significant change in circumstances that affect a change in lease term. The lease term will be revised if an extension option or termination option is exercised or not exercised contrary to the original estimate. The revision of the lease term leads to a change in the future series of lease payments and therefore to a remeasurement of the lease liability using a revised current discount rate. The amount of the resulting difference is recognized outside profit or loss as an adjustment to the right-of-use asset or is offset against it. Derecognition amounts that exceed the carrying amount of the right-of-use asset are recognized as an income in profit or loss.



A lease modification that substantially increases the scope of the original lease is accounted for as a separate lease if both the lessee is granted an additional right to use one or more underlying assets and the consideration for the lease increases by an amount commensurate with the stand-alone price for the increase in scope that the lessee would otherwise have to pay for use if it had leased these assets from a third party under a separate lease.

For lease modifications that increase the scope of a lease but are not accounted for as a separate lease, the required remeasurement of the lease liability is accounted for outside profit or loss as an adjustment to the carrying amount of the right-of-use asset and the lease liability for the existing lease. If a lease modification decreases the scope of the lease, the lessee also remeasures both the right-of-use asset and the lease liability and recognizes any gain or loss in profit or loss. The modified amounts are measured at the modification date with a revised discount rate.

**Lessor.** If a lease does not transfer substantially all risks and rewards incidental to ownership of an underlying asset to the lessee, the leased asset is recognized in the statement of financial position by the lessor (**operating lease**). Measurement of the leased asset is then based on the accounting policies applicable to the underlying asset. The lease payments, including contractually defined future changes in the lease payments, are recognized by the lessor in profit or loss as revenue from the use of entity assets by others in the scope of IFRS 16, because these payments constitute (monthly) recurring transactions. Contractually defined future changes in the lease payments during the term of the lease are recognized as lease revenue on a straight-line basis over the lease term, which is assessed at the commencement date of the contract. Where extension options exist, the exercises of those extension options that are reasonably certain are initially taken into account at the time the lease is concluded. If, contrary to the original expectation, these options are exercised or not exercised during the lease term, the previously assessed term will be revised and taken into account in the recognition of future lease revenue from operating lease transactions.

If substantially all risks and rewards incidental to ownership of the underlying leased asset are transferred to the lessee (**finance lease**), the lessor recognizes at the commencement date, in place of the leased asset, a receivable at an amount equal to the net investment in the lease. The net investment is defined as the discounted aggregate of future lease payments and any unguaranteed residual value accruing to the lessor. The lease payments made by the lessees are split into an interest component and a principal component using the effective interest method. In subsequent measurement, the lease receivable is reduced by the principal lease payments received. The interest component of the payments received is recognized as finance income over the lease term in the consolidated income statement.

Under business models in which Deutsche Telekom is classified as a manufacturer or dealer lessor within the meaning of IFRS 16, **revenue from finance leases** is recognized at the date at which the asset is made available for use to the lessee at the fair value of the underlying leased asset or, if lower, the present value of the payments including any guaranteed residual value and presented as lease revenue. The selling profit or loss from the finance lease is realized in the amount of the difference between the revenue and the carrying amount of the underlying asset less the present value of the unguaranteed residual value. The finance income (interest income) is subsequently also presented as lease revenue.

For **sale-and-leaseback transactions**, if there is a transfer of control within the meaning of IFRS 15, Deutsche Telekom as the seller-lessee measures the right-of-use asset arising from the leaseback at the proportion of the previous carrying amount of the asset that relates to the right of use retained by the seller-lessee. Any gain or loss that relates to the rights transferred to the buyer-lessor is recognized in profit or loss. If there is no transfer of control, the seller-lessee recognizes the transaction as a financing transaction. While the transaction is legally subject to a lease contract, it is not accounted for as a lease and the underlying asset is not derecognized in this case. Where shares in cell tower business companies are sold with loss of control in accordance with IFRS 10 and simultaneous leaseback of part of the passive network infrastructure sold, a portion of the gain is recognized on a pro rata basis in subsequent periods. Applying the sale-and-leaseback requirements, the gain on disposal is calculated as the amount of the rights transferred to the buyer-lessor and the proportionate deferred gain is determined as the amount that relates to the right of use retained.



## Share-based payment programs

Equity-settled share-based payment transactions are measured at fair value on the grant date. The fair value of the obligation is recognized as personnel costs over the vesting period and offset against capital reserves. For equity-settled share-based payment transactions, the fair value is determined using internationally accepted valuation techniques, such as the Black-Scholes model or the Monte Carlo model. For cash-settled share-based payment transactions, the goods and services acquired and the liability incurred are recognized at the fair value of the liability. The fair value of the liability has to be newly determined at each reporting date and at the settlement date, and the changes in the fair value have to be recognized in profit and loss, until the liability is settled.

## Net revenue, contract assets and liabilities/contract costs

Revenues include all revenues from the ordinary business activities of Deutsche Telekom. Ordinary activities do not only refer to the core business but also to other recurring sales of goods or rendering of services. However, gains from sales of items of property, plant and equipment or intangible assets are not recognized as revenue but as other operating income. All ancillary income in connection with the delivery of goods and rendering of services in the course of an entity's ordinary activities is also presented as revenue. Examples include dunning fees, contractual penalties, and default interest. Income from interest added back from long-term customer receivables and contract assets is also considered ancillary income in the course of ordinary activities where the underlying receivables or contract assets have resulted in the recognition of revenue. Revenues are recorded net of value-added tax and other taxes collected from customers that are remitted to governmental authorities. They are recognized in accordance with the provision of goods or services, provided that collectability of the consideration is probable. For service contracts with a continuous service provision, the contractually agreed total consideration is recognized as revenue on a straight-line basis over the minimum contract term, regardless of the payment pattern.

A **contract asset** must be recognized when Deutsche Telekom recognized revenue for fulfillment of a contractual performance obligation before the customer paid consideration or before – irrespective of when payment is due – the requirements for billing and thus the recognition of a receivable exist.

A **contract liability** must be recognized when the customer paid consideration or a receivable from the customer is due before Deutsche Telekom fulfilled a contractual performance obligation and thus recognized revenue. In a customer contract, contract liabilities must be set off against contract assets.

**Multiple-element arrangements** involving the delivery or provision of multiple products or services must be separated into distinct performance obligations, each with its own separate revenue contribution that is recognized as revenue on fulfillment of the obligation to the customer. At Deutsche Telekom, this especially concerns the sale or lease of a mobile handset or other telecommunications equipment combined with the conclusion of a mobile or fixed-network telecommunications contract. The total transaction price of the bundled contract is allocated among the individual performance obligations based on their relative – possibly estimated – standalone selling prices, i.e., based on a ratio of the standalone selling price of each separate element to the aggregated standalone selling prices of the contractual performance obligations. As a result, the revenue to be recognized for products (often delivered in advance) such as mobile handsets that are sold at a subsidized price in combination with a long-term service contract is higher than the amount billed or collected. This leads to the recognition of what is known as a contract asset – a receivable arising from the customer contract that has not yet legally come into existence – in the statement of financial position. The contract asset is reversed and reduced over the remaining minimum contract period, reducing revenue from the other performance obligations (in this case: mobile service revenues) compared with the amounts billed. In contrast to the amounts billed, this results in higher revenue from the sale of goods and merchandise and lower revenue from the provision of services.

**Customer activation fees** and other advance one-time payments by the customer that do not constitute consideration for a separate performance obligation are deferred as contract liabilities and recognized as revenue over the minimum contract term or, in exceptional cases (e.g., in the case of contracts that can be terminated at any time) over the expected contract period. The same applies to fees for installation and set-up activities that do not have an independent value for the customer.

As distinct from promotional offers, **options to purchase additional goods or services free of charge or at a discount** are separate performance obligations (material rights) for which part of the revenue is deferred as a contract liability until the option is exercised or expires, providing the discount on future purchases is an implicit component of the consideration for the current contract and is also significant. The measure of significance is whether the decision by the (average) customer to enter into the current contract is likely to have been significantly influenced by their right to the future discount. Offers for volume discounts for the purchase of additional core products of an entity (e.g., a discount offered on an additional fixed-network contract for mobile customers) are considered by Deutsche Telekom as promotional offers for which customers do not (implicitly) pay as part of the current contract.

Long-term customer receivables (e.g., arising from sales of handsets in installments), contract assets (e.g., arising from the subsidized sale of a handset in connection with the conclusion of a long-term customer contract), or contract liabilities (e.g., arising from a prepayment by the customer) are recognized at present value if the **financing component** is significant in relation to the total contract value (i.e., including those performance obligations that do not contain a financing component). The discount rate also reflects the customer credit risk. Deutsche Telekom makes use of the option not to recognize a significant financing component if the period between when a good or service is transferred to the customer and when the customer pays for that good or service will be one year or less.

**Payments to customers** including credits or subsequent discounts are recognized as a reduction in revenue unless the payment constitutes consideration for a distinct good or service from the customer, for which the fair value can be reasonably estimated.

**Gross vs. net recognition of revenues.** In cases where a company is in an intermediary position between another supplier/vendor (e.g., manufacturer, wholesaler) and a customer, it must be assessed whether the company itself supplies the relevant product or provides the service requested by the customer as the principal or whether the company merely acts as the agent for the supplier. The determining factor is control over the specified good or service prior to transfer to the customer. The assessment determines whether the company must recognize revenue on a gross basis (as a principal) or net of the costs incurred to the supplier (as an agent), i.e., only in the amount of the remaining margin. For Deutsche Telekom, the question arises particularly in the case of (branded) digital products (e.g., streaming services, software licenses, cloud-based software as a service) provided by and purchased from third parties and sold to customers as part of Deutsche Telekom's product portfolio. As a rule, Deutsche Telekom considers itself to be the principal in the aforementioned cases provided the customer does not enter into any contractual relationship with the third-party supplier and Deutsche Telekom bears primary responsibility for product acceptance and customer support, and is in the position to set the sale price.

**Contract costs** comprise the incremental costs of obtaining a contract (mainly sales commission paid to employees and third-party retailers in the direct and indirect sales channel) and the costs to fulfill a contract. These must be capitalized if it can be assumed that the costs will be compensated by future revenue from the contract. Incremental costs of obtaining a contract are additional costs that would not have been incurred had the contract not been concluded. Costs to fulfill a contract are costs relating directly to a contract that are incurred after contract inception and serve the purpose of fulfilling the contract but are incurred prior to fulfillment and cannot be capitalized under any other standard. Deutsche Telekom makes use of the option to immediately recognize contract costs whose amortization period would not be more than one year as an expense.

The capitalized contract costs are generally recognized on a straight-line basis over the expected contract period. The expenses are disclosed in Deutsche Telekom's income statement, not under depreciation and amortization but – depending on the sales channel – as goods and services purchased or personnel costs.

In the **indirect sales channel**, third-party retailers often arrange service contracts on behalf of and for the account of Deutsche Telekom (as the agent) in connection with the sale of subsidized handsets in their own name and for their own account (as the principal). In such cases, the retailers receive commission in an amount that explicitly or implicitly compensates them for the handset subsidy granted. As in the case of multiple-element arrangements in the direct sales channel, the customer ultimately covers the handset subsidy by paying a price above the standalone selling price for the service contract. Deutsche Telekom considers this an implicit promise to the customer that on conclusion of this service contract they will be able to purchase a handset at a discounted price. The only difference between this promise and the purchase of a service in the direct sales channel is that it is not Deutsche Telekom that is granting the discount as part of a multiple-element arrangement but a third-party retailer that is compensated for it by Deutsche Telekom through the commission it receives for arranging the service contract. As, from an economic substance perspective, these payments constitute indirect payments by Deutsche Telekom to customers, the portion of the commission payments attributable to the (implicit) cost reimbursements to the retailer is not deemed to be contract costs but a contract asset and is therefore recognized as a reduction of the service revenues over the contract term rather than as an expense. This ensures that the amount of the service revenues generated with retail customers for identical rate plans does not depend on the type of sales channel.

Depending on the business model, **revenue recognition** at Deutsche Telekom is as follows:

The **mobile and fixed-network business** of the Germany, United States, and Europe operating segments includes mobile services, narrow- and broadband access to the fixed network and the internet, television via internet, connection and roaming fees billed to other fixed-network and mobile operators (wholesale business), and sales or lease of mobile handsets, other telecommunications equipment, and accessories, as well as reinsurance for terminal equipment insurance policies and extended warranties offered to mobile customers. Revenue generated from the use of voice and data communications as well as television via internet is recognized upon rendering of the agreed service. The services rendered relate to use by customers (e.g., call minutes), availability over time (e.g., monthly flat rates), or other agreed rate plans. Revenue and expenses associated with the sale of telecommunications equipment and accessories are recognized when the products are delivered, provided there are no unfulfilled company obligations that affect the customer's final acceptance of the arrangement. Revenue from the lease of mobile handsets and telecommunications equipment that is not considered a sale in economic terms is recognized monthly as the entitlement to the fees accrued. Advertising revenues are recognized in the period in which the advertisements are exhibited.

Trade-in rights for used handsets which are granted to customers upon contract conclusion under the condition of a new purchase transaction (including renewal of an existing service contract) do not constitute repurchase arrangements; however, if the repurchase prices exceed the fair value of the handsets these rights must be recognized as separate performance obligations for which part of the contractual revenue is deferred until they are exercised or expire.

Particularly in the mobile communications business, the timing of payments for mobile handsets purchased in connection with the conclusion of a service contract differs from the timing of the delivery and hence from revenue recognition. Where a significant financing component exists, revenue is measured at the present value. Whereas the sale of subsidized handsets in connection with the conclusion of (long-term) service contracts in the consumer business is still common in the Germany operating segment and also to some extent in the Europe operating segment, handsets are not sold at a discount at all, or only to a limited extent, in the United States and to some extent in the Europe operating segments; payment-by-installment models or lease models are offered to customers instead. In both the subsidy model and the payment-by-installment model, an asset must thus be recognized at the date of revenue recognition and is generally settled over a 24-month service contract term through payments made by the customer. The only difference is that with the subsidy model it is a contract asset that is repaid through the portion of the monthly bill that exceeds the allocated monthly service revenues. By contrast, the payment-by-installment model involves an existing legal customer receivable that is settled based on an installment plan – separately from the monthly billing for telecommunications services.

The **Systems Solutions** operating segment provides, among other things, IT services and network services for corporate customers including IT outsourcing services and the sale of hardware including desktop services. Revenue from service contracts is recognized as the service is performed, i.e., normally on a pro rata basis over the contract term. Revenue from service contracts billed on the basis of time and material used is recognized at the contractual hourly rates as labor hours are delivered and direct expenses are incurred.

Revenue from hardware sales or sales-type leases is recognized when the product is shipped to the customer, provided there are no unfulfilled company obligations that affect the customer's final acceptance of the arrangement. Any costs of these obligations are recognized when the corresponding revenue is recognized.

Revenue from construction contracts and construction-type service contracts (or elements of service contracts), for which a defined output is promised (e.g., IT developments), is recognized using the percentage-of-completion method. The measure of progress or stage of completion of a contract is generally determined as the percentage of cost incurred up until the reporting date relative to the total estimated cost at the reporting date (cost-to-cost method). In particular for complex outsourcing contracts with corporate customers, a reliable estimate of the total cost and therefore of the stage of completion is not possible in many cases, so revenue is only recognized in the amount of the contract costs expensed. This means that a proportionate profit is not realized until the contract has been completed (zero-profit method).

Revenue from non-sales-type rentals and leases is recognized on a straight-line basis over the lease term.

## Income taxes

Income taxes include current income taxes as well as deferred taxes. Current and deferred tax assets and liabilities must be recognized where they are probable. They are measured in accordance with the tax laws applicable or already announced as of the reporting date, provided said announcement has the effect of actual enactment. Where uncertain tax assets or uncertain tax liabilities are recognized because they are probable, these must be measured at their most probable amount. In exceptional cases the expected value is considered. Where current and deferred taxes are recognized, they must be reported as income or expense except to the extent that the tax arises from a transaction which is recognized outside the consolidated income statement, either in other comprehensive income or directly in equity, or in connection with a business combination. Current tax assets and current tax liabilities and deferred tax assets and deferred tax liabilities are offset in the statement of financial position if Deutsche Telekom has a legally enforceable right to set off current tax assets against current tax liabilities, has an intention to settle net, and the deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority.

Current tax assets and current tax liabilities must be recognized in the amount that Deutsche Telekom expects to settle with or recover from the tax authorities. They include liabilities/receivables for the current period as well as for prior periods.

Deferred taxes are recognized for temporary differences between the carrying amounts in the consolidated statement of financial position and the tax base, as well as for tax loss carryforwards and tax credits. As an exception to this principle, a deferred tax liability is not recognized for temporary differences if the deferred tax liability arises from the initial recognition of an asset or a liability in a transaction which is not a business combination and, at the time of the transaction, affects neither IFRS accounting profit (before taxes) nor taxable profit/tax loss. Nor is a deferred tax liability recognized for temporary differences arising from the initial recognition of goodwill. A deferred tax liability is generally recognized for temporary differences associated with investments in subsidiaries, joint arrangements, and associates, unless Deutsche Telekom is able to control the timing of the reversal of the temporary difference and it is probable that the temporary differences will not reverse in the foreseeable future.

## Judgments and estimates

The presentation of the results of operations or financial position in the consolidated financial statements is dependent upon and sensitive to the accounting policies, assumptions, and estimates. The actual amounts may differ from those estimates. The following critical accounting estimates and related assumptions and uncertainties inherent in accounting policies applied are essential to understand the underlying financial reporting risks and the effects that these accounting estimates, assumptions, and uncertainties may have on the consolidated financial statements.

Please also refer to the comments in the section [“Impact of climate change.”](#)

Measurement of **property, plant and equipment, and intangible assets** involves the use of estimates for determining the fair value at the acquisition date, provided they were acquired in a business combination. Furthermore, the expected useful lives of these assets must be estimated. The determination of the fair values of assets and liabilities, as well as of the useful lives of the assets is based on management's judgment. The measurement of intangible assets acquired in barter transactions is based on management's judgment as to whether a barter transaction has commercial substance. For this, an analysis is performed to determine to what extent the future cash flows (risk, timing, and amount) are expected to change as a consequence of the transaction. Information from external experts is obtained for this analysis and for the determination of the fair values of assets.

The determination of **impairments of property, plant and equipment, intangible assets, and right-of-use assets** involves the use of estimates that include, but are not limited to, the cause, timing, and amount of the impairment. Impairment is based on a large number of factors, such as changes in current competitive conditions, expectations of growth in the telecommunications industry, increased cost of capital, changes in the future availability of financing, technological obsolescence, discontinuance of services, current replacement costs, prices paid in comparable transactions, and other changes in circumstances that may indicate an impairment. Management is required to make significant judgments concerning the identification and validation of impairment indicators, as well as the estimation of future cash flows and the determination of fair values for assets (or groups of assets), applicable discount rates, useful lives, and residual values of the relevant assets. Specifically, the estimation of cash flows underlying the fair values from the mobile business considers the continued investment in network infrastructure required to generate future revenue growth through the offering of new data products and services, for which only limited historical information on customer demand is available. If the demand for these products and services did not materialize as expected, this would result in less revenue, less cash flow, and potential impairment. In addition, when determining fair values, further planning uncertainties that reflect the risks of macroeconomic development could adversely affect future results of operations. Inflation, energy prices, and expectations of inflation and energy price rises as well as their impact on revenue (when passed on to customers) and costs are included in impairment tests via the planning approved by management. Risk management also identifies new risks and additionally takes into account any such risks that would have a significant impact and change an impairment test.

The determination of the **recoverable amount of a cash-generating unit** involves the use of estimates by management. Methods used to calculate the recoverable amount include discounted cash flow-based methods and methods that use market prices as a basis. The discounted cash flow valuations refer to projections that are based on financial plans that have been approved by management and are also used for internal purposes. The chosen planning horizon reflects the assumptions for short- to medium-term market developments and is selected to achieve a steady state in the business outlook that is necessary for calculating the perpetual annuity. This steady state will only be reached based on the planning horizon selected, in particular due to the sometimes long investment cycles in the telecommunications industry and the investments planned and expected in the long run to acquire and extend spectrum licenses. Cash flows beyond the internal mid-term planning are extrapolated using appropriate growth rates defined separately for each cash-generating unit. These growth rates are based on real growth and inflation expected in the long term for the countries in which the respective unit operates. To achieve the sustainable growth rates set for the period of the perpetual annuity, additional sustainable investments derived specifically for each cash-generating unit are taken into account. The key assumptions on which management has based its calculation of the recoverable amount include the following assumptions that were primarily derived from internal sources and are based on past experience and extended by current internal expectations, and that are underscored by external market data and estimates: development of revenue, customer acquisition and retention costs, churn rates, capital expenditure, market share, and growth rates. Discount rates are determined on the basis of external data derived from the market, taking account of the risks associated with the cash-generating unit (market and country risks). Any future changes in the aforementioned assumptions could have a significant impact on the fair values of the cash-generating units. Changes in the assumptions may have a negative impact, as a result of future macroeconomic trends, continued intense competition, further possible legislation changes (e.g., as part of national austerity programs), and regulatory intervention.

Management recognizes **allowances for (doubtful) accounts** to account for expected losses resulting from payment default of customers. When evaluating the adequacy of an allowance for (doubtful) accounts, management bases its estimates on the aging of accounts receivable balances and historical write-off experience, customer creditworthiness, and changes in customer payment terms. If the financial condition of customers were to deteriorate, actual write-offs might be higher than expected.

In each tax jurisdiction in which Deutsche Telekom operates, management must make judgments for the calculation of **current and deferred taxes**. This is relevant, for example, when it comes to a decision on recognizing deferred tax assets because it must be probable that a taxable profit will be available against which the deductible temporary differences, loss carryforwards, and tax credits can be utilized. In addition to the estimate of future earnings, various factors are used to assess the probability of the future utilization of deferred tax assets, including past results of operations, the reliability of planning, and tax planning strategies. The period used for the assessment of the recoverability depends on the circumstances at the respective Group company and typically is in a range of five to ten years.

**Pension obligations for benefits to non-civil servants** are generally satisfied by defined benefit plans. Pension benefit costs for non-civil servants are determined in accordance with actuarial valuations, which rely on assumptions regarding the discount rate, the expected salary increase rate, the expected pension trend, and life expectancy. In the event that changes in the assumptions regarding these parameters are required, the future amounts of the pension benefit costs may be affected materially.

Deutsche Telekom is obligated, under the German Federal Posts and Telecommunications Agency Reorganization Act (Gesetz zur Reorganisation der Bundesanstalt für Post und Telekommunikation Deutsche Bundespost), to pay for its share of any operating cost shortfalls between the income of the **Civil Service Health Insurance Fund** (Postbeamtenkrankenkasse) and benefits paid. The Civil Service Health Insurance Fund provides services mainly in cases of illness, birth, or death for its members, who are civil servants employed by or retired from Deutsche Telekom AG, Deutsche Post AG, and Deutsche Postbank AG, and their relatives. When Postreform II came into effect, participation in the Civil Service Health Insurance Fund was closed to new members. The insurance premiums collected by the Civil Service Health Insurance Fund must not exceed the insurance premiums imposed by alternative private health insurance enterprises for comparable insurance benefits, and, therefore, do not reflect the changing age distribution of the participants in the fund. Deutsche Telekom recognizes provisions in the amount of the actuarially determined present value of Deutsche Telekom's share in the fund's future deficit, using a discount rate and making assumptions about life expectancies and projections for contributions and future increases in general health care costs in Germany. Since the calculation of these provisions involves long-term projections over periods of more than 50 years, the present value of the liability may be highly sensitive even to small variations in the underlying assumptions.

Deutsche Telekom exercises considerable judgment in measuring and recognizing **provisions** and **contingent liabilities** related to pending litigation or other outstanding claims subject to negotiated settlement, mediation, arbitration, or government regulation. Judgment is necessary in assessing the likelihood that a pending claim will succeed, or a liability will arise, and to quantify the possible range of the final settlement. Provisions are recognized for losses from executory contracts, provided a loss is considered probable and can be reasonably estimated. Because of the inherent uncertainties in this evaluation process, actual losses may be different from the originally estimated provision. In addition, significant estimates are involved in the determination of provisions related to taxes and litigation risks. These estimates are subject to change as new information becomes available, primarily with the support of internal specialists or with the support of outside consultants, such as actuaries or legal counsel. Revisions to the estimates of these losses from executory contracts may significantly affect future results of operations.

### Revenue recognition, contract assets and liabilities/contract costs

The determination of the **transaction price** may also be subject to estimates and assumptions, especially in the case of variable consideration, e.g., performance bonuses paid out at the end of a contract. Since their inclusion can lead over time to the recognition of revenue that must be partially reversed in subsequent periods if the conditions for payment are not met, variable payment components can only be included in the transaction price if it is highly probable that there will be an entitlement to payment. Where the variable consideration leads to a reduction in the payment entitlement or a repayment obligation on the part of Deutsche Telekom (e.g., in the case of volume discounts), the fixed contractual payment must be set lower accordingly. In the case of variable discounts, the non-inclusion of the variable consideration means that these as-yet unknown discounts are generally taken into account with a reducing effect on the transaction price.

The standalone selling prices of individual products or services that are part of **multiple-element arrangements** are complex to determine, because some of the elements are price-sensitive and, thus, volatile in a competitive marketplace. In many cases, standalone selling prices can also not be observed for the company's own products. Due to the fact that comparability is generally not completely assured, the use of market prices for similar products, e.g., competitor prices, is subject to an element of uncertainty, as is an estimate using a cost-plus-margin approach. Changes in estimates of standalone selling prices can significantly influence the allocation of the transaction price for the entire multiple-element arrangement among the individual performance obligations and therefore affect both the financial position, i.e., the carrying amount of contract assets and contract liabilities, and the current and future results of operations.

**One-time payments** by the customer for contracts that can be terminated at any time are recognized over an expected contract period, the length of which depends on the period over which, based on the amount of the payment, the customer is expected to renew or not terminate the contract on a monthly basis. As such, the expected contract period is based on a subjective estimate and is therefore not tantamount to a statistically calculated average customer retention period.

**Contract costs** are deferred and generally recognized as expense over the expected contract period. The estimate of the expected average contract period is based on historical customer turnover. However, this is subject to fluctuations and has only limited informative value with regard to future customer behavior, particularly if new products are rolled out. If management's estimates are revised, material differences may result in the amount and timing of expenses for subsequent periods.

The significance of **material rights** is an estimate that is based on both quantitative and qualitative factors. This is ultimately a matter of judgment, even though it is supported by quantitative facts. Depending on the decision as to whether or not the customer has a material right to be deferred, there may be material differences in the amount and timing of revenues for the current and subsequent periods.

## Extension and termination options for the lessee

**Extension and termination options** are included in many lease arrangements. Local entities are responsible for managing their individual leases. As a result, lease contracts include different terms and conditions.

The main population of lease contracts comprises arrangements for cell site infrastructure, land/ground underneath the infrastructure, switch sites, office buildings, and retail stores, which are mainly located in the United States and Germany. The length of the lease term in these contracts is the main factor in measuring the lease liabilities.

The majority of cell site leases in the United States have an initial non-cancelable term of 5 to 15 years, with several renewal options that can extend the lease term from 5 to 35 years. Cell site leases in Germany, on the other hand, have an initial non-cancelable period of 8 years, during which the lease cannot be terminated. After this initial period of time, the lease extends automatically if the lessee does not terminate the lease. Unless terminated by the lessee, leases extend by a maximum of 8 years twice and 6 years once. In the event of termination, the sites can be used for up to another 5 years.

In **determining the lease term**, management applies judgment and considers all facts and circumstances that create an economic incentive for Deutsche Telekom to exercise an extension option, or not to exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if Deutsche Telekom is reasonably certain to exercise an option to extend the lease, or not to exercise an option to terminate the lease.

In determining the duration of leases of cell site space, land/ground, switch sites, office buildings, and retail stores, which are the most relevant lease contracts, the following are the most relevant factors that are considered:

- Rapidly advancing and ever-changing technology in the telecommunications industry requires flexible lease contracts, i.e., management tries to minimize longer periods during which the contracts cannot be canceled.
- When determining whether an extension of a lease contract is reasonably certain, in addition to any significant penalties for terminating (or not extending) the lease, business plans and the business model are considered, e.g., cost/benefit analysis, consolidation plans for the mobile network and office facilities, new mobile network standards, significance of the property for the underlying operations, replacement or usage of additional technology, as well as the availability and cost of alternative locations.
- Often leasehold improvements can be used in alternative locations. In many cases, the costs of moving or replacing the asset or initial construction costs are not the main factor considered when determining whether to extend or not to extend the lease.
- Significant investments made in a location, e.g., construction of towers and masts on the leased land, are economic penalties typically considered when determining the lease term.

After having considered all of the factors above, for cell site contracts in the United States as of the lease commencement date, it was concluded that it is generally not reasonably certain that an option to extend the lease term beyond the initial non-cancelable lease term will be exercised. With the sale of the GD tower companies, for cell sites contracts in Germany, a lease term of eight years for the entire portfolio is considered reasonably certain. Increasing uncertainty about future changes in the telecommunications market and strategic considerations are important factors in this assessment. Extension options after that period are typically not considered reasonably certain at commencement of the lease. Payments associated with these optional periods are not included in the measurement of the lease liabilities.

Most extension options for office and shop leases are not included in the lease liability because Deutsche Telekom could replace the leased assets without significant cost or business disruption.

Exposure to future additional cash outflows will only arise when an extension option (not determined to be reasonably certain) is exercised or when a termination option (determined to be reasonably certain) is not exercised.



After the commencement date, the likelihood of exercising an option is only reassessed if a significant event or a significant change in circumstances occurs that affects this judgment, and this is within the control of the lessee. Deutsche Telekom reassesses the lease term when an option is exercised (or not exercised) or Deutsche Telekom becomes obligated to exercise or not to exercise it.

For further information on undiscounted future lease payments, please refer to Note 13 “[Financial liabilities and lease liabilities](#).”

## Consolidation methods

### Subsidiaries

Subsidiaries are companies that are directly or indirectly controlled by Deutsche Telekom. Control only exists if an investor has power over the investee, is exposed to variable returns or has rights to variable returns, and is able to use its power to affect the amount of variable returns. The existence of substantive potential voting rights that are currently exercisable or convertible, including potential voting rights held by other Group companies, are considered when assessing whether an entity is controlled.

All subsidiaries are included in the consolidated financial statements, unless the costs of preparing the reporting required for inclusion by means of full consolidation would outweigh the benefits, which is primarily the case for subsidiaries which an operating segment or the Group considers to be insignificant based on the following criterion: the sum of all unconsolidated subsidiaries must not account for more than 1 % of the Group's total assets, revenue, profit/loss for the year, contingent assets/liabilities, and other financial obligations. If the 1 % limit is exceeded, Deutsche Telekom determines which companies are to be included in the consolidated financial statements, taking the long-term development of the investment and consolidation effects into account. Aside from the quantitative criteria, qualitative criteria will also be used to assess the materiality of an entity for the consolidated group. Excluding a subsidiary must not significantly change the segment result or the Group's profit/loss for the year, nor may other significant trends be ignored. Subsidiaries that are not fully consolidated due to their subordinate significance are recognized under other assets.

Income and expenses of a subsidiary are included in the consolidated financial statements from the acquisition date and remain included in the consolidated financial statements until the date on which the parent company ceases to control the subsidiary. If necessary, the subsidiaries' accounting principles will be aligned with the uniform accounting principles applied by the Deutsche Telekom Group. Intercompany income and expenses, receivables and liabilities, and profits or losses are eliminated.

Upon loss of control, a gain or loss from the disposal of the subsidiary is recognized in the consolidated income statement in the amount of the difference between (i) the proceeds from the disposal of the subsidiary, the fair value of the remaining shares, the carrying amount of the non-controlling interests, and the cumulative amounts of other comprehensive income attributable to the subsidiary, and (ii) the carrying amount of the subsidiary's net assets to be disposed of.

### Joint operations, joint ventures, and associates

Joint arrangements, in which two or more parties have joint control over an activity, must be classified as either joint operations or joint ventures.

A **joint operation** is characterized by the fact that the parties that have joint control of the arrangement (joint operators) have rights to the assets, and obligations for the liabilities, relating to the arrangement. A joint operator accounts for the assets, liabilities, revenues, and expenses relating to its interest in the joint operation as well as its share of the joint assets, liabilities, revenues, and expenses.

In a **joint venture**, on the other hand, the parties that have joint control of the arrangement (partners) have rights to the net assets of the entity. **Associates** are companies on which Deutsche Telekom has a significant influence, and that are neither subsidiaries nor joint ventures. As with joint ventures, associates are accounted for using the **equity method**.



Investments in joint ventures and associates that are included in the consolidated financial statements using the equity method are recognized at cost at the time of acquisition. The carrying amount of the investment may include goodwill as the positive difference between the cost of the investment and Deutsche Telekom's proportionate share in the fair values of the entity's identifiable net assets. If necessary, the accounting principles of joint ventures and associates will be aligned with the uniform accounting principles applied by the Deutsche Telekom Group. The carrying amount of the investment accounted for using the equity method is tested for impairment provided there are indications of impairment. If the carrying amount of the investment exceeds its recoverable amount, an impairment loss must be recognized in the amount of the difference. The recoverable amount is measured at the higher of fair value less costs of disposal and value in use.

Upon loss of significant influence, a gain or loss from the disposal of the joint venture/associate is recognized as other operating income or expense in the amount of the difference between (i) the proceeds from the disposal of the shares, the fair value of the remaining shares, and the cumulative amounts of other comprehensive income attributable to the joint venture or associate, and (ii) the carrying amount of the investment to be disposed of.

The materiality assessment for jointly controlled entities and associates is generally performed using the same methods as for subsidiaries, but is limited to the criteria of profit/loss for the year, contingent assets and liabilities, and other financial obligations.

### Business combinations

A business combination exists when Deutsche Telekom obtains control of another entity. All business combinations must be accounted for using the acquisition method. The cost of an acquired subsidiary is measured at the fair value of the consideration transferred, i.e., the sum of the assets transferred, liabilities assumed, and equity instruments issued. Transaction costs are recognized as expense. The acquisition cost is allocated to the acquired assets, liabilities, and contingent liabilities. The identifiable assets acquired and the liabilities and contingent liabilities assumed are recognized in full at their fair values at the acquisition date, regardless of the level of the investment held by Deutsche Telekom.

Goodwill arising in a business combination is measured as the excess of the aggregate of the cost of acquisition, the amount of any non-controlling interest in the acquiree, and, in a business combination achieved in stages, the fair value of the equity interest held by Deutsche Telekom in the acquiree prior to the acquisition date over the fair value of the net assets acquired. Any difference arising on the revaluation of equity interests previously held by Deutsche Telekom is recognized in profit or loss.

For each business combination there is an option in relation to the measurement of the non-controlling interests. These can be recognized either directly at their fair value (i.e., the non-controlling interest in the enterprise value of the acquiree) or at the non-controlling interest in the fair value of the net assets acquired. As a result, in the first case, the non-controlling interests also have a share in the goodwill arising from the business combination, while in the second case the non-controlling interest is limited to the remeasured assets and liabilities and the goodwill is therefore recognized only as the amount attributable to Deutsche Telekom.

Transactions relating to the further acquisition or sale of equity interests with other shareholders that do not affect Deutsche Telekom's controlling interest do not lead to any change in goodwill. The difference between the fair value of the consideration transferred or received (i.e., the purchase price of the interests) and the carrying amount of the equity attributable to the non-controlling interests must be offset directly against consolidated shareholders' equity in capital reserves or increases the capital reserves.

### Changes in the composition of the Group and other transactions

In the 2024 financial year, Deutsche Telekom conducted the following transactions, which had an impact on the composition of the Group. Other changes to the composition of the Group not shown here were of no material significance for Deutsche Telekom's consolidated financial statements.

## Acquisition of Ka'ena in the United States

On March 9, 2023, T-Mobile US entered into a Merger and Unit Purchase Agreement for the acquisition of 100 % of the outstanding equity of Ka'ena Corporation and its subsidiaries including, among others, Mint Mobile, for a maximum purchase price of USD 1.35 billion to be paid out originally 39 % in cash and 61 % in shares of T-Mobile US common stock. On March 13, 2024, T-Mobile US entered into an agreement amending the mechanics of payment, which will result in a nominal increase in the percentage of cash compared to shares of T-Mobile US common stock to be paid out as part of the total purchase price.

The transaction was consummated on May 1, 2024. All necessary regulatory approvals had been duly granted and all other closing conditions met. Ka'ena is included in Deutsche Telekom's consolidated financial statements as of May 1, 2024. Ka'ena is a provider of prepaid wireless services in the United States under its main brands Ultra Mobile and Mint Mobile, and also offers a selection of mobile devices. The acquisition strengthens the position of T-Mobile US as the leading prepaid wireless carrier by way of brand diversification and expansion of the sales presence, including the acquisition of prepaid customer relationships.

The acquisition meets the conditions for a business combination in accordance with IFRS 3. The purchase price allocation and the measurement of assets, liabilities, and the consideration transferred at the acquisition date had not been finalized as of December 31, 2024.

The purchase price is variable dependent upon specified performance indicators of Ka'ena Corporation and consists of an upfront payment at deal close, subject to certain agreed-upon adjustments, and a variable earnout, payable on August 1, 2026. At closing of the transaction, T-Mobile US made an upfront payment of around USD 1.0 billion (EUR 0.9 billion) (taking into account working capital adjustments and other agreed purchase price adjustments), comprising a cash component of around USD 0.4 billion (EUR 0.4 billion) and around 3 million ordinary shares of T-Mobile US with a total value of around USD 0.5 billion (EUR 0.5 billion), determined on the basis of the closing share price as of April 30, 2024. Part of the upfront payment made as of the acquisition date was used to settle the pre-existing wholesale partner relationships with Ka'ena, and as such is not part of the fair value of the consideration transferred.

Based on the upfront payment made, an additional up to USD 0.4 billion (EUR 0.4 billion) in cash and ordinary shares in T-Mobile US shall become payable on August 1, 2026, if Ka'ena achieves specified performance indicators. This includes payments for future services of certain sellers for T-Mobile US in the period after the acquisition, and for the substitution of share-based payment for certain Ka'ena employees.

The preliminary fair value of the consideration transferred amounts to USD 1.2 billion (EUR 1.1 billion) as of the acquisition date, and breaks down as follows:

millions of €	
	Fair value at the acquisition date
Fair value of the T-Mobile US ordinary shares issued	488
Fair value of the cash component paid on the acquisition date	366
Fair value of the contingent consideration	176
Fair value of the other consideration	25
<b>= Consideration transferred</b>	<b>1,055</b>

The fair value of the contingent consideration was determined on the basis of the discounted cash flow method using the Monte Carlo simulation for the probability of occurrence of different outcomes. This measurement is based on significant inputs that are not observable on the market and, as such, is a Level 3 measurement. The key assumptions comprise Ka'ena's forecast performance indicators, primarily revenue, marketing expenses, and customer metrics, their likelihood of occurrence, and the discount rate.

For the fair value of the contingent and other consideration, an other non-current financial liability of USD 0.2 billion (EUR 0.2 billion) was recognized as of the acquisition date.

The preliminary fair values of Ka'ena's acquired assets and assumed liabilities are presented in the following table:

millions of €	Fair value at the acquisition date
<b>Assets</b>	
<b>Current assets</b>	<b>71</b>
Cash and cash equivalents	22
Trade receivables	31
Other financial assets	10
Other assets	4
Inventories	3
<b>Non-current assets</b>	<b>1,414</b>
Goodwill	673
Other intangible assets	685
Of which: customer base	504
Of which: brands	65
Of which: other	116
Right-of-use assets	2
Deferred tax assets	8
Other assets	46
<b>Assets</b>	<b>1,485</b>
<b>Liabilities and shareholders' equity</b>	
<b>Current liabilities</b>	<b>260</b>
Lease liabilities	1
Trade and other payables	28
Other provisions	9
Contract liabilities	220
Other liabilities	2
<b>Non-current liabilities</b>	<b>170</b>
Lease liabilities	2
Other provisions	67
Deferred tax liabilities	101
<b>Liabilities</b>	<b>430</b>

The preliminary goodwill is calculated as follows:

millions of €	Fair value at the acquisition date
Consideration transferred	1,055
– Fair value of assets acquired	812
+ Fair value of liabilities assumed	430
<b>= Goodwill</b>	<b>673</b>

The preliminary goodwill comprises the expected growth in Ka'ena brands, which is to be generated through the combined business activities, Ka'ena's workforce, and intangible assets that do not qualify for separate recognition. It is expected that the preliminarily recognized goodwill will be deductible from income tax in the amount of EUR 0.1 billion.

The customer base was measured using the multi-period excess earnings method. Under this method, the fair value of the customer base is calculated by determining the present value of earnings after tax attributable to existing customers. The customer base is amortized over an estimated average remaining useful life of 6 years. The brands were measured using the relief-from-royalty method. Under this method, the value of the brand is calculated by making an assumption about which royalty rate would be notionally payable if the company did not own the relevant asset. The brands are amortized over an estimated average remaining useful life of 8 years.

No material transaction-related costs were incurred in connection with the acquisition from a Group perspective. The inclusion of Ka'ena Corporation in the consolidated financial statements has no material impact on Deutsche Telekom's results of operations.

The composition of the Deutsche Telekom Group changed as follows in the 2024 financial year:

	Domestic	International	Total
<b>Consolidated subsidiaries</b>			
January 1, 2024	56	238	294
Additions	2	6	8
Disposals (including mergers)	1	9	10
<b>December 31, 2024</b>	<b>57</b>	<b>235</b>	<b>292</b>
<b>Associates accounted for using the equity method</b>			
January 1, 2024	5	10	15
Additions	0	2	2
Disposals	0	0	0
<b>December 31, 2024</b>	<b>5</b>	<b>12</b>	<b>17</b>
<b>Joint ventures accounted for using the equity method</b>			
January 1, 2024	18	3	21
Additions	0	0	0
Disposals	0	0	0
<b>December 31, 2024</b>	<b>18</b>	<b>3</b>	<b>21</b>
<b>Total</b>			
January 1, 2024	79	251	330
Additions	2	8	10
Disposals (including mergers)	1	9	10
<b>December 31, 2024</b>	<b>80</b>	<b>250</b>	<b>330</b>

The following transactions will change the composition of the Deutsche Telekom Group in the future:

### Agreement on the acquisition of Lumos in the United States

On April 24, 2024, T-Mobile US entered into an agreement with the investment fund EQT on the acquisition of the fiber-to-the-home platform Lumos. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in the first half of 2025. Upon closing, T-Mobile US is expected to invest approximately USD 1.0 billion (EUR 0.9 billion) in the company to acquire a 50 % equity stake and all existing fiber customers, with the funds invested by T-Mobile US being used by Lumos for future fiber builds. In addition, T-Mobile US is expected to contribute an additional amount of approximately USD 0.5 billion (EUR 0.5 billion) between 2027 and 2028. Following closing of the transaction, the investment is expected to be included in the consolidated financial statements using the equity method.

### Agreement on the acquisition of UScellular in the United States

On May 24, 2024, T-Mobile US entered into an agreement with the United States Cellular Corporation (UScellular), Telephone and Data Systems, Inc., and USCC Wireless Holdings, LLC, under which T-Mobile US will acquire, among other things, substantially all wireless activities of UScellular and specific spectrum licenses for a purchase price of around USD 4.4 billion (EUR 4.2 billion). The purchase price is to be paid in cash and by way of the assumption of debt of up to USD 2.0 billion (EUR 1.9 billion) under an offer of exchange to certain debtors of UScellular from before the closing of the transaction. To the extent that debtors do not participate in the exchange, their bonds will continue to be liabilities of UScellular, and the cash component of the purchase price will increase accordingly. The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in mid-2025. After closing, the acquired activities and assets are expected to be included in the consolidated financial statements as a business combination in accordance with IFRS 3. Following closing of the transaction, UScellular will continue to own the remaining spectrum and the cell towers, and T-Mobile US will conclude a 15-year framework license agreement for the lease of at least 2,100 cell towers. Furthermore, the terms of existing lease agreements for around 600 cell towers that T-Mobile US already leases from UScellular will be extended by another 15 years after closing of the transaction.

### Agreement on the acquisition of Metronet in the United States

On July 18, 2024, T-Mobile US entered into an agreement with KKR & Co. Inc. to acquire the fiber-to-the-home platform Metronet Holdings, LLC and certain of its affiliates (Metronet). The transaction is subject to regulatory approvals as well as other customary closing conditions and is expected to close in 2025. Upon closing, T-Mobile US is expected to invest approximately USD 4.9 billion (EUR 4.7 billion) in the joint venture to acquire a 50 % equity stake and all existing residential fiber customers, as well as to fund the joint venture. Following closing of the transaction, the investment is expected to be included in the consolidated financial statements using the equity method.

## Agreement on the acquisition of Vistar Media in the United States

On December 20, 2024, T-Mobile US entered into an agreement on the acquisition of 100 % of the outstanding capital stock of Vistar Media, Inc., a provider of technology solutions for digital-out-of-home advertisements, for a purchase price of approximately USD 0.6 billion (EUR 0.6 billion). The purchase price is subject to certain agreed-upon working capital and other adjustments. The transaction was consummated on February 3, 2025. All necessary regulatory approvals had been duly granted and all other closing conditions met. Since the transaction was consummated so close to the date of preparing the consolidated financial statements, it is not yet possible to disclose information on the measurement of the consideration paid, the purchase price allocation, the fair values of the assets acquired and the liabilities assumed, or the goodwill resulting from the transaction.

## Other transactions that had no effect on the composition of the Group

### Deutsche Telekom AG's shareholder remuneration

On November 2, 2023, the Board of Management announced plans to buy back Deutsche Telekom AG shares up to a total purchase price of EUR 2 billion in the 2024 financial year as part of a share buy-back program. The purpose of the share buy-back is to recoup part of the dilution effect from Deutsche Telekom AG's 2021 capital increase. The repurchased shares are therefore to be canceled. In the 2024 financial year, Deutsche Telekom AG bought back around 81 million shares in several tranches as part of this share buy-back program, with a total volume of around EUR 2.0 billion. The 2024 share buy-back program was completed on December 18, 2024. The cancellation of the repurchased shares is expected to begin in April 2025.

At the Capital Markets Day in October 2024, Deutsche Telekom AG announced a new share buy-back program of up to EUR 2 billion for 2025. The buy-back commenced on January 3, 2025 and will be carried out in several tranches through December 31, 2025.

By February 18, 2025, Deutsche Telekom AG had bought back around 8 million shares with a total volume of around EUR 0.2 billion under this share buy-back program.

### T-Mobile US' shareholder return program from September 2023

On September 6, 2023, T-Mobile US announced that its Board of Directors has authorized a shareholder return program of up to USD 19 billion that will run from October 1, 2023 through December 31, 2024. The program comprised share buy-backs and dividends to be paid out. The amount available for share buy-backs was reduced by the amount of any dividends approved by the Board of Directors of T-Mobile US. In the 2024 financial year, T-Mobile US bought back around 59 million shares with a total volume of around USD 11.1 billion (EUR 10.3 billion) in several tranches under this program, and paid out a cash dividend of USD 3.3 billion (EUR 3.1 billion). EUR 1.5 billion of the cash dividend was attributable to Deutsche Telekom's stake and EUR 1.5 billion to non-controlling interests in T-Mobile US. On November 21, 2024, the T-Mobile US Board of Directors declared a cash dividend of USD 0.88 per share, which will be paid out on March 13, 2025 to the shareholders registered as of close of business on February 28, 2025.

For further information on the overview of dividend payments attributable to non-controlling interests in T-Mobile US, please refer to Note 19 "[Shareholders' equity](#)."

### T-Mobile US' 2025 shareholder return program

On December 13, 2024, T-Mobile US announced a new shareholder return program of up to USD 14 billion for 2025, comprising additional share buy-backs and dividends to be paid out, due to run through December 31, 2025. As of December 31, 2024, no shares had been bought back under this program. In the period from January 1, 2025 to January 24, 2025, T-Mobile US bought back around 3 million shares with a total volume of around USD 0.6 billion (EUR 0.6 billion) under the share buy-back program.

### Sale of T-Mobile US shares by Deutsche Telekom

In the reporting period, Deutsche Telekom sold a portion of its T-Mobile US share portfolio on the market, without jeopardizing its control over T-Mobile US. In this context, Deutsche Telekom sold around 23 million T-Mobile US shares with a total volume of around EUR 3.6 billion. Deutsche Telekom announced on July 2, 2024 that it was suspending share sales initially until September 26, 2024. The sales plan was concluded on September 24, 2024.

## Acquisition of T-Mobile US shares by Deutsche Telekom

On June 7, 2024, Deutsche Telekom exercised fixed-price options agreed in June 2020 on shares in T-Mobile US held by SoftBank to acquire around 7 million additional T-Mobile US shares for a total purchase price of USD 0.7 billion (EUR 0.6 billion). The fixed exercise price originally agreed of USD 101.46 per share was adjusted to USD 99.51 to account for the dividend payments made by T-Mobile US. The agreement allowed Deutsche Telekom to acquire the shares at a discount of around 45 % compared to the closing share price on the exercise date of USD 179.82. Upon completion of the transaction, Deutsche Telekom had exercised all fixed-price options received from SoftBank. The remaining options to buy at a volume-weighted average price (floating options) were not exercised and expired in the second quarter of 2024.

## Principal subsidiaries

The Group's principal subsidiaries are presented in the following table:

Name and registered office		Deutsche Telekom share %	Percentage of voting rights held by Deutsche Telekom %	Net revenue <sup>a</sup> millions of €	Profit (loss) from operations <sup>a</sup> millions of €	Shareholders' equity <sup>a</sup> millions of €	Average number of employees	Assigned to segment
Telekom Deutschland GmbH, Bonn, Germany	<b>Dec. 31, 2024/2024</b>	100.00	100.00	23,265	5,413	7,927	2,549	Germany
	Dec. 31, 2023/2023	100.00	100.00	22,740	5,614	7,542	2,719	
T-Systems International GmbH, Frankfurt/Main, Germany	<b>Dec. 31, 2024/2024</b>	100.00	100.00	2,264	(138)	1,127	6,025	Systems Solutions
	Dec. 31, 2023/2023	100.00	100.00	2,213	(296)	1,008	6,124	
T-Mobile US, Inc., Bellevue, Washington, United States <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	46.30	58.56	75,046	20,323	68,256	64,808	United States
	Dec. 31, 2023/2023	47.91	58.01	72,436	14,487	64,944	66,446	
Hellenic Telecommunications Organization S.A. (OTE), Athens, Greece <sup>b</sup>	<b>Dec. 31, 2024/2024</b>	53.45	60.40	3,591	664	2,598	8,566	Europe
	Dec. 31, 2023/2023	52.77	58.88	3,469	698	2,601	10,562	
Hrvatski Telekom d.d., Zagreb, Croatia <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	53.54	54.11	1,102	175	2,149	5,361	Europe
	Dec. 31, 2023/2023	53.02	53.56	1,039	157	2,168	4,727	
Magyar Telekom Telecommunications Public Limited Company, Budapest, Hungary <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	65.78	67.96	2,436	564	2,442	6,741	Europe
	Dec. 31, 2023/2023	63.55	66.41	2,225	388	2,353	6,719	
Slovak Telekom a.s., Bratislava, Slovakia <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	100.00	100.00	864	231	1,564	2,497	Europe
	Dec. 31, 2023/2023	100.00	100.00	825	195	1,548	2,620	
T-Mobile Austria Holding GmbH, Vienna, Austria <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	100.00	100.00	1,494	235	2,772	1,868	Europe
	Dec. 31, 2023/2023	100.00	100.00	1,458	194	2,635	1,823	
T-Mobile Czech Republic a.s., Prague, Czech Republic <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	100.00	100.00	1,238	341	2,300	3,084	Europe
	Dec. 31, 2023/2023	100.00	100.00	1,280	307	2,063	3,161	
T-Mobile Polska S.A., Warsaw, Poland <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	100.00	100.00	1,660	101	1,961	3,383	Europe
	Dec. 31, 2023/2023	100.00	100.00	1,522	89	2,039	3,464	

<sup>a</sup> IFRS figures of the respective subgroup.

<sup>b</sup> Consolidated subgroup.

<sup>c</sup> Indirect shareholding of Deutsche Telekom AG.

In accordance with § 313 HGB, the full statement of investment holdings, which forms part of the notes to the consolidated financial statements, is published in the company register together with the consolidated financial statements. It is available upon request from Deutsche Telekom AG, Bonn, Investor Relations, and on Deutsche Telekom's website ([www.telekom.com](http://www.telekom.com)) under Investor Relations. Furthermore, the statement of investment holdings includes a full list of all subsidiaries that exercise simplification options in accordance with § 264 (3) HGB or disclosure simplification options in accordance with § 264b HGB.

The following table shows the non-controlling interests for principal subsidiaries:

Name and registered office		Percentage of shareholding for non-controlling interests %	Percentage of voting rights for non-controlling interests %	Cumulative non-controlling interests <sup>a</sup> millions of €	Dividends paid out to non-controlling interests millions of €
T-Mobile US, Inc., Bellevue, Washington, United States <sup>b, c, d</sup>	<b>Dec. 31, 2024/2024</b>	53.70	41.44	32,949	1,514
	Dec. 31, 2023/2023	52.09	41.99	31,878	324
Hellenic Telecommunications Organization S.A. (OTE), Athens, Greece <sup>b</sup>	<b>Dec. 31, 2024/2024</b>	46.55	39.60	993	138
	Dec. 31, 2023/2023	47.23	41.12	1,024	120
Hrvatski Telekom d.d., Zagreb, Croatia <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	46.46	45.89	789	55
	Dec. 31, 2023/2023	46.99	46.44	807	41
Magyar Telekom Telecommunications Public Limited Company, Budapest, Hungary <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	34.22	32.04	591	52
	Dec. 31, 2023/2023	36.45	33.59	573	40

<sup>a</sup> IFRS figures at the level of the consolidated financial statements of Deutsche Telekom.

<sup>b</sup> Consolidated subgroup.

<sup>c</sup> Indirect shareholding of Deutsche Telekom AG.

<sup>d</sup> Taking into consideration treasury shares held by T-Mobile US, non-controlling interests amounted to 48.6 % as of December 31, 2024.

Deutsche Telekom held 46.3 % of the shares in T-Mobile US as of the reporting date. Taking the treasury shares held by T-Mobile US into account, Deutsche Telekom had a 51.4 % ownership stake in T-Mobile US as of December 31, 2024. The proportion of T-Mobile US shares for which Deutsche Telekom can exercise voting rights totaled around 58.6 % as of December 31, 2024.

For further information, please refer to the section “Other transactions that had no effect on the composition of the Group” under “Summary of accounting policies.”

Summarized financial information for subsidiaries with significant non-controlling interests:

millions of €							
Name and registered office		Current assets <sup>a</sup>	Non-current assets <sup>a</sup>	Current liabilities <sup>a</sup>	Non-current liabilities <sup>a</sup>	Profit (loss) <sup>a</sup>	Total comprehensive income <sup>a</sup>
T-Mobile US, Inc., Bellevue, Washington, United States <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	20,577	195,035	20,369	126,986	12,215	16,502
	Dec. 31, 2023/2023	19,717	183,719	20,011	118,481	7,713	5,607
Hellenic Telecommunications Organization S.A. (OTE), Athens, Greece <sup>b</sup>	<b>Dec. 31, 2024/2024</b>	1,270	4,453	1,652	1,473	454	446
	Dec. 31, 2023/2023	1,232	4,486	1,653	1,464	513	504
Hrvatski Telekom d.d., Zagreb, Croatia <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	633	1,941	316	109	140	131
	Dec. 31, 2023/2023	635	1,908	294	81	130	130
Magyar Telekom Telecommunications Public Limited Company, Budapest, Hungary <sup>b, c</sup>	<b>Dec. 31, 2024/2024</b>	900	3,165	681	942	413	266
	Dec. 31, 2023/2023	822	3,372	907	932	221	310

<sup>a</sup> IFRS figures of the respective subgroup.

<sup>b</sup> Consolidated subgroup.

<sup>c</sup> Indirect shareholding of Deutsche Telekom AG.

millions of €				
Name and registered office		Net cash from operating activities <sup>a</sup>	Net cash (used in) from investing activities <sup>a</sup>	Net cash (used in) from financing activities <sup>a</sup>
T-Mobile US, Inc., Bellevue, Washington, United States <sup>b, c</sup>	<b>2024</b>	27,767	(11,738)	(15,827)
	2023	25,206	(9,869)	(14,849)
Hellenic Telecommunications Organization S.A. (OTE), Athens, Greece <sup>b</sup>	<b>2024</b>	1,115	(521)	(592)
	2023	1,205	(505)	(826)
Hrvatski Telekom d.d., Zagreb, Croatia <sup>b, c</sup>	<b>2024</b>	409	(179)	(239)
	2023	367	(328)	(190)
Magyar Telekom Telecommunications Public Limited Company, Budapest, Hungary <sup>b, c</sup>	<b>2024</b>	774	(228)	(425)
	2023	591	(308)	(237)

<sup>a</sup> IFRS figures of the respective subgroup.

<sup>b</sup> Consolidated subgroup.

<sup>c</sup> Indirect shareholding of Deutsche Telekom AG.

## Structured entities

Deutsche Telekom processes factoring transactions by means of structured entities.

For further information, please refer to Note 43 “[Financial instruments and risk management](#).”

Since 2014, Deutsche Telekom has consolidated four structured leasing Special Purpose Entities (SPEs), and since 2018 two more such SPEs, for real estate as well as operating and office equipment at two sites for the operation of data centers in Germany. The two data centers were built under the management of an external leasing company and are operated by T-Systems International GmbH. Apart from the contractual obligations to make lease payments to the leasing SPEs, Deutsche Telekom has no obligation to give them further financial support.

T-Mobile USA Tower LLC and T-Mobile West Tower LLC, which are included in the consolidated financial statements as investments accounted for using the equity method, are also structured entities.

For further information, please refer to Note 10 “[Investments accounted for using the equity method](#).”

## Joint operations

On the basis of a contractual arrangement concluded by T-Mobile Polska S.A., Deutsche Telekom combined the activities for the planning, building, and operation of the Polish mobile communications network with a partner in 2011 to generate savings. Deutsche Telekom recognizes its share (50 %) of the corresponding assets in line with the economic substance in the consolidated statement of financial position.

## Currency translation

Foreign-currency transactions are translated into the functional currency at the exchange rate at the date of transaction. At the reporting date, monetary items are translated at the closing rate, and non-monetary items are translated at the exchange rate at the date of transaction. Exchange rate differences are recognized in profit or loss.

The assets and liabilities of Group entities whose functional currency is not the euro are translated into euros from the local currency using the middle rates at the reporting date. The income statements and corresponding profit or loss of foreign-currency denominated Group entities are translated at monthly average exchange rates for the period. The differences that arise from the use of both rates are recognized directly in equity.

The exchange rates of certain key currencies changed as follows:

€	Annual average rate			Rate at the reporting date	
	2024	2023	2022	Dec. 31, 2024	Dec. 31, 2023
100 Czech korunas (CZK)	3.98049	4.16582	4.07089	3.96834	4.04417
100 Croatian kuna (HRK) <sup>a</sup>	n.a.	n.a.	13.27140	n.a.	n.a.
1,000 Hungarian forints (HUF)	2.52989	2.61802	2.55675	2.43070	2.61507
100 Macedonian denars (MKD)	1.62386	1.62354	1.62314	1.62725	1.62352
100 Polish zlotys (PLN)	23.22300	22.01400	21.33620	23.38780	23.05050
1 U.S. dollar (USD)	0.92391	0.92468	0.94930	0.96209	0.90506

<sup>a</sup> Croatia joined the eurozone as a member of the European Union as of January 1, 2023. A fixed conversion rate was set for the kuna (HRK), Croatia's national currency at that time.



## Development of the overall economic environment and the associated impact

The global economy proved itself resilient in 2024, despite all the challenges. Unemployment remained low in historical terms. Household income was bolstered in real terms by strong nominal wage growth, interest rate cuts by central banks, and declining inflation. Nevertheless, growth in private consumption remained restrained in many countries.

Uncertainty over the global economic outlook remains high. In particular, ongoing high geopolitical tensions constitute a significant risk factor. A broad-based revival in private consumption could lead to a moderate economic recovery in the year ahead. Progress with the digital transformation and new trends in artificial intelligence could stimulate growth in productivity in the medium term. However, significant downside risks continue to weigh on the economic outlook.

Deutsche Telekom is aware that, in view of the current developments, it is only possible to extrapolate past experience to the future to a limited extent. Deutsche Telekom continues to address these challenges and considers them in its business decisions in the course of developing measures to mitigate the risks. For instance, interest rate risks are still countered by keeping the variable-interest debt portfolio at a low level. With respect to energy supply, Deutsche Telekom's national companies pursue different procurement strategies, e.g., by concluding power purchase agreements, to balance long-term supply reliability and appropriate prices.

For further information on risk mitigation measures, please refer to the section "[Risk and opportunity management](#)" in the combined management report.

Deutsche Telekom also considers the development of the economic environment in its consolidated financial statements and financial reporting, e.g., when determining the impairment of goodwill, the recognition of deferred taxes, and the measurement of provisions and financial instruments.

## Impact of climate change

Deutsche Telekom wants to play a leading role in **climate change mitigation and environmental protection** in the context of its current and future business activities and is constantly defining new goals to achieve this. For example, in 2021 Deutsche Telekom has set itself the goal of achieving climate neutrality in the Company by the end of 2025 (Scope 1 and 2). As an interim goal on the journey towards climate neutrality along the entire value chain, Deutsche Telekom aims to reduce CO<sub>2</sub> emissions across Scopes 1 to 3 by 55 % in absolute terms by 2030 compared with 2020. Deutsche Telekom then wants to reach net zero across all three scopes along the entire value chain by 2040 at the latest. Since 2021, the Group has covered 100 % of its electricity demand with renewable energy. This is achieved through power purchase agreements and other forms of direct purchase, such as through guarantees of origin.

Deutsche Telekom updated its climate scenario analysis in 2024 and carried out the associated resilience analysis:

- Climate change risks are already visible in the form of increasingly extreme weather conditions. Such storm events could damage the infrastructure and disrupt network operation with direct or indirect effects on operations. Deutsche Telekom is prepared for the rising impacts of **physical** risks, such as changes in precipitation patterns and extreme weather variability, and has already implemented comprehensive adaptation actions. Nevertheless, material risks with a very high risk extent but a very low probability of occurrence may result from extreme weather events.
- In addition, an analysis was made of how resilient Deutsche Telekom's business model is to the potential future consequences of climate change. For this, transition aspects were considered, i.e., factors associated with the transition to a low-emission, climate-resilient economy. These may give rise to **transition** risks, e.g., as a consequence of political change or legislation. The measures Deutsche Telekom is taking to counter these risks include measuring the Group's own energy efficiency and finding ways to improve it. The ESG targets agreed in 2021 for Board of Management remuneration with regard to the respective annual energy consumption as well as the planned annual CO<sub>2</sub> emissions for Scope 1 and 2 also contribute to achieving the climate targets and energy efficiency measures.

The analysis showed that Deutsche Telekom is highly resilient overall to both material transition risks and physical climate risks. Furthermore, Deutsche Telekom has not identified any assets and business activities that are incompatible with a transition to a carbon-neutral economy or that require significant effort to be compatible with a transition to a carbon-neutral economy. No critical climate-related assumptions have been used to date to measure assets and liabilities in the consolidated financial statements.

For more information, please refer to "[ESRS E1 – Climate change](#)" in the section "[Combined sustainability statement](#)" of the combined management report.

Deutsche Telekom is committed to the responsible **use of resources** along its entire value chain. In addition to conserving and avoiding resources, the aim is to make products and materials as durable as possible and to ensure they are returned into circulation at the end of their lifetimes. Longer use phases and reuse not only save on resources, but also reduce energy use and emissions, thus at the same time contributing to climate change mitigation. As part of the Europe-wide resource efficiency strategy, the European national companies have voluntarily committed to being fully circular in technology and devices by 2030.

The growing scarcity of raw materials due to wars, pandemics, and in the long term also the finite nature of resources, poses a financial risk to Deutsche Telekom's business activities. Deutsche Telekom is already facing rising material, production, logistics, and energy costs due to scarcity.

For more information on this, please refer to "[ESRS E5 – Resource use and circular economy](#)" in the section "[Combined sustainability statement](#)" of the combined management report.

## Notes to the consolidated statement of financial position

### 1 Cash and cash equivalents

Cash and cash equivalents increased by EUR 1.2 billion year-on-year to EUR 8.5 billion.

For further information, please refer to Note 37 "[Notes to the consolidated statement of cash flows](#)."

Cash and cash equivalents have an original maturity of less than three months and mainly comprise fixed-term bank deposits. They also include small amounts of cash-in-hand and checks. Deutsche Telekom obtained cash collateral of EUR 109 million (December 31, 2023: EUR 39 million) under collateral contracts as surety for potential credit risks arising from derivative transactions.

As of December 31, 2024, Deutsche Telekom reported cash and cash equivalents of EUR 207 million (December 31, 2023: EUR 104 million) that is not freely available to Deutsche Telekom, mainly relating to liabilities issued by T-Mobile US and collateralized by assets, as well as cash balances held by a subsidiary in Russia. These cash balances are not fully available for use by Deutsche Telekom AG or other Group companies.

### 2 Trade receivables

At EUR 16.4 billion, trade receivables increased by EUR 0.3 billion against the 2023 year-end level, mainly as a result of exchange rate effects, primarily from the translation of U.S. dollars to euros. Excluding exchange rate effects, receivables in the United States operating segment declined. This is due to a lower number of new contracts with equipment installment plans, as well as lower receivables due to the termination of government assistance programs and from wholesale partners.

Of the total of trade receivables, EUR 13.9 billion (December 31, 2023: EUR 13.9 billion) is due within one year. As of the reporting date, trade receivables with a carrying amount of EUR 1,777 million (December 31, 2023: EUR 889 million) in connection with asset-backed securities issued by T-Mobile US and with a carrying amount of EUR 446 million (December 31, 2023: EUR 0 million) in connection with factoring agreements concluded by T-Mobile US, were pledged as collateral.

For information on allowances, credit ratings, and write-offs of receivables as well as on factoring agreements, please refer to Note 43 "[Financial instruments and risk management](#)."

### 3 Contract assets

As of December 31, 2024, the carrying amount of contract assets amounted to EUR 2.7 billion, compared with EUR 2.4 billion in the prior year. Contract assets relate to receivables that have not yet legally come into existence, which arise from the earlier – as compared to billing – recognition of revenue, in particular from the sale of goods and merchandise under long-term multiple-element arrangements (e.g., mobile contract plus handset). Receivables from long-term construction contracts are also recognized under contract assets. Of the total contract assets, EUR 0.2 billion related to contract assets in connection with long-term construction contracts (December 31, 2023: EUR 0.2 billion).

The increase in the carrying amount resulted from higher contract assets in the United States and Germany operating segments. In the United States operating segment, the increase of EUR 104 million was mainly due to growth in business models in the consumer and business customer areas, in which discounts are granted on handset sales on the condition of a minimum service contract term.

For information on allowances of contract assets, please refer to Note 43 “[Financial instruments and risk management](#).”

### 4 Inventories

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Raw materials and supplies	186	212
Work in process	49	49
Finished goods and merchandise	2,216	2,158
	<b>2,451</b>	<b>2,419</b>

The carrying amount of inventories increased from EUR 2.4 billion as of December 31, 2023 to EUR 2.5 billion, largely due to exchange rate effects, mainly from the translation of U.S. dollars into euros.

As in the prior year, no significant impairment losses were recognized on the net realizable value in 2024. The carrying amount of inventories expensed during the reporting period was EUR 20,434 million (2023: EUR 19,833 million, 2022: EUR 22,722 million).

Finished goods and merchandise primarily comprise retail products (e.g., terminal equipment and accessories) not manufactured by Deutsche Telekom and services rendered but not yet invoiced, primarily to business customers.

## 5 Non-current assets and disposal groups held for sale and liabilities directly associated with non-current assets and disposal groups held for sale

As of December 31, 2024, current assets included EUR 0.3 billion (December 31, 2023: EUR 0.2 billion) in non-current assets and disposal groups held for sale. As in the prior year, current liabilities did not include any liabilities directly associated with non-current assets and disposal groups held for sale as of December 31, 2024. The change in carrying amounts resulted from the transactions described below.

millions of €

	Dec. 31, 2024			Dec. 31, 2023		
	T-Mobile US spectrum	Other	Total	T-Mobile US spectrum	Other	Total
<b>Non-current assets and disposal groups held for sale</b>						
Intangible assets	153	3	156	91		91
Of which: goodwill		0	0		0	0
Property, plant and equipment		100	100		120	120
<b>Total</b>	<b>153</b>	<b>103</b>	<b>256</b>	<b>91</b>	<b>120</b>	<b>211</b>

As of December 31, 2024, the carrying amount of non-current assets and disposal groups held for sale included spectrum licenses in connection with a transaction agreed between T-Mobile US and a telecommunications company for the exchange of mobile spectrum licenses in order to improve mobile network coverage. Closing of the transaction is subject to approval by the authorities. In the prior year, the item included spectrum licenses in connection with exchange transactions agreed between T-Mobile US and a number of competitors, which were consummated in the reporting year. The licenses were recognized at their carrying amounts.

As of December 31, 2024, the item also included property, plant and equipment of EUR 0.1 billion (December 31, 2023: EUR 0.1 billion), mainly real estate held for sale. As of December 31, 2024, as at the end of the prior year, this did not include any significant real estate no longer recognized at carrying amount in accordance with IFRS 5, but at fair value less costs of disposal.

No reversals of impairments of the carrying amounts of the non-current assets and disposal groups held for sale were recognized either in the reporting year or in the prior year.

## 6 Intangible assets

millions of €

	Internally generated intangible assets	Acquired intangible assets								Goodwill	Advance payments and intangible assets under development	Total
		Total	Acquired concessions, industrial and similar rights and assets	LTE licenses	UMTS licenses	GSM licenses	FCC licenses (T-Mobile US)	5G licenses	Other acquired intangible assets			
<b>Cost</b>												
<b>At December 31, 2022</b>	<b>12,141</b>	<b>142,762</b>	<b>1,901</b>	<b>5,582</b>	<b>728</b>	<b>1,223</b>	<b>100,450</b>	<b>2,569</b>	<b>30,309</b>	<b>38,524</b>	<b>2,518</b>	<b>195,945</b>
Currency translation	(302)	(3,758)	(6)	106	2	13	(3,391)	(1)	(480)	(632)	(44)	(4,735)
Changes in the composition of the Group	(2)	0	0	0	0	0	0	0	0	(5)	(1)	(9)
Additions	708	1,833	253	6	0	0	890	121	562	0	3,356	5,897
Disposals	(974)	(2,184)	(193)	0	(185)	0	(6)	0	(1,799)	0	(29)	(3,187)
Change from non-current assets and disposal groups held for sale	0	(3)	0	0	0	0	(1)	0	(2)	0	(1)	(4)
Reclassifications	1,462	2,037	10	1	72	(4)	0	22	1,937	0	(3,460)	39
<b>At December 31, 2023</b>	<b>13,032</b>	<b>140,687</b>	<b>1,964</b>	<b>5,696</b>	<b>617</b>	<b>1,232</b>	<b>97,942</b>	<b>2,711</b>	<b>30,526</b>	<b>37,887</b>	<b>2,340</b>	<b>193,945</b>
Currency translation	540	7,323	16	(35)	(1)	2	6,306	0	1,035	1,367	69	9,299
Changes in the composition of the Group	1	683	65	0	0	0	0	0	619	673	0	1,357
Additions	592	5,301	340	0	0	0	4,290	59	612	0	3,677	9,571
Disposals	(2,702)	(6,699)	(462)	(5)	(151)	(185)	(62)	0	(5,834)	0	(55)	(9,456)
Change from non-current assets and disposal groups held for sale	0	(963)	0	(9)	0	0	(954)	0	0	0	0	(963)
Reclassifications	1,541	2,583	46	0	0	0	281	160	2,097	0	(4,099)	26
<b>At December 31, 2024</b>	<b>13,004</b>	<b>148,916</b>	<b>1,969</b>	<b>5,647</b>	<b>465</b>	<b>1,048</b>	<b>107,801</b>	<b>2,931</b>	<b>29,054</b>	<b>39,927</b>	<b>1,932</b>	<b>203,779</b>

millions of €

	Internally generated intangible assets	Acquired intangible assets								Goodwill	Advance payments and intangible assets under development	
		Total	Acquired concessions, industrial and similar rights and assets	LTE licenses	UMTS licenses	GSM licenses	FCC licenses (T-Mobile US)	5G licenses	Other acquired intangible assets			Total
<b>Accumulated amortization and impairment losses</b>												
<b>At December 31, 2022</b>	<b>(8,046)</b>	<b>(29,382)</b>	<b>(1,230)</b>	<b>(2,700)</b>	<b>(704)</b>	<b>(777)</b>	<b>(2,635)</b>	<b>(271)</b>	<b>(21,066)</b>	<b>(17,876)</b>	<b>(40)</b>	<b>(55,344)</b>
Currency translation	224	331	4	(41)	4	(10)	89	0	286	287	0	841
Changes in the composition of the Group	4	0	0	0	0	0	0	0	0	0	0	5
Additions (amortization)	(2,093)	(4,386)	(337)	(353)	(16)	(51)	0	(134)	(3,495)	0	0	(6,479)
Additions (impairment)	(71)	(5)	0	0	0	0	0	(4)	(2)	(1)	(24)	(101)
Disposals	974	2,157	193	0	185	0	0	0	1,779	0	1	3,133
Change from non-current assets and disposal groups held for sale	0	1	0	0	0	0	(1)	0	2	0	0	1
Reclassifications	(17)	(17)	0	(2)	0	2	0	0	(17)	0	36	2
Reversal of impairment losses	0	0	0	0	0	0	0	0	0	0	0	0
<b>At December 31, 2023</b>	<b>(9,024)</b>	<b>(31,300)</b>	<b>(1,369)</b>	<b>(3,096)</b>	<b>(532)</b>	<b>(836)</b>	<b>(2,547)</b>	<b>(408)</b>	<b>(22,513)</b>	<b>(17,591)</b>	<b>(26)</b>	<b>(57,941)</b>
Currency translation	(413)	(823)	(8)	4	2	(1)	(138)	0	(682)	(722)	0	(1,959)
Changes in the composition of the Group	0	1	0	0	0	0	0	0	1	0	0	1
Additions (amortization)	(2,268)	(4,366)	(398)	(354)	(14)	(50)	0	(145)	(3,404)	0	0	(6,633)
Additions (impairment)	(5)	(18)	0	0	0	(4)	0	0	(14)	0	(10)	(33)
Disposals	2,702	6,574	459	3	151	185	55	0	5,721	0	2	9,278
Change from non-current assets and disposal groups held for sale	0	6	0	6	0	0	0	0	0	0	0	6
Reclassifications	(10)	(11)	(3)	(4)	0	0	0	0	(4)	0	10	(12)
Reversal of impairment losses	0	2,630	0	0	0	0	2,630	0	0	0	0	2,630
<b>At December 31, 2024</b>	<b>(9,019)</b>	<b>(27,307)</b>	<b>(1,319)</b>	<b>(3,441)</b>	<b>(393)</b>	<b>(706)</b>	<b>0</b>	<b>(553)</b>	<b>(20,895)</b>	<b>(18,313)</b>	<b>(24)</b>	<b>(54,663)</b>
<b>Net carrying amounts</b>												
At December 31, 2023	4,007	109,387	595	2,599	85	396	95,395	2,304	8,013	20,296	2,314	136,004
<b>At December 31, 2024</b>	<b>3,986</b>	<b>121,609</b>	<b>650</b>	<b>2,206</b>	<b>72</b>	<b>342</b>	<b>107,801</b>	<b>2,379</b>	<b>8,159</b>	<b>21,613</b>	<b>1,908</b>	<b>149,115</b>

The carrying amount of intangible assets increased by EUR 13.1 billion to EUR 149.1 billion, mainly due to capital expenditure of EUR 9.6 billion, EUR 4.3 billion of which related to the acquisition of mobile spectrum in the United States operating segment. EUR 2.7 billion of this related to the acquisition of the first tranche and parts of the second tranche of spectrum licenses in the 600 MHz band in connection with the agreements between T-Mobile US and Channel 51 described in the section “Agreements on spectrum licenses.” In addition, T-Mobile US received spectrum licenses worth EUR 1.1 billion in transactions for the exchange of spectrum licenses described in the same section. Also in the United States operating segment, the reversal of impairment losses recognized on FCC licenses in prior years increased the carrying amount by EUR 2.6 billion. Effects of changes in the composition of the Group resulting from the acquisition of Ka’ena in the United States operating segment increased the carrying amount by EUR 1.4 billion, EUR 0.7 billion of which related to the goodwill acquired in this connection. Exchange rate effects, primarily from the translation of U.S. dollars into euros, increased the carrying amount by EUR 7.3 billion. By contrast, depreciation, amortization and impairment losses decreased the carrying amount by EUR 6.7 billion. Reclassifications of intangible assets to non-current assets and disposal groups held for sale also reduced the carrying amount by EUR 1.0 billion. These mainly related to the transactions for the exchange of spectrum licenses in the United States operating segment described in the section “Agreements on spectrum licenses.” Disposals of EUR 0.2 billion also decreased the carrying amount.

For further information on amortization and impairment losses, please refer to Note 27 “[Depreciation, amortization and impairment losses.](#)”

### Agreements on spectrum licenses

T-Mobile US consummated a number of transactions agreed with telecommunications companies for the exchange of spectrum licenses in the reporting year. The fair values of the licenses received in these transactions amounted to EUR 1.1 billion in total. The resulting overall gains of EUR 0.2 billion were included in other operating income. The licenses transferred as part of the exchange transactions, which had a carrying amount of totaling EUR 0.9 billion, were recognized in non-current assets and disposal groups held for sale after being reclassified when the agreements were concluded, and up to the point at which the transactions were consummated.

For further information, please refer to Note 5 “[Non-current assets and disposal groups held for sale and liabilities directly associated with non-current assets and disposal groups held for sale.](#)”

On July 1, 2020, T-Mobile US and DISH Network Corporation (DISH) reached an agreement on the sale of spectrum licenses, under which DISH agreed to purchase certain 800 MHz spectrum licenses from T-Mobile US for USD 3.6 billion (EUR 3.5 billion). On October 15, 2023, T-Mobile US and DISH modified the agreement to include, among other changes, a non-refundable extension fee of USD 0.1 billion (EUR 0.1 billion) which DISH will pay to T-Mobile US, as well as the requirement that the purchase of the spectrum licenses must be finalized by April 1, 2024. DISH did not exercise its purchase option by April 1, 2024. The extension fee, which was already paid on October 25, 2023, was retained in accordance with the agreement and recognized in profit or loss as other operating income in 2024. T-Mobile US was contractually obligated to offer the licenses for sale at auction. The associated auction process ended on October 1, 2024. Since bidding did not reach the defined minimum purchase price of USD 3.6 billion by the end of the auction, T-Mobile US was relieved of its obligation to sell the licenses. T-Mobile US is currently exploring alternatives regarding the sale or use of the licenses.

On August 8, 2022, T-Mobile US entered into agreements with Channel 51 License Co LLC and LB License Co, LLC (Sellers) for the acquisition of spectrum licenses in the 600 MHz band in exchange for a total cash consideration of USD 3.5 billion (EUR 3.4 billion). The licenses are to be acquired without any associated network assets. T-Mobile US currently utilizes these licenses under an existing arrangement with the Sellers covering fixed-term spectrum leases. On March 30, 2023, the contractual parties further agreed that the transaction be divided into two separate tranches. The transfer of the remaining licenses is subject to regulatory approvals and certain other customary closing conditions. On December 29, 2023, the Federal Communications Commission (FCC) approved the transfer of the licenses in the first tranche. The first tranche was concluded on June 24, 2024. The corresponding purchase price payment of USD 2.4 billion (EUR 2.2 billion) was made on August 5, 2024. On October 22, 2024, the FCC approved the transfer of certain licenses (Dallas licenses) from the second tranche. These licenses were transferred and the associated purchase price of USD 0.5 billion (EUR 0.5 billion) paid on December 6, 2024. The transfer transaction for the remaining licenses from the second tranche is expected to be closed in 2025.

The following agreements will have an impact on the presentation of Deutsche Telekom's results of operations and financial position in the future:

On September 12, 2023, T-Mobile US agreed with U.S. cable network operator Comcast to acquire spectrum in the 600 MHz band in exchange for total cash consideration of between USD 1.2 billion and USD 3.3 billion (EUR 1.2 billion and EUR 3.2 billion), depending on the number of underlying licenses. The final purchase price will be determined at the time the parties make the required transfer filings with the FCC. At the same time, T-Mobile US and Comcast have agreed exclusive leasing arrangements. The leasing rights for T-Mobile US will apply for at least two years, regardless of whether Comcast decides to remove part of its licenses from the purchase agreement. The transaction is expected to be closed in the first half of 2028. On January 13, 2025, T-Mobile US and Comcast entered into an amendment to the license purchase agreement pursuant to which T-Mobile US will acquire additional spectrum. Subsequent to the amendment, the total cash consideration for the transaction is between USD 1.2 billion and USD 3.4 billion (EUR 1.2 billion and EUR 3.3 billion).

For further information, please refer to Note 42 "[Other financial obligations](#)."

On September 10, 2024, T-Mobile US and N77 License (N77) entered into an agreement on the sale of spectrum licenses, pursuant to which N77 has the option to purchase all or a portion of T-Mobile US' remaining 3.45 GHz licenses for a certain range of cash consideration. The number of licenses sold will be determined based upon the amount of committed financing granted to N77. At the reporting date, the licenses concerned had a carrying amount of USD 2.7 billion (EUR 2.6 billion). The transaction is subject to approval by the Federal Communications Commission (FCC).

**Reversal of impairment losses recognized in prior years on FCC licenses in the United States operating segment.** The reversal in full of impairment losses on FCC licenses previously acquired by T-Mobile US increased the carrying amount of intangible assets by EUR 2.6 billion before deferred taxes. These FCC licenses were impaired as of September 30, 2012 following ad hoc impairment testing of the United States cash-generating unit. Regular assessments had to be made in subsequent periods to determine whether the reasons for impairment still existed – in full or in part. The fair value less costs of disposal of the United States cash-generating unit derived from the share price of T-Mobile US, which has been listed since 2013, has significantly exceeded its carrying amount for some years now. However, the reversal is limited to the lower of the recoverable amount of the impaired spectrum licenses determined by the fair value less costs of disposal on the one hand and the acquisition cost of these licenses on the other. An initial reversal of the impairment loss in the amount of EUR 1.7 billion (before deferred taxes) was recognized in the third quarter of 2017, which was indicated back then by the results of the 600 MHz spectrum auction completed in 2017. The measurement of Sprint's FCC licenses at fair value in connection with the purchase price allocation following the business combination of T-Mobile US and Sprint effective April 1, 2020 indicated a further increase in the PCS licenses' value, and resulted in a further reversal of an impairment loss of EUR 1.6 billion as of December 31, 2020. As the impairment of the FCC licenses related entirely to the PCS licenses, only these licenses were subject to the reversals of the impairment losses.

Starting in 2024, in connection with the build-out of the 5G network, PCS and AWS spectrum – both of which belong to the mid-band spectrum – have increasingly been used on the same network components. That means the two frequency bands are now ultimately interchangeable and, as such, are to be regarded as a single unit of account for the purposes of testing for reversal of impairment. Furthermore, with the conclusion of the integration of the Sprint network, the licenses acquired under that business combination are now also part of the unit of account. Overall, these developments indicated a fair value of the combined mid-band unit of account that was significantly higher than the sum of the carrying amounts. This resulted in a remeasurement of the combined PCS and AWS licenses of T-Mobile US using the greenfield method (Level 3 input pursuant to IFRS 13), which was validated by a market value approach (Level 2 input pursuant to IFRS 13). The market approach drew on market prices from comparable auctions and secondary market transactions, as well as analyst estimates. Analyst estimates were used because they included estimated market values for the individual frequency ranges of mobile companies in the United States. Multipliers were derived from these market prices for the price in U.S. dollars per MHz per member of the population (price per MHz/pop). Based on the bandwidth of observable multipliers, a multiplier of USD 1.95 per MHz/pop was used to derive the fair value of T-Mobile US' PCS and AWS licenses. As a result of the remeasurement, a recoverable amount of EUR 69.8 billion was calculated for the PCS and AWS licenses. Taking the carrying amount of EUR 48.6 billion into account, the remaining amount of the impairment loss on the FCC licenses of EUR 2.6 billion was therefore reversed in full and recorded under other operating income.



## Goodwill

In the reporting year, the **carrying amount of goodwill in cash-generating units** in the operating segments increased by EUR 1.3 billion to EUR 21.6 billion. This was the result of the following effects:

**United States operating segment.** The increase in goodwill of EUR 1.4 billion was due to an increase of EUR 0.7 billion from the acquisition of Ka'ena, with the remaining amount resulting from exchange rate effects from the translation of U.S. dollars to euros.

For further information on the acquisition of Ka'ena, please refer to the section "[Changes in the composition of the Group and other transactions](#)" under "[Summary of accounting policies](#)."

**Europe operating segment.** Changes in goodwill in the cash-generating units Poland, Hungary, and the Czech Republic resulted from exchange rate effects.

**Disclosures on annual impairment tests.** As of December 31, 2024, Deutsche Telekom carried out its annual impairment tests on the goodwill and intangible assets with an indefinite useful life (in particular, FCC licenses in the United States) assigned to the cash-generating units.

The recoverable amounts to be identified for the impairment tests were largely determined on the basis of the fair values less costs of disposal. With the exception of the United States cash-generating unit (Level 1 measurement), these figures were calculated using the net present value method. The main parameters are shown in the following table. The impairment tests on goodwill as of December 31, 2024 did not result in any need for impairment in the cash-generating units. Likewise no need for impairment had been identified in the cash-generating units at the reporting date of the prior year.

The recoverable amounts at the cash-generating units Croatia, Montenegro, and North Macedonia were determined using the value in use. The market price of an active and liquid market (share price) of T-Mobile US was used to determine the fair value less costs of disposal in the case of the United States cash-generating unit. The measurements of all other cash-generating units, as for the value in use, are founded on projections for a ten-year projection period that are based on financial plans that have been approved by management and are also used for internal purposes. The chosen planning horizon reflects the assumptions for short- to medium-term market developments and is selected to achieve a steady state in the business outlook that is necessary for calculating the perpetual annuity. This steady state can only be established based on this planning horizon, in particular due to the sometimes long investment cycles in the telecommunications industry and the investments planned and expected in the long run to acquire and extend the rights of spectrum use. Cash flows beyond the internal mid-term planning are extrapolated using appropriate growth rates defined separately for each cash-generating unit. These growth rates are based on real growth and inflation expected in the long term for the countries in which the respective unit operates. To achieve the sustainable growth rates set for the period of the perpetual annuity, additional sustainable investments derived specifically for each cash-generating unit are taken into account. The key assumptions on which management has based its determination of the recoverable amount include the following assumptions that were primarily derived from internal sources and are based on past experience and extended to include internal expectations, and that are underscored by external market data and estimates: development of revenue, customer acquisition and retention costs, churn rates, capital expenditure, market share, and growth rates. Discount rates are determined on the basis of external data derived from the market, taking account of the market and country risks associated with the cash-generating unit. Any significant future changes in the aforementioned assumptions would have an impact on the fair values of the cash-generating units. Changes in the assumptions may have a negative impact, as a result of future macroeconomic trends, continued intense competition, further possible legislation changes (e.g., as part of national austerity programs), and regulatory intervention.

For further information on the determination of the recoverable amounts of the cash-generating units, please refer to the section "[Accounting policies](#)" under "[Summary of accounting policies](#)."

The following table provides an overview of the main factors affecting the measurement and the classification of the input parameters (levels) used to determine the recoverable amounts in accordance with IFRS 13.

		Goodwill carrying amount millions of €	Impairment millions of €	Detailed planning period years	Discount rates <sup>a</sup> %	Sustainable growth rate p. a. Ø in %	Level allocation of input parameters <sup>b</sup>
<b>Germany</b>	<b>2024</b>	4,848	0	10	4.88	0.0	Level 3
	2023	4,848	0	10	4.74	0.0	Level 3
<b>United States</b>	<b>2024</b>	12,355	0	n.a.	n.a.	n.a.	Level 1
	2023	10,964	0	n.a.	n.a.	n.a.	Level 1
<b>Europe</b>							
Poland	<b>2024</b>	203	0	10	6.50	1.0	Level 3
	2023	200	0	10	7.29	1.0	Level 3
Hungary	<b>2024</b>	805	0	10	8.11	1.0	Level 3
	2023	866	0	10	8.85	1.0	Level 3
Czech Republic	<b>2024</b>	801	0	10	5.02	1.0	Level 3
	2023	816	0	10	5.89	1.0	Level 3
Croatia	<b>2024</b>	506	0	10	5.85	1.0	Value in use
	2023	506	0	10	6.50	1.0	Value in use
Slovakia	<b>2024</b>	417	0	10	5.46	1.0	Level 3
	2023	417	0	10	5.78	1.0	Level 3
Greece	<b>2024</b>	422	0	10	5.54	1.0	Level 3
	2023	422	0	10	5.89	1.0	Level 3
Austria	<b>2024</b>	613	0	10	5.56	1.0	Level 3
	2023	613	0	10	5.87	1.0	Level 3
Other <sup>c</sup>	<b>2024</b>	53	0	10	8.00–8.22	1.0	Value in use
	2023	53	0	10	8.38–9.04	1.0	Value in use
<b>Group Headquarters &amp; Group Services</b>							
Deutsche Telekom IT	<b>2024</b>	590	0	10	8.23	1.0	Level 3
	2023	590	0	10	8.44	1.0	Level 3
<b>Deutsche Telekom in total</b>	<b>2024</b>	<b>21,613</b>	<b>0</b>				
	<b>2023</b>	<b>20,296</b>	<b>0</b>				

<sup>a</sup> Discount rate consistently after taxes. The discount rate before taxes for the calculation of the value in use amounts to 7.06 % (2023: 7.75 %) for Croatia, and 9.03 % to 9.79 % (2023: 9.37 % to 10.62 %) for "Other."

<sup>b</sup> Level of input parameters in the case of fair value less costs of disposal.

<sup>c</sup> This includes goodwill from the cash-generating units Montenegro and North Macedonia.

The sensitivity analyses for the need for impairment resulting from a change in the main parameters affecting measurement did not result in any need for impairment for any cash-generating unit to which goodwill is allocated. Changes of plus or minus 50 basis points in the discount rate and in the sustainable growth rate, and of 5 percentage points in net cash flows were each analyzed separately.

**Impairment losses on non-current assets in the Europe operating segment.** In the reporting year, impairment losses on property, plant and equipment and intangible assets totaling EUR 88 million were recognized. These related to the Romania cash-generating unit, which operates in the structurally challenging and highly competitive Romanian market. The fair value less costs of disposal was calculated at EUR 18 million, which is EUR 88 million lower than the carrying amount of the cash-generating unit. The fair value was derived on the basis of purchase offers. EUR 71 million of the impairment loss related to property, plant and equipment and EUR 17 million to intangible assets.

Deutsche Telekom had commitments for the acquisition of intangible assets in the amount of EUR 6.0 billion (December 31, 2023: EUR 8.2 billion) as of the reporting date. The majority of this related to commitments entered into by T-Mobile US.

Expenditure on research and development recognized as an expense by Deutsche Telekom amounted to EUR 21.3 million in the reporting year (2023: EUR 25.1 million).

## 7 Property, plant and equipment

millions of €

	Land and equivalent rights, and buildings including buildings on land owned by third parties	Technical equipment and machinery	Other equipment, operating and office equipment	Advance payments and construction in progress	Total
<b>Cost</b>					
<b>At December 31, 2022</b>	<b>18,454</b>	<b>142,324</b>	<b>8,680</b>	<b>6,943</b>	<b>176,401</b>
Currency translation	(241)	(1,583)	(108)	(73)	(2,005)
Changes in the composition of the Group	0	61	(2)	0	59
Additions	44	3,074	353	8,702	12,173
Disposals	(299)	(9,157)	(689)	(70)	(10,215)
Change from non-current assets and disposal groups held for sale	(133)	(58)	(18)	1	(208)
Reclassifications	867	8,895	457	(9,218)	1,000
<b>At December 31, 2023</b>	<b>18,691</b>	<b>143,556</b>	<b>8,674</b>	<b>6,284</b>	<b>177,206</b>
Currency translation	483	3,068	238	113	3,902
Changes in the composition of the Group	0	(4)	0	1	(3)
Additions	45	3,475	341	7,729	11,590
Disposals	(294)	(8,206)	(870)	(71)	(9,440)
Change from non-current assets and disposal groups held for sale	117	(2)	(7)	(4)	104
Reclassifications	821	7,574	656	(7,954)	1,098
<b>At December 31, 2024</b>	<b>19,863</b>	<b>149,461</b>	<b>9,034</b>	<b>6,099</b>	<b>184,457</b>
<b>Accumulated amortization and impairment losses</b>					
<b>At December 31, 2022</b>	<b>(10,607)</b>	<b>(94,172)</b>	<b>(5,874)</b>	<b>(19)</b>	<b>(110,672)</b>
Currency translation	104	851	65	0	1,020
Changes in the composition of the Group	0	(62)	2	0	(60)
Additions (depreciation)	(752)	(10,089)	(1,003)	0	(11,844)
Additions (impairment)	0	(82)	(9)	(20)	(110)
Disposals	290	8,944	666	1	9,901
Change from non-current assets and disposal groups held for sale	39	82	6	9	136
Reclassifications	(61)	(500)	11	0	(549)
Reversal of impairment losses	3	11	0	0	14
<b>At December 31, 2023</b>	<b>(10,983)</b>	<b>(95,017)</b>	<b>(6,135)</b>	<b>(29)</b>	<b>(112,164)</b>
Currency translation	(217)	(1,785)	(160)	0	(2,162)
Changes in the composition of the Group	0	3	1	0	4
Additions (depreciation)	(762)	(10,169)	(930)	0	(11,861)
Additions (impairment)	(3)	(39)	(20)	(23)	(85)
Disposals	288	7,910	840	1	9,039
Change from non-current assets and disposal groups held for sale	(100)	2	12	4	(82)
Reclassifications	56	(545)	(46)	0	(535)
Reversal of impairment losses	2	0	0	0	2
<b>At December 31, 2024</b>	<b>(11,719)</b>	<b>(99,640)</b>	<b>(6,438)</b>	<b>(48)</b>	<b>(117,845)</b>
<b>Net carrying amounts</b>					
<b>At December 31, 2023</b>	<b>7,708</b>	<b>48,539</b>	<b>2,539</b>	<b>6,255</b>	<b>65,042</b>
<b>At December 31, 2024</b>	<b>8,144</b>	<b>49,821</b>	<b>2,595</b>	<b>6,051</b>	<b>66,612</b>

The carrying amount of property, plant and equipment increased by EUR 1.6 billion compared to December 31, 2023 to EUR 66.6 billion. Additions, primarily for the upgrade and build-out of the network (broadband, fiber-optic, and mobile infrastructure) increased the carrying amount by EUR 11.6 billion. Exchange rate effects, primarily from the translation of U.S. dollars into euros, also increased the carrying amount by EUR 1.7 billion. Reclassifications of right-of-use assets upon expiry of the contractual lease term to property, plant and equipment, primarily for network technology in the United States operating segment, also increased the carrying amount by EUR 0.6 billion. Amortization and impairment losses reduced the net carrying amount by EUR 11.9 billion. This includes impairment losses of EUR 0.1 billion. Disposals also decreased the carrying amount by EUR 0.4 billion.

For further information on depreciation, amortization and impairment losses, please refer to Note 6 “[Intangible assets](#)” and Note 27 “[Depreciation, amortization and impairment losses](#).”

Deutsche Telekom had commitments for the acquisition of property, plant and equipment in the amount of EUR 5.1 billion as of the reporting date (December 31, 2023: EUR 5.3 billion). These commitments mainly relate to the Germany, United States, and Europe operating segments. Restoration obligations of EUR 0.5 billion were recognized as of December 31, 2024 (December 31, 2023: EUR 0.4 billion), mainly attributable to restoration obligations of T-Mobile US.

For further information, please refer to Note 42 “[Other financial obligations](#).”

## 8 Right-of-use assets – lessee relationships

millions of €

	Land and equivalent rights, and buildings including buildings on land owned by third parties	Technical equipment and machinery	Other equipment, operating and office equipment	Total
<b>Carrying amounts of right-of-use assets by class of underlying asset</b>				
<b>At December 31, 2022</b>	<b>4,449</b>	<b>29,217</b>	<b>61</b>	<b>33,727</b>
Currency translation	(42)	(924)	1	(964)
Changes in the composition of the Group	(1)	0	0	(1)
Additions	987	5,128	35	6,150
Disposals	(55)	(88)	(2)	(146)
Depreciation	(1,192)	(4,213)	(26)	(5,431)
Impairment losses	(1)	(9)	0	(10)
Reclassifications	(1)	(491)	(1)	(492)
Reversal of impairment losses	0	0	0	0
Change from non-current assets and disposal groups held for sale	(4)	3	(5)	(6)
<b>At December 31, 2023</b>	<b>4,141</b>	<b>28,621</b>	<b>64</b>	<b>32,826</b>
Currency translation	94	1,556	0	1,649
Changes in the composition of the Group	0	0	2	2
Additions	855	2,887	50	3,793
Disposals	(37)	(26)	(2)	(65)
Depreciation	(1,073)	(4,308)	(32)	(5,413)
Impairment losses	0	(2)	0	(3)
Reclassifications	1	(578)	0	(578)
Reversal of impairment losses	2	0	0	2
Change from non-current assets and disposal groups held for sale	0	0	0	0
<b>At December 31, 2024</b>	<b>3,981</b>	<b>28,152</b>	<b>81</b>	<b>32,214</b>

The carrying amount of the right-of-use assets decreased by EUR 0.6 billion compared to December 31, 2023 to EUR 32.2 billion. Depreciation and impairment losses reduced the carrying amount by EUR 5.4 billion. The previously mentioned reclassifications to property, plant and equipment also reduced the carrying amount by EUR 0.6 billion, and disposals by EUR 0.1 billion. The carrying amount was increased by additions of EUR 3.8 billion and exchange rate effects of EUR 1.6 billion, primarily from the translation of U.S. dollars into euros.

For further information on depreciation, amortization and impairment losses, please refer to Note 6 “[Intangible assets](#)” and Note 27 “[Depreciation, amortization and impairment losses](#).”

For information on corresponding lease liabilities, please refer to Note 13 “[Financial liabilities and lease liabilities](#).”

The right-of-use assets recognized in the statement of financial position relate in particular to leases for cell sites, network infrastructure, and real estate in the United States operating segment.

Leases can include extension and termination options that can have a substantial impact on the period of depreciation of the right-of-use assets if it is deemed to be reasonably certain that extension options will be exercised or termination options will not be exercised.

For further information, please refer to the section “[Accounting policies](#)” under “[Summary of accounting policies](#).”

The right-of-use assets for land and equivalent rights, and buildings including buildings on land owned by third parties include right-of-use assets related to data centers with a carrying amount of EUR 135 million (December 31, 2023: EUR 128 million). The corresponding additions amounted to EUR 40 million (2023: EUR 45 million) and the depreciation to EUR 34 million (2023: EUR 39 million). In addition, the right-of-use assets for technical equipment and machinery also include right-of-use assets related to data centers with a carrying amount of EUR 28 million (December 31, 2023: EUR 19 million). The corresponding additions amounted to EUR 26 million (2023: EUR 5 million) and the depreciation to EUR 7 million (2023: EUR 5 million).

No significant gains or losses from sale and leaseback transactions were recorded in the reporting year. After the GD tower companies had been sold in 2023, Deutsche Telekom leased back the majority of the sold passive network infrastructure in Germany and Austria under a sale and leaseback arrangement. The portion of the gain attributable to the retained use of the sold assets, amounting to EUR 3.0 billion, will have an impact in later periods by way of lower depreciation of the capitalized right-of-use assets.

## 9 Capitalized contract costs

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Costs of obtaining a contract	3,666	3,497
Costs to fulfill a contract	16	15
	<b>3,682</b>	<b>3,511</b>

As of December 31, 2024, the carrying amount of capitalized contract costs stood at EUR 3.7 billion and was thus EUR 0.2 billion higher than at the end of the prior year. This increase was attributable in particular to a higher level of capitalized costs of obtaining a contract in postpaid customer business in the Germany operating segment. The costs of obtaining a contract mainly include sales commissions paid to employees and third-party retailers in the direct and indirect sales channel. Overall, capitalized contract costs of EUR 2.9 billion (2023: EUR 2.7 billion) were written down on a straight-line basis over the estimated customer retention period. Exchange rate effects, primarily from the translation from U.S. dollars into euros, also increased the carrying amount.

## 10 Investments accounted for using the equity method

Deutsche Telekom publishes the following information on significant investments included in the consolidated financial statements using the equity method:

Name and registered office	Deutsche Telekom share		Percentage of voting rights		Assigned to segment	Fair value of the investment, if a listed market price is available	
	Dec. 31, 2024 %	Dec. 31, 2023 %	Dec. 31, 2024 %	Dec. 31, 2023 %		Dec. 31, 2024 millions of €	Dec. 31, 2023 millions of €
JP Hrvatske telekomunikacije d.d. Mostar, Mostar, Bosnia-Herzegovina <sup>a</sup>	39.10	39.10	39.10	39.10	Europe	22	25
GlasfaserPlus Holding GmbH & Co. KG, Cologne, Germany <sup>b</sup>	50.00	50.00	50.00	50.00	Germany	n.a.	n.a.
T-Mobile USA Tower LLC, Wilmington, Delaware, United States <sup>c</sup>	100.00	100.00	100.00	100.00	United States	n.a.	n.a.
T-Mobile West Tower LLC, Wilmington, Delaware, United States <sup>c</sup>	100.00	100.00	100.00	100.00	United States	n.a.	n.a.
Digital Infrastructure Vehicle II SCSp SICAV-RAIF, Senningerberg, Luxembourg	35.77	38.01	35.77	38.01	Group Development	n.a.	n.a.
GD Towers Holding GmbH, Bonn, Germany <sup>d</sup>	49.00	49.00	49.00	49.00	Group Development	n.a.	n.a.

<sup>a</sup> Indirect shareholding via Hrvatski Telekom d.d., Croatia (Deutsche Telekom AG's share: 53.54 %).

<sup>b</sup> Indirect shareholding via Telekom Deutschland GmbH (Deutsche Telekom AG's share: 100.00 %).

<sup>c</sup> Indirect shareholding via T-Mobile US, Inc., United States (Deutsche Telekom AG's share: 46.30 %).

<sup>d</sup> Indirect shareholding via Deutsche Telekom Towers Holding GmbH (Deutsche Telekom AG's share: 100.00 %).

### Description of the nature of the activities of the joint arrangements or associates

JP Hrvatske telekomunikacije d.d. Mostar (HT Mostar d.d.), a joint venture between Hrvatski Telekom d.d. and the state of Bosnia-Herzegovina, provides mobile and fixed-network telecommunications services in Bosnia-Herzegovina.

GlasfaserPlus Holding GmbH & Co. KG with its subsidiary GlasfaserPlus GmbH (GlasfaserPlus), a joint venture between Deutsche Telekom and the IFM Global Infrastructure Fund, is engaged in the planning, construction, and operation of fiber-optic network infrastructure to the building or user (FTTH), and offering bitstream access products to wholesale customers to serve end customers on the mass market.

T-Mobile USA Tower LLC and T-Mobile West Tower LLC are structured entities founded by T-Mobile US in each of which it holds a 100 % stake for the purpose of contributing cell sites in accordance with a framework agreement signed in 2012 between T-Mobile US and Crown Castle International Corp., Houston, United States, concerning the leasing and use of the cell sites. The sole right to continue to use and lease out these sites was transferred to Crown Castle. T-Mobile US continues to operate its mobile equipment on these cell towers and, to this end, leases back the required capacity from Crown Castle. Previously unused infrastructure is thus available for Crown Castle to lease to third parties. In return, the owners of the land on which the cell towers are built will no longer receive lease payments from T-Mobile US for those cell towers that were contributed to the two associates and those companies that were disposed of. Both entities were deconsolidated as of the date of the closing of the transaction in 2012, because Crown Castle independently operates the cell towers, generates revenues from leasing out the sites for an average of 27 years, and determines the finance and business activities of both entities that are relevant for consolidation purposes. It is expected that the leasing of tower space will allow Crown Castle to generate sufficient ongoing profits and cash flows to be able to meet its contractual obligations. Thus Deutsche Telekom has only a significant influence and includes these companies in the consolidated financial statements as associates. Under certain conditions, T-Mobile US will continue to be held liable for any default in the lease payment by Crown Castle to the owners of the underlying land of the cell sites. The agreement includes an extremely low maximum guarantee amount for Deutsche Telekom, since in the unlikely event that this case occurs, T-Mobile US could take over the further use of the relevant cell sites or alternatively terminate the contracts with the owners of the cell site land at short notice. At closing, T-Mobile US established an immaterial cash reserve in the entities sufficient to fund the payment of ongoing administrative expenses not payable by Crown Castle. Aside from the guarantee and the payment of administrative expenses, there is no other funding obligation by T-Mobile US.

Digital Infrastructure Vehicle II SCSp SICAV-RAIF (DIV II) is an investment company with a portfolio of shareholdings in companies engaged in the development and operation of digital infrastructure projects, such as mobile infrastructure, fiber-optic networks, data centers, and related activities, with a focus on Europe.

GD Towers Holding GmbH with its shareholdings in the cell tower business companies in Germany and Austria (GD tower companies), operates cell sites in Germany and Austria as a joint venture of Deutsche Telekom with DigitalBridge and Brookfield. The sale of 51.0 % of the shares in the GD tower companies on February 1, 2023 resulted in the loss of control over these companies. Since then, Deutsche Telekom has included the remaining stake in the GD tower companies in the consolidated financial statements using the equity method. Based on contractual arrangements, the shareholders (Deutsche Telekom with DigitalBridge and Brookfield) can only make the relevant decisions jointly and unanimously, and thus have joint control over the company. With a remaining stake of 49.0 %, Deutsche Telekom has classified the GD tower companies as a joint venture based on the legal form and the resulting rights and obligations of the shareholders in relation to the net assets of the company.

The following tables provide summarized financial information on the main companies included in the consolidated financial statements and accounted for using the equity method. The data is not based on the stakes attributable to Deutsche Telekom AG, but represents the shareholdings on an assumed 100 % basis.

#### Summarized financial information on the main entities accounted for using the equity method

millions of €

	HT Mostar d.d.		GlasfaserPlus <sup>a</sup>	
	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023
Current assets	61	67	206	88
Of which: cash and cash equivalents	15	15	40	16
Non-current assets	153	144	1,270	755
Current liabilities	33	30	499	316
Of which: financial liabilities	3	3	100	101
Non-current liabilities	11	11	830	470
Of which: financial liabilities	10	11	830	470
Net revenue	109	104	49	5
Profit (loss)	0	0	(89)	(126)
Other comprehensive income	0	0	0	0
Total comprehensive income	0	0	(89)	(126)
Depreciation, amortization and impairment losses	(28)	(26)	(29)	(15)
Interest income	1	0	1	0
Interest expense	0	(1)	(56)	(29)
Income taxes	0	0	0	0
Dividends paid to Deutsche Telekom	0	0	0	0

<sup>a</sup> Consolidated subgroup.

millions of €

	GD tower companies <sup>a</sup>	
	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023
Current assets	170	138
Of which: cash and cash equivalents	99	64
Non-current assets	11,706	12,048
Current liabilities	2,459	1,068
Of which: financial liabilities	247	577
Non-current liabilities	7,808	9,912
Of which: financial liabilities	4,505	4,190
Net revenue	1,303	1,134
Profit (loss)	421	(135)
Other comprehensive income	(18)	(46)
Total comprehensive income	403	(181)
Depreciation, amortization and impairment losses	(729)	(625)
Interest income	5	2
Interest expense	(274)	(256)
Income taxes	460	44
Dividends paid to Deutsche Telekom	0	0

<sup>a</sup> Consolidated subgroup.

millions of €

	T-Mobile USA Tower LLC		T-Mobile West Tower LLC	
	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023
Current assets	0	0	0	0
Non-current assets	192	166	252	218
Current liabilities	0	0	0	0
Non-current liabilities	0	0	0	0
Net revenue	0	0	0	0
Profit (loss)	0	0	0	0
Other comprehensive income	0	0	0	0
Total comprehensive income	0	0	0	0
Dividends paid to Deutsche Telekom	0	0	0	0

millions of €

	DIV II <sup>a</sup>	
	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023
Current assets	1	3
Of which: cash and cash equivalents	1	3
Non-current assets	824	731
Current liabilities	0	19
Of which: financial liabilities	0	0
Non-current liabilities	22	0
Of which: financial liabilities	0	0
Net revenue	0	0
Profit (loss)	34	89
Other comprehensive income	0	0
Total comprehensive income	34	89
Depreciation, amortization and impairment losses	0	0
Dividends paid to Deutsche Telekom	0	0

<sup>a</sup> As financial data of DIV II as of December 31, 2024 was not yet available in its entirety to Deutsche Telekom at the date of preparation, the interim financial statements of DIV II as of September 30, 2024 were used as a basis for the summarized financial information and for the reconciliation statement to the carrying amount reported in Deutsche Telekom's consolidated statement of financial position. The comparatives as of December 31, 2023 were similarly based on the company's interim financial statements as of September 30, 2023.



**Reconciliation to the carrying amount included in the consolidated statement of financial position**

millions of €

	HT Mostar d.d.		GlasfaserPlus <sup>a</sup>	
	2024	2023	2024	2023
<b>Net assets as of January 1</b>	<b>170</b>	<b>170</b>	<b>56</b>	<b>182</b>
Profit (loss)	0	0	(89)	(126)
Other comprehensive income	0	0	0	0
Exchange rate effects	0	0	0	0
Capital increase	0	0	180	0
<b>Net assets as of December 31</b>	<b>170</b>	<b>170</b>	<b>147</b>	<b>56</b>
<b>Share of net assets attributable to Deutsche Telekom as of December 31</b>	<b>66</b>	<b>66</b>	<b>74</b>	<b>28</b>
Goodwill – equity method	0	0	886	886
Impairment	(19)	(19)	(584)	(584)
Reversal of impairment losses	0	0	334	0
Other reconciliation effects	(15)	(15)	(1)	3
<b>Carrying amount as of December 31</b>	<b>32</b>	<b>32</b>	<b>709</b>	<b>333</b>

<sup>a</sup> Consolidated subgroup.

millions of €

	GD tower companies <sup>a</sup>	
	2024	2023
<b>Net assets as of January 1 <sup>b</sup></b>	<b>1,206</b>	<b>n.a.</b>
Net assets as of date of inclusion in the consolidated financial statements using the equity method <sup>b</sup>	n.a.	1,387
Profit (loss)	421	(135)
Other comprehensive income	(18)	(46)
<b>Net assets as of December 31</b>	<b>1,609</b>	<b>1,206</b>
<b>Share of net assets attributable to Deutsche Telekom as of December 31</b>	<b>788</b>	<b>591</b>
Goodwill – equity method	5,421	5,421
Impairment	(2,626)	(2,626)
Reversal of impairment losses	2,078	0
<b>Carrying amount as of December 31</b>	<b>5,662</b>	<b>3,386</b>

<sup>a</sup> Consolidated subgroup.<sup>b</sup> The shareholding in the GD tower companies has been included in the consolidated financial statements using the equity method since February 1, 2023.

millions of €

	T-Mobile USA Tower LLC		T-Mobile West Tower LLC	
	2024	2023	2024	2023
<b>Net assets as of January 1</b>	<b>166</b>	<b>157</b>	<b>218</b>	<b>211</b>
Profit (loss)	15	14	19	15
Other comprehensive income	0	0	0	0
Dividends paid	0	0	0	0
Exchange rate effects	11	(5)	14	(8)
<b>Net assets as of December 31</b>	<b>192</b>	<b>166</b>	<b>251</b>	<b>218</b>
<b>Share of net assets attributable to Deutsche Telekom as of December 31</b>	<b>192</b>	<b>166</b>	<b>251</b>	<b>218</b>
Adjustment of carrying amount	0	0	0	0
Other reconciliation effects	0	0	0	0
<b>Carrying amount as of December 31</b>	<b>192</b>	<b>166</b>	<b>251</b>	<b>218</b>

millions of €

	DIV II <sup>a</sup>	
	2024	2023
<b>Net assets as of January 1</b>	<b>714</b>	<b>578</b>
Profit (loss) <sup>a</sup>	50	136
Other comprehensive income	0	0
Dividends paid	0	0
Capital increase	39	0
<b>Net assets as of December 31</b>	<b>803</b>	<b>714</b>
<b>Share of net assets attributable to Deutsche Telekom as of December 31</b>	<b>286</b>	<b>271</b>
Other reconciliation effects	51	51
<b>Carrying amount as of December 31</b>	<b>337</b>	<b>322</b>

<sup>a</sup> As financial data of DIV II as of December 31, 2024 was not yet available in its entirety to Deutsche Telekom at the date of preparation, the interim financial statements of DIV II as of September 30, 2024 were used as a basis for the summarized financial information and for the reconciliation statement to the carrying amount reported in Deutsche Telekom's consolidated statement of financial position. In addition, profit/loss after income taxes also includes profit/loss after income taxes of the prior-year fourth quarter on a pro rata basis. Similarly, the comparatives as of December 31, 2023 are summarized financial information determined on the basis of the company's annual financial statements as of September 30, 2023 and the reconciliation statement.

In the 2024 and 2023 financial years, the consolidated financial statements did not include any unrecognized losses in connection with investments accounted for using the equity method.

### Summarized aggregate financial information on non-significant entities accounted for using the equity method

The figures relate to the interests attributable to Deutsche Telekom.

millions of €

	Joint ventures		Associates	
	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023	Dec. 31, 2024/ 2024	Dec. 31, 2023/ 2023
Total carrying amounts	78	41	82	107
Total share in profit (loss)	10	20	75	49
Other comprehensive income	0	0	0	0
<b>Total comprehensive income</b>	<b>10</b>	<b>20</b>	<b>75</b>	<b>49</b>

## 11 Other financial assets

millions of €

	Dec. 31, 2024		Dec. 31, 2023	
	Total	Of which: current	Total	Of which: current
Originated loans and receivables	5,170	4,194	6,538	4,741
Of which: collateral paid	1,533	1,458	1,708	1,643
Of which: other receivables – publicly funded projects	1,550	961	1,863	763
Debt instruments – measured at fair value through profit or loss	265	6	652	6
Derivative financial assets	1,585	131	1,780	602
Of which: derivatives with a hedging relationship	674	47	658	106
Of which: derivatives without a hedging relationship	911	83	1,122	496
Equity instruments – measured at fair value through profit or loss	3	0	4	0
Equity instruments – measured at fair value through other comprehensive income	549	0	422	0
Lease assets	171	87	197	104
	<b>7,743</b>	<b>4,418</b>	<b>9,593</b>	<b>5,453</b>

The carrying amount of current and non-current other financial assets decreased by EUR 1.8 billion compared to December 31, 2023 to EUR 7.7 billion. Exchange rate effects increased the carrying amount by EUR 0.2 billion.

The net total of originated loans and receivables decreased by EUR 1.4 billion to EUR 5.2 billion. This decline in the carrying amount was due to lower receivables in connection with device insurance policies (EUR 0.5 billion), lower receivables from collateral agreements as surety for credit risks in connection with forward payer swaps due to normal fluctuations in fair value (EUR 0.2 billion), unscheduled repayments of shareholder loans to the GD Tower companies (EUR 0.2 billion), and lower receivables from grants still to be received from publicly funded projects (EUR 0.3 billion). At the reporting date, cash and cash equivalents of EUR 70 million when translated into euros (December 31, 2023: EUR 64 million) were pledged as collateral for liabilities with the right of creditors to priority repayment in the event of default.

The carrying amount of debt instruments decreased by EUR 0.4 billion to EUR 0.3 billion. In the course of renegotiations and contract adjustments with IFM Global Infrastructure Fund on the continuation of the joint fiber-optic rollout at GlasfaserPlus, Deutsche Telekom agreed to forgo the contingent consideration receivable.

The carrying amount of the derivatives without a hedging relationship decreased by EUR 0.2 billion to EUR 0.9 billion, in particular in connection with the options to acquire additional T-Mobile US shares exercised by Deutsche Telekom in the financial year (EUR 0.4 billion). By contrast, the carrying amounts of cross-currency swaps increased by EUR 0.3 billion.

Increases in fair value resulted in an increase in the carrying amounts of equity instruments by EUR 0.1 billion.

For further information on allowances, stock options, and the credit ratings of originated loans and receivables, please refer to Note 43 “Financial instruments and risk management.”

## 12 Other assets

The carrying amount of current and non-current other assets increased by EUR 0.2 billion to EUR 3.8 billion. As of December 31, 2024, the carrying amount included various advance payments, totaling EUR 3.3 billion (December 31, 2023: EUR 2.9 billion), mainly including advance payments in connection with agreements on services for certain mobile communications equipment that do not fall under the scope of IFRS 16. Exchange rate effects, in particular from the translation of U.S. dollars into euros, also raised the carrying amount by EUR 0.1 billion.

### 13 Financial liabilities and lease liabilities

The following table shows the composition and maturity structure of **financial liabilities and lease liabilities** as of December 31, 2024:

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Total	Due within 1 year	Due > 1 year ≤ 5 years	Due > 5 years	Total	Due within 1 year	Due > 1 year ≤ 5 years	Due > 5 years
Bonds and other securitized liabilities	94,678	4,203	32,405	58,070	87,097	4,284	29,461	53,352
Asset-backed securities collateralized by trade receivables	1,506	548	958	0	677	179	498	0
Liabilities to banks	2,284	172	1,935	177	3,560	1,386	1,123	1,051
	<b>98,468</b>	<b>4,923</b>	<b>35,298</b>	<b>58,247</b>	<b>91,333</b>	<b>5,849</b>	<b>31,082</b>	<b>54,403</b>
Liabilities with the right of creditors to priority repayment in the event of default	1,311	480	831	0	2,067	808	1,260	0
Other interest-bearing liabilities	6,430	1,186	2,643	2,601	6,628	1,085	2,639	2,904
Liabilities from deferred interest	1,158	1,158	0	0	1,009	1,009	0	0
Other non-interest-bearing liabilities	2,138	1,970	113	55	921	788	101	31
Derivative financial liabilities	2,687	135	460	2,092	2,564	80	598	1,886
	<b>13,723</b>	<b>4,929</b>	<b>4,046</b>	<b>4,748</b>	<b>13,189</b>	<b>3,771</b>	<b>4,597</b>	<b>4,821</b>
<b>Financial liabilities</b>	<b>112,191</b>	<b>9,852</b>	<b>39,344</b>	<b>62,995</b>	<b>104,522</b>	<b>9,620</b>	<b>35,679</b>	<b>59,223</b>
<b>Lease liabilities</b>	<b>40,248</b>	<b>5,674</b>	<b>18,036</b>	<b>16,538</b>	<b>40,792</b>	<b>5,649</b>	<b>16,486</b>	<b>18,658</b>

The carrying amount of current and non-current financial liabilities increased by EUR 7.7 billion compared with year-end 2023 to EUR 112.2 billion, primarily due to the factors described below. Exchange rate effects, in particular from the translation of U.S. dollars into euros, increased the carrying amount by EUR 5.4 billion.

The carrying amount of bonds and other securitized liabilities increased by EUR 7.6 billion to EUR 94.7 billion. The carrying amount was increased by USD bonds issued by T-Mobile US in the reporting period with a total volume of USD 5.5 billion (EUR 5.0 billion) with terms ending between 2029 and 2055 and bearing interest of between 4.2 % and 5.5 %, and by EUR bonds with a volume of EUR 2.0 billion with terms ending between 2029 and 2036 and bearing interest of between 3.55 % and 3.85 %. The carrying amount was also increased by the issue of EUR bonds of EUR 1.7 billion by Deutsche Telekom AG, with terms ending in 2035 and 2044 and bearing interest of 3.25 % to 3.56 %. The carrying amount was reduced by scheduled repayments of a USD bond of USD 2.5 billion (EUR 2.3 billion), EUR bonds of EUR 2.0 billion, EUR loan notes of EUR 0.1 billion, and the early repayment of a USD bond bearing interest of 7.625 % in the volume of USD 1.5 billion (EUR 1.4 billion). In addition, the carrying amount increased by EUR 0.1 billion in connection with measurement effects from derivatives with a hedging relationship, the offsetting entry for which is posted under bonds and other securitized liabilities. Exchange rate effects increased the carrying amount of bonds and other securitized liabilities by EUR 4.8 billion.

The asset-backed securities collateralized by trade receivables of EUR 1.5 billion (December 31, 2023: EUR 0.7 billion) are bonds issued by T-Mobile US. Trade receivables were provided as collateral for these bonds, hence they constitute a separate class of financial instruments. Issues in the reporting period in the amount of EUR 0.9 billion when translated into euros increased the carrying amount. Exchange rate effects also increased the carrying amount by EUR 0.1 billion. Repayments in the reporting period in the amount of EUR 0.2 billion when translated into euros reduced the carrying amount. As of the reporting date, trade receivables with a carrying amount of EUR 1.8 billion when translated into euros (December 31, 2023: EUR 0.9 billion) were pledged as collateral for these bonds.

The carrying amount of liabilities to banks decreased by EUR 1.3 billion compared with December 31, 2023 to EUR 2.3 billion, mainly due to the reclassification of a liability, arising in connection with factoring transactions from liabilities to banks, to other non-interest-bearing liabilities. The reclassification was triggered by a change in the billing method. While Deutsche Telekom's continuing involvement was previously ensured by holding back purchase price portions, it will now be secured through non-cash collateral in the form of the pledging of unsold trade receivables. The carrying amount was also reduced by the repayment of an EIB loan by Deutsche Telekom AG in the amount of EUR 0.4 billion.

The liabilities with the right of creditors to priority repayment in the event of default of EUR 1.3 billion (December 31, 2023: EUR 2.1 billion) relate primarily to bonds issued by Sprint. Collateral was provided for these bonds, hence they constitute a separate class of financial instruments. The main factor reducing the carrying amount was repayments made in the reporting period in the amount of EUR 0.8 billion when translated into euros. By contrast, exchange rate effects increased the carrying amount by EUR 0.1 billion. At the reporting date, cash and cash equivalents with a carrying amount of EUR 70 million (December 31, 2023: EUR 64 million) when translated into euros were pledged as collateral for these bonds.

The carrying amount of other interest-bearing liabilities decreased by EUR 0.2 billion compared with December 31, 2023 to EUR 6.4 billion. Scheduled repayments by T-Mobile US reduced the carrying amount by EUR 0.2 billion, when translated into euros, the majority of which related to payments made in connection with the existing agreement on IP transit services, concluded with Cogent as part of the sale of the Wireline Business. Likewise, scheduled repayments of loans for the acquisition of 5G licenses in the Germany operating segment reduced the carrying amount by EUR 0.2 billion. By contrast, the recognition of a liability for the contingent and other consideration paid for the acquisition of Ka'ena increased the carrying amount by EUR 0.2 billion, when translated into euros. Exchange rate effects increased the carrying amount of other interest-bearing liabilities by EUR 0.2 billion.

For further information on the acquisition of Ka'ena, please refer to the section "[Changes in the composition of the Group and other transactions](#)."

The carrying amount of other non-interest-bearing liabilities increased by EUR 1.2 billion to EUR 2.1 billion, mainly due to the aforementioned reclassification of a liability arising in connection with factoring transactions from liabilities to banks. EUR 0.5 billion of the increase was due to the stake of the cash dividend of USD 0.88 per share – declared by the Board of Directors of T-Mobile US on November 21, 2024 – attributable to non-controlling interests in T-Mobile US.

For further information on the shareholder return program at T-Mobile US, please refer to the section "[Other transactions that had no effect on the composition of the Group](#)."

The carrying amount of derivative financial liabilities increased by EUR 0.1 billion compared with December 31, 2023 to EUR 2.7 billion. It was reduced by EUR 0.2 billion by measurement effects from interest rate swaps and cross-currency swaps in fair value hedges. By contrast, gains on derivatives in cash flow hedges increased the carrying amount by EUR 0.2 billion.

For further information on derivative financial liabilities, please refer to Note 43 "[Financial instruments and risk management](#)."

Deutsche Telekom has established ongoing liquidity management. To ensure the Group's and Deutsche Telekom AG's solvency and financial flexibility at all times, Deutsche Telekom maintains a liquidity reserve in the form of credit lines and cash. This liquidity reserve is to cover the capital market maturities of the next 24 months at any time. Since the business combination between T-Mobile US and Sprint, T-Mobile US has pursued its own separate financing and liquidity strategy.

At December 31, 2024, Deutsche Telekom (excluding T-Mobile US) had standardized bilateral credit agreements with 20 banks for a total of EUR 12.0 billion. None of these lines of credit had been utilized as of December 31, 2024. Pursuant to the credit agreements, the terms and conditions depend on Deutsche Telekom's rating. The bilateral credit agreements have an original maturity of 36 months and can, after each period of 12 months, be extended by a further 12 months to renew the maturity of 36 months. Furthermore, cash on hand of EUR 3.0 billion were available to Deutsche Telekom.

Bilateral credit lines with an aggregate total volume of USD 7.5 billion (EUR 7.2 billion) and a cash balance of USD 5.4 billion (EUR 5.2 billion) were available to T-Mobile US as of December 31, 2024. None of these credit lines had been utilized as of December 31, 2024.

The carrying amount of current and non-current **lease liabilities** decreased by EUR 0.5 billion to EUR 40.2 billion compared with December 31, 2023. Lease liabilities in the United States operating segment decreased by EUR 2.2 billion, mainly due to the decommissioning of the former Sprint's wireless network and a decline in network and build-out investments, primarily on account of higher capital efficiency resulting from the accelerated build-out of the nationwide 5G network in the prior year. Exchange rate effects, in particular from the translation of U.S. dollars into euros, raised the carrying amount by EUR 2.0 billion. Lease liabilities in the Germany operating segment and in the Group Headquarters & Group Services segment decreased by EUR 0.2 billion in each case.

For further information on lessee relationships, please refer to Note 8 "[Right of use assets – lessee relationships](#)."

In the reporting year and in the previous year, there were no significant expenses for variable lease payments that were not included in the measurement of lease liabilities.

As of December 31, 2024, as in the prior year, there were no significant future payment obligations for leases that have not yet begun and which are not taken into account in the measurement of lease liabilities.

The following tables show the contractually agreed (undiscounted) cumulative interest payments and repayments of the non-derivative financial liabilities, the lease liabilities, and the derivatives with positive and negative fair values:

millions of €

	Carrying amount Dec. 31, 2024	Cash flows in				
		2025	2026	2027–2029	2030–2034	2035 and thereafter
<b>Non-derivative financial liabilities</b>						
Bonds, other securitized liabilities, liabilities to banks, and similar liabilities	(98,468)	(7,681)	(11,745)	(36,918)	(40,062)	(44,504)
Liabilities with the right of creditors to priority repayment in the event of default	(1,311)	(534)	(388)	(459)	0	0
Other interest-bearing liabilities	(6,430)	(1,884)	(1,596)	(2,336)	(3,468)	(127)
Liabilities from deferred interest	(1,158)	(1,155)	0	0	0	0
Other non-interest-bearing liabilities	(2,138)	(2,048)	(93)	(14)	(5)	(1)
Lease liabilities	(40,248)	(7,421)	(6,838)	(15,933)	(17,877)	(356)
<b>Derivative financial liabilities and assets</b>						
<b>Derivative financial liabilities:</b>						
Currency derivatives without a hedging relationship	(31)	(37)	0	0	0	0
Currency derivatives in connection with cash flow hedges	(14)	(15)	0	0	0	0
Currency derivatives in connection with net investment hedges	(13)	(17)	0	0	0	0
Embedded derivatives without a hedging relationship	(21)	(2)	(1)	1	0	0
Other derivatives in connection with cash flow hedges	(94)	1	0	4	(2)	(9)
Other derivatives without a hedging relationship	(76)	0	0	0	(95)	0
Interest rate derivatives without a hedging relationship	(191)	(93)	(29)	(39)	(85)	0
Interest rate derivatives in connection with fair value hedges	(1,672)	(357)	(316)	(634)	(710)	(1,156)
Interest rate derivatives in connection with cash flow hedges	(574)	(8)	(8)	(95)	(76)	(51)
<b>Derivative financial assets:<sup>a</sup></b>						
Currency derivatives without a hedging relationship	13	13	0	0	0	0
Currency derivatives in connection with cash flow hedges	20	21	0	0	0	0
Embedded derivatives without a hedging relationship	189	50	36	123	150	19
Other derivatives in connection with cash flow hedges	17	0	0	0	0	0
Other derivatives without a hedging relationship	1	0	0	0	0	0
Interest rate derivatives without a hedging relationship	504	139	69	241	286	866
Interest rate derivatives in connection with fair value hedges	65	0	(9)	(26)	114	0
Interest rate derivatives in connection with cash flow hedges	572	143	101	246	541	247
<b>Financial guarantees and loan commitments</b>	<b>(760)</b>	<b>(760)</b>				

<sup>a</sup> This does not include payments that Deutsche Telekom would have to make or would receive in the event of exercising options to buy or sell company shares. It is unclear whether, when, and to what extent such options will be exercised.

For information on the guarantees to Glasfaser NordWest, please refer to Note 45 "[Related party disclosures](#)."

millions of €

	Carrying amount Dec. 31, 2023	Cash flows in				
		2024	2025	2026–2028	2029–2033	2034 and thereafter
Non-derivative financial liabilities						
Bonds, other securitized liabilities, liabilities to banks, and similar liabilities	(91,333)	(8,576)	(9,498)	(34,192)	(39,813)	(38,683)
Liabilities with the right of creditors to priority repayment in the event of default	(2,067)	(921)	(519)	(813)	0	0
Other interest-bearing liabilities	(6,628)	(2,173)	(1,489)	(2,888)	(3,894)	(148)
Liabilities from deferred interest	(1,009)	(1,009)	0	0	0	0
Other non-interest-bearing liabilities	(921)	(776)	(85)	(27)	(17)	0
Lease liabilities	(40,792)	(7,393)	(6,463)	(15,007)	(20,688)	(277)
Derivative financial liabilities and assets						
Derivative financial liabilities:						
Currency derivatives without a hedging relationship	(25)	(24)	0	0	0	0
Currency derivatives in connection with cash flow hedges	(5)	(5)	0	0	0	0
Embedded derivatives without a hedging relationship	(32)	(3)	(2)	(5)	(2)	0
Other derivatives in connection with cash flow hedges	(53)	6	7	17	7	1
Other derivatives without a hedging relationship	(1)	0	0	0	0	0
Interest rate derivatives without a hedging relationship	(239)	(37)	(54)	2	7	214
Interest rate derivatives in connection with fair value hedges	(1,833)	(473)	(149)	(958)	(884)	(1,367)
Interest rate derivatives in connection with cash flow hedges	(377)	110	110	272	219	151
Derivative financial assets: <sup>a</sup>						
Currency derivatives without a hedging relationship	44	41	0	0	0	0
Currency derivatives in connection with cash flow hedges	1	2	0	0	0	0
Currency derivatives in connection with net investment hedges	54	53	0	0	0	0
Embedded derivatives without a hedging relationship	169	26	50	106	151	39
Other derivatives without a hedging relationship	3	3	0	0	0	0
Interest rate derivatives without a hedging relationship	276	90	104	108	128	419
Interest rate derivatives in connection with fair value hedges	15	(12)	(12)	(36)	7	0
Interest rate derivatives in connection with cash flow hedges	588	206	152	157	520	491
Financial guarantees and loan commitments		(430)				

<sup>a</sup> This does not include payments that Deutsche Telekom would have to make or would receive in the event of exercising options to buy or sell company shares. It is unclear whether, when, and to what extent such options will be exercised.

All instruments held at December 31, 2024 and for which payments were already contractually agreed were included. Planning data for future, new liabilities were not included. Amounts in foreign currency were each translated at the closing rate at the reporting date. The variable interest payments arising from the financial instruments were calculated using the last interest rates fixed before December 31, 2024. Financial liabilities that can be repaid at any time are always assigned to the earliest possible time period.

## 14 Trade and other payables

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Trade payables	9,364	10,778
Other liabilities	125	138
	<b>9,489</b>	<b>10,916</b>

The carrying amount of trade and other payables decreased by EUR 1.4 billion to EUR 9.5 billion. This was due to lower liabilities in the United States, Germany, and Europe operating segments. By contrast, exchange rate effects, in particular from the translation from U.S. dollars into euros, increased the carrying amount.

Of the total of trade and other payables, EUR 9.4 billion (December 31, 2023: EUR 10.8 billion) is due within one year.

## 15 Provisions for pensions and other employee benefits

### Defined benefit plans

The Group's pension obligations are based on direct and indirect pension commitments mainly in Germany, the United States, and Switzerland. Deutsche Telekom's provisions for pensions are comprised as follows:

millions of €	Dec. 31, 2024	Dec. 31, 2023
<b>Defined benefit liability</b>	<b>3,209</b>	<b>4,060</b>
Defined benefit asset	(59)	(46)
<b>Net defined benefit liability (asset)</b>	<b>3,151</b>	<b>4,014</b>
Of which: provisions for direct commitments	3,006	3,794
Of which: provisions for indirect commitments	145	220

Defined benefit liabilities are disclosed under non-current liabilities in the consolidated statement of financial position. The defined benefit asset is recognized under other non-current assets in the consolidated statement of financial position.

The net defined benefit liability (asset) decreased year-on-year from EUR 4.0 billion to EUR 3.2 billion. Overall, the remeasurement of defined benefit plans resulted in an actuarial gain of EUR 0.8 billion to be recognized directly in equity, mainly due to the increase in the fair values of plan assets compared with December 31, 2023.

### Calculation of net defined benefit liabilities/assets

millions of €	Dec. 31, 2024	Dec. 31, 2023
Present value of the obligations fully or partially funded by plan assets	9,902	10,510
Plan assets at fair value	(7,162)	(6,907)
<b>Defined benefit obligations in excess of plan assets</b>	<b>2,740</b>	<b>3,603</b>
Present value of the unfunded obligations	367	359
<b>Defined benefit liability (asset) according to IAS 19.63</b>	<b>3,107</b>	<b>3,962</b>
Effect of asset ceiling (according to IAS 19.64)	44	52
<b>Net defined benefit liability (asset)</b>	<b>3,151</b>	<b>4,014</b>

millions of €	2024	2023
<b>Net defined benefit liability (asset) as of January 1</b>	<b>4,014</b>	<b>4,109</b>
Service cost	200	177
Net interest expense (income) on the net defined benefit liability (asset)	141	166
Remeasurement effects	(834)	(18)
Pension benefits paid directly by the employer	(327)	(371)
Employer contributions to plan assets	(58)	(41)
Changes attributable to business combinations/transfers of operation/acquisitions and disposals	0	2
Reclassifications to liabilities directly associated with non-current assets and disposal groups held for sale	0	0
Administration costs actually incurred (paid from plan assets)	0	0
Exchange rate fluctuations for plans in foreign currency	16	(10)
<b>Net defined benefit liability (asset) as of December 31</b>	<b>3,151</b>	<b>4,014</b>

### Assumptions for the measurement of defined benefit obligations

Key assumptions for the measurement of the defined benefit obligations are the discount rate, the salary increase rate, the pension increase rate, and life expectancy. The following table shows the assumptions for the Group's relevant defined benefit obligations (Germany, United States, Switzerland) on which the measurement as of December 31 of the respective year is based. The assumptions made as of December 31 of the respective prior year are used to measure the expected pension expense (defined benefit cost) of a given financial year.



%		Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Discount rate	Germany	3.43	3.49	4.13
	United States	5.72	5.20	5.59
	Switzerland	1.03	1.43	2.42
Salary increase rate	Germany	2.50	2.50	2.50
	United States <sup>a</sup>	n.a.	n.a.	n.a.
	Switzerland	1.30	1.40	1.60
Pension increase rate	Germany (general)	2.20	2.20	2.10
	Germany (according to articles of association)	1.00	1.00	1.00
	United States	n.a.	n.a.	n.a.
	Switzerland	0.10	0.10	0.10

<sup>a</sup> The salary increase rate in the United States has no impact on the amount of the pension obligations, since all commitments are frozen.

years		Dec. 31, 2024	Dec. 31, 2023
Duration	Germany	10.6	9.7
	United States	11.6	11.3
	Switzerland	13.9	13.8

The following biometric assumptions were essential for the measurement of pension obligations:

Germany: Heubeck 2018G, Switzerland: BVG 2020 generational actuarial tables, United States: Pri-2012 tables.

The aforementioned discount rates were used as of December 31, 2024 when calculating the present value of defined benefit obligations, taking into account future salary increases. The rates were determined in line with the average weighted duration of the respective obligation.

The discount rate is determined based on the yields of high-quality corporate bonds with AA rating, mapped in a yield curve showing the corresponding spot rates. The underlying method is routinely reviewed and refined as required (e.g., further development of the bond markets, automation of the availability of corresponding data in terms of quantity and quality). As part of the continuous review of the process for determining the discount rates, the recognition of bonds with relatively high or low yields was optimized in the reporting year, and the bond universe was extended. As a result, the discount rate to be applied increased by 2 basis points (eurozone), or decreased by 18 basis points (United Kingdom), and the present value of the defined benefit obligations recognized declined by a total of EUR 18 million.

## Development of defined benefit obligations

millions of €

	2024	2023
<b>Defined benefit obligations as of January 1</b>	<b>10,869</b>	<b>10,322</b>
Current service cost	159	146
Interest cost	396	433
Remeasurement effects	(49)	541
Of which: experience-based adjustments	30	(26)
Of which: adjusted financial assumptions	(26)	573
Of which: adjusted demographic assumptions	(53)	(6)
Total benefits actually paid <sup>a</sup>	(1,242)	(578)
Contributions by plan participants	4	4
Changes attributable to business combinations/transfers of operation/acquisitions and disposals	0	2
Past service cost (due to plan amendments/curtailments)	5	(3)
Settlements	36	34
Reclassifications to liabilities directly associated with non-current assets and disposal groups held for sale	0	0
Taxes to be paid as part of pensions	0	0
Exchange rate fluctuations for plans in foreign currency	92	(32)
<b>Defined benefit obligations as of December 31</b>	<b>10,269</b>	<b>10,869</b>
Of which: active plan participants	4,188	4,263
Of which: plan participants with vested pension rights who left the Group	2,226	2,261
Of which: benefit recipients	3,855	4,345

<sup>a</sup> Of the increase in total benefits actually paid, EUR 546 million mainly related to a plan settlement at T-Mobile US in December 2024, by which part of the defined benefit obligations to pensioners were transferred to an insurer.

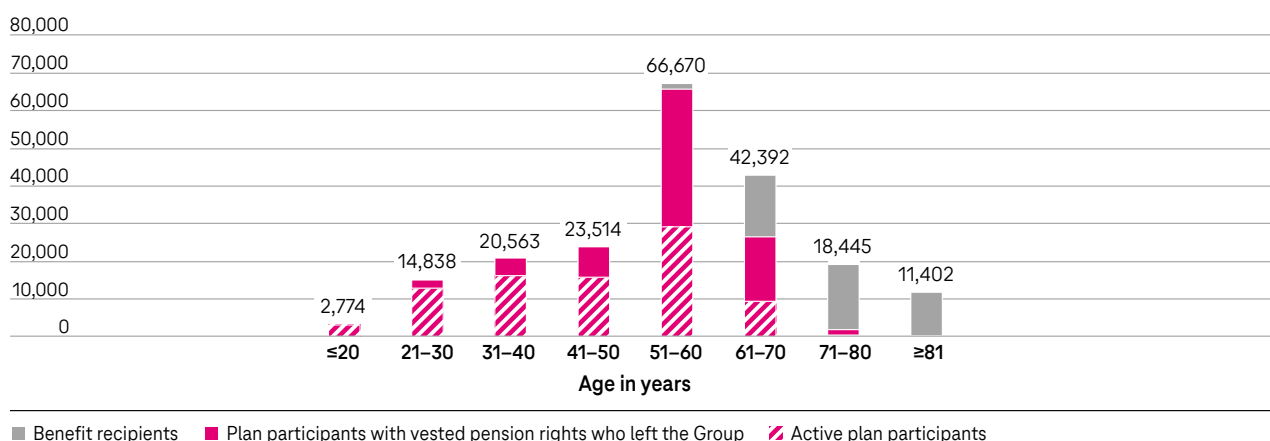
## Distribution of obligations relating to Deutsche Telekom's most significant plans

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Germany	United States	Switzerland	Other plans	Germany	United States	Switzerland	Other plans
Defined benefit obligations	8,820	861	240	348	8,805	1,489	222	352
Plan assets at fair value	(6,111)	(602)	(284)	(165)	(5,290)	(1,172)	(275)	(170)
Effect of asset ceiling	0	0	44	0	0	0	52	0
<b>Net defined benefit liability (asset)</b>	<b>2,709</b>	<b>259</b>	<b>0</b>	<b>183</b>	<b>3,515</b>	<b>317</b>	<b>0</b>	<b>183</b>

The following comments on the age structure and sensitivity analysis, as well as on descriptions of plans and the risks associated with them, relate to the relevant pension obligations (Germany, United States, and Switzerland).

## Age structure of plan participants in the most significant pension plans



■ Benefit recipients ■ Plan participants with vested pension rights who left the Group ■ Active plan participants

### Sensitivity analysis for the defined benefit obligations

The following sensitivity analysis describes the effects of possible adjustments in the material actuarial assumptions for measurement on the defined benefit obligations determined as of December 31, 2024.

millions of €

	Increase (decrease) of the defined benefit obligations as of Dec. 31, 2024			Increase (decrease) of the defined benefit obligations as of Dec. 31, 2023		
	Germany	United States	Switzerland	Germany	United States	Switzerland
Increase of discount rate by 100 basis points	(811)	(86)	(22)	(742)	(145)	(19)
Decrease of discount rate by 100 basis points	975	103	30	879	174	24
Increase of salary increase rate by 50 basis points	0	0	1	0	0	1
Decrease of salary increase rate by 50 basis points	0	0	(1)	0	0	(1)
Increase of pension increase rate by 25 basis points	4	0	5	4	0	5
Decrease of pension increase rate by 25 basis points	(4)	0	(2)	(4)	0	(2)
Life expectancy increase by 1 year	184	21	6	171	40	5
Life expectancy decrease by 1 year	(187)	(21)	(6)	(174)	(41)	(5)

The sensitivity analysis was carried out separately for the discount rate, the salary increase rate, and the pension increase rate. For this purpose, further actuarial evaluations were made for both the increase and for the decrease of the assumptions. It can be assumed that the life expectancy of the plan members will not change significantly within a year. Nevertheless, the effect of a change in life expectancy on the obligations was additionally determined from a risk perspective. Evaluations were carried out based on the assumption that the life expectancy of the plan members aged 65 would increase or decrease by one year. The life expectancy of the remaining plan members was adjusted accordingly.

### Global Pension Policy and description of the plans

Deutsche Telekom manages its pension commitments based on the Group-wide Global Pension Policy. It ensures on a worldwide basis that Group minimum standards regarding the granting and management of company pension benefits are complied with, plans are harmonized, and financial and other risks to the core business are avoided or reduced. In addition, the policy provides guidelines for the implementation and management of pension commitments and defines requirements for the launch, adjustment, and closure of corresponding plans. The regulations and provisions laid down in this Group policy take into account the national differences in state pension and other commitments under labor, tax, and social law and the common business practices in the area of pension commitments.

Defined benefit plans based on final salaries in the Group have largely been replaced by plans with contribution-based promises to minimize the risks involved. In addition, a corporate CTA (Deutsche Telekom Trust e.V.) is used in Germany for additional funding of pension obligations. A CTA is a legally structured trust agreement to cover unfunded pension commitments with plan assets, and to provide greater protection against insolvency for these assets.

In **Germany** there are commitments for pension and disability benefits for a majority of employees as well as pension benefits for their surviving dependents. As part of a reorganization of the company pension plan, a capital account plan was introduced across Germany in 1997 for active employees. Furthermore, in subsequent years, commitments acquired through company acquisitions were also transferred to the capital account plan scheme. The capital account plan is an employer-financed, contribution-based benefit promise. The salary-linked contributions granted annually earn interest in advance for each year of provision up to age 60, calculated using age-based factors, converting the contribution into a guaranteed insured amount. The advance interest rate currently stands at 3.50 % p. a. (target interest rate for the capital account plan).

The period for providing these contributions to the capital accounts plan is initially limited to ten future contribution years. The contribution period will be extended automatically every year by a further year, unless terminated. The insured amounts accumulated over the period of active service are paid out if an insured event arises, mostly in the form of a lump sum. When measuring the pension provision, we also take into account the payout options that have been exercised. Based on the payment guidelines and the structure of the capital account plan, the employer can plan for this, and there is only a small risk inherent in the plan with regard to the volatility of remuneration dynamics.

The risk benefits granted by Deutsche Telekom (death in the active phase and/or disability) under the company pension scheme were most recently significantly restructured in 2020 and 2021. Grandfather clauses have been included for employees who have worked for the company for longer periods and part-time employees. As a result of the restructuring, benefits granted and paid are directly recognized as expenses in the payout year.

In addition, in Germany there are various closed legacy commitments, which generally provide for old-age and disability benefits as well as benefits for surviving dependents in the form of life-long pensions. The commitments predominantly comprise the VAP parallel obligations. These relate to obligations that originally existed at the Deutsche Bundespost Institution for Supplementary Retirement Pensions for Salaried Employees and Wage Earners (Versorgungsanstalt der Deutschen Bundespost – VAP), which were allocated to Deutsche Telekom in the course of the privatization and the associated departure from the VAP as per segmentation agreement, and for which Deutsche Telekom has declared a direct pension commitment under the parallel obligation. For those employees active when the Company was privatized, the withdrawal from the VAP pension scheme was additionally compensated by a number of grandfather clauses.

To the extent that defined benefit plans in Germany grant annuities, the future adjustment in this case, except for insignificant exceptions, is bindingly defined in the existing benefit regulations. A change in the assumptions for the general pension trend in Germany therefore only has an immaterial impact on the defined benefit obligations.

As a change in life expectancy mainly impacts on the obligations from legacy pension commitments and, since 1997, commitments have been granted in the capital accounts plan that generally provide for a lump-sum payment as standard, no significant change in the risk resulting from the change in life expectancy is expected for the Group over subsequent years.

To cover pension obligations over the long term, Deutsche Telekom has transferred funds to a corporate CTA and a corporate pension fund.

The main pension plans in the **United States** comprise medical plans, life insurance (for pensioners and active employees), and pension commitments. The commitments have been entirely frozen and replaced by contribution plans (401(k) plans) within the meaning of IAS 19 for future vested rights.

The pension commitments in the United States mainly relate to two defined benefit plans: the Sprint Retirement Pension Plan (SRPP) and the Supplemental Executive Retirement Plan (SERP). The benefit amount under the SRPP is calculated primarily on the basis of 1.5 % of the beneficiary's total salary up to December 31, 2005. Furthermore, the additional SERP was set up for contributions above the tax exemption limits for the relevant eligible persons. Both plans have been frozen since December 31, 2005, such that plan participants have not been able to earn any more vested rights since that date.

The SRPP is financed through a pension fund within the framework of U.S. regulations. The level of financing of the SRPP is regularly reviewed, with the company paying additional contributions into the pension fund on top of the minimum contributions if necessary, depending on the financing status.

Under the medical plans, the Company grants allowances for medical care after retirement to top up statutory benefits. In addition to the existing pensioners, there is a small group of active employees who are near retirement, who can also access benefits from these plans.

Under the life insurance policies, the Company pays a benefit in the event of the death of a pensioner (basic coverage for pensioners prior to 2004) of 50 % of the final allowable income drawn (taking into account a cap for the maximum amount payable).

Under the company pension system in **Switzerland**, a defined benefit plan is in place that is financed by employer and employee contributions. This plan is granted by the legally independent T-Systems pension fund. As is often the case in Switzerland, the companies grant higher benefits than legally required. The Swiss Federal Law on Occupational Retirement, Surviving Dependents' and Disability Pension (Bundesgesetz über die berufliche Alters-, Hinterlassenen- und Invalidenvorsorge – BVG) sets out minimum requirements for the pay to be insured, the age-based contributions, and a minimum annuity factor for the obligatory portion of the accrued retirement assets to be annuitized. In addition, the Swiss Federal Council defines a minimum interest rate for the obligatory retirement assets (2025: 1.25 %, 2024: 1.25 %).

The foundation board (Stiftungsrat) presides over the Swiss pension fund. It ensures the day-to-day running of the pension fund and decides on fundamental aspects, such as the amount and the structure of the pension benefits and the asset investment strategy. The foundation board is equally composed of employer and employees' representatives.

Due to the minimum yield for the obligatory retirement assets, a risk exists for the plans in Switzerland that additional resources would have to be allocated to the pension fund if it were to be underfinanced. The pension fund offers the plan members the option to choose a life-long pension instead of a one-time payment. This option gives rise to longevity and investment risks, since at the time of retirement, assumptions must be made regarding life expectancy and return on assets. As of January 1, 2018, T-Systems Schweiz decided to apply the risk-sharing method when measuring its pension obligations. The measurement of obligations was changed such that employee participation in funding a possible deficit can be taken into account when measuring the employer's obligation. The general option for employee participation in funding a deficit is covered by Art. 29 of the pension regulations.

### Development of plan assets at fair value

millions of €

	2024	2023
<b>Plan assets at fair value as of January 1</b>	<b>6,907</b>	<b>6,265</b>
Changes attributable to business combinations/transfers of operation/acquisitions and disposals	0	0
Interest income on plan assets (calculated using the discount rate)	255	269
Amount by which the actual return exceeds (falls short of) the interest income on plan assets (remeasurement)	776	555
Contributions by employer	58	41
Contributions by plan participants	4	4
Benefits actually paid from plan assets <sup>a</sup>	(915)	(207)
Settlements	0	0
Administration costs	0	0
Tax payments	0	0
Exchange rate fluctuations for plans in foreign currency	75	(19)
<b>Plan assets at fair value as of December 31</b>	<b>7,162</b>	<b>6,907</b>

<sup>a</sup> The year-on-year increase in benefits actually paid from plan assets was mainly due to the measure carried out in December 2024 in the United States, as already explained under the development of defined benefit obligations.

### Breakdown of plan assets at fair value by investment category

millions of €

	Dec. 31, 2024	Of which: price in an active market	Of which: price without an active market	Dec. 31, 2023	Of which: price in an active market	Of which: price without an active market
Equity securities	4,856	4,856	0	4,457	4,457	0
Of which: shares in BT	2,077	2,077	0	1,702	1,702	0
Debt securities	1,779	1,779	0	1,948	1,948	0
Real estate	123	73	51	88	36	52
Derivatives	0	0	0	1	1	0
Investment funds	43	43	0	40	40	0
Asset-backed securities	0	0	0	1	1	0
Structured debt instruments	0	0	0	0	0	0
Cash and cash equivalents	102	102	0	127	127	0
Other	259	227	32	245	213	32
<b>Plan assets at fair value</b>	<b>7,162</b>	<b>7,079</b>	<b>82</b>	<b>6,907</b>	<b>6,823</b>	<b>84</b>

The investment policy and risk management are set in line with the risk and development characteristics of the pension obligations. On the basis of a systematic, integrated asset/liability management analysis, potential results from different investment portfolios, which can cover a large number of asset classes, are compared with the stochastically simulated development of the pension obligations, thereby explicitly considering the relative development of plan assets against the pension obligations. The investment strategy is mainly characterized by the objective of satisfying obligations from granted pension commitments on time by systematically setting up and professionally managing a suitable portfolio for the plan assets. It essentially aims to establish a widely diversified investment portfolio that generates a risk profile appropriate to the overall objective, by means of corresponding risk factors and diversification. The management of investments is subject to continuous monitoring to ensure active risk management. Cost-efficient investment management is effected by means of professional portfolio management involving external service providers.

At the reporting date, the plan assets at fair value included shares amounting to EUR 7 million (December 31, 2023: EUR 5 million) and bonds amounting to EUR 6 million (December 31, 2023: EUR 6 million) issued by Deutsche Telekom AG and its subsidiaries.

### Development of the effect of the asset ceiling

millions of €

	2024	2023
<b>Effect of asset ceiling as of January 1</b>	<b>52</b>	<b>52</b>
Interest expense on asset ceiling (recognized in the income statement)	1	1
Changes in asset ceiling ((gains) losses recognized in equity)	(9)	(4)
Currency gain (loss)	0	4
<b>Effect of asset ceiling as of December 31</b>	<b>44</b>	<b>52</b>

### Breakdown of defined benefit costs in the income statement <sup>a</sup>

millions of €

	Disclosure in income statement	2024	2023	2022
Current service cost	Personnel costs	159	146	225
Past service cost (due to plan amendments/curtailments)	Personnel costs	5	(3)	(3)
Settlements	Personnel costs	36	34	40
<b>Service cost</b>		<b>200</b>	<b>177</b>	<b>262</b>
Interest cost	Other financial income (expense)	396	433	205
Interest income on plan assets (calculated using the discount rate)	Other financial income (expense)	(255)	(269)	(123)
Interest expense on the effect of the asset ceiling	Other financial income (expense)	1	1	0
<b>Net interest expense (income) on net defined benefit liability (asset)</b>		<b>141</b>	<b>166</b>	<b>83</b>
<b>Defined benefit cost</b>		<b>341</b>	<b>343</b>	<b>344</b>
Administration costs actually incurred (paid from plan assets)	Personnel costs	0	0	0
<b>Total amounts recognized in profit or loss</b>		<b>341</b>	<b>343</b>	<b>344</b>

<sup>a</sup> The GD tower companies, which operated the cell tower business in Germany and Austria and were assigned to the Group Development operating segment, were recognized as a discontinued operation in the consolidated financial statements from the third quarter of 2022 until their sale on February 1, 2023.

### Amounts recognized in the consolidated statement of comprehensive income

millions of €

	2024	2023	2022
<b>Remeasurement ((gain) loss recognized in other comprehensive income in the financial year)</b>	<b>(834)</b>	<b>(18)</b>	<b>(1,839)</b>
Of which: remeasurement due to a change in defined benefit obligations	(49)	541	(3,625)
Of which: remeasurement due to a change in plan assets	(776)	(555)	1,779
Of which: remeasurement due to changes in the effect of asset ceiling (according to IAS 19.64)	(9)	(4)	8

### Total benefit payments expected

millions of €

	2025	2026	2027	2028	2029
Benefits paid from pension provisions	269	560	533	559	590
Benefits paid from plan assets	180	71	73	74	78
<b>Total benefits expected</b>	<b>449</b>	<b>632</b>	<b>606</b>	<b>633</b>	<b>668</b>

Since 2018, benefit payments for direct pension commitments have also been funded using CTA assets. Furthermore, Deutsche Telekom reserves the right to claim reimbursement from CTA assets in the following year, as required, for payments made directly by the employer.

For 2025, Deutsche Telekom does not plan any allocations to plan assets at fair value in Germany. Deutsche Telekom is planning an international allocation of at least EUR 73 million in 2025.

### Defined contribution plans

The employer's contribution paid to the statutory pension scheme (Deutsche Rentenversicherung) in Germany in the 2024 financial year totaled EUR 0.5 billion (2023: EUR 0.5 billion, 2022: EUR 0.4 billion). Group-wide, EUR 187 million (2023: EUR 201 million, 2022: EUR 157 million) from current contributions for additional defined contribution plans was recognized in the consolidated income statement in 2024.

### Civil-servant retirement arrangements at Deutsche Telekom

An expense of EUR 245 million was recognized in the 2024 financial year (2023: EUR 271 million, 2022: EUR 302 million) for the annual contribution to the Civil Service Pension Fund, which generally amounts to 33 % of the pensionable gross emoluments of active civil servants and the notional pensionable gross emoluments of civil servants on temporary leave from civil-servant status. The present value of future payment obligations was EUR 0.6 billion as of the reporting date (December 31, 2023: EUR 0.8 billion, December 31, 2022: EUR 0.9 billion) and is shown under other financial obligations.

For further information, please refer to Note 42 "Other financial obligations."

## 16 Other provisions

millions of €

	Provisions for termination benefits	Other provisions for personnel costs	Provisions for restoration obligations	Provisions for litigation risks	Provisions for sales and procurement support	Miscellaneous other provisions	Total
<b>At December 31, 2022</b>	<b>97</b>	<b>4,034</b>	<b>1,861</b>	<b>582</b>	<b>749</b>	<b>881</b>	<b>8,204</b>
Of which: current	51	2,156	272	556	749	629	4,412
Transfer resulting from changes in accounting standards	0	0	0	0	0	0	0
Changes in the composition of the Group	0	(1)	0	0	0	0	(1)
Currency translation adjustments	0	(28)	(43)	(13)	(10)	(7)	(100)
Addition	244	2,393	603	132	499	223	4,094
Use	(82)	(2,199)	(745)	(28)	(691)	(353)	(4,099)
Reversal	(3)	(84)	(27)	(33)	(5)	(167)	(318)
Interest effect	0	378	62	(2)	0	1	439
Other changes	(1)	(126)	(1)	7	0	2	(119)
<b>At December 31, 2023</b>	<b>254</b>	<b>4,369</b>	<b>1,709</b>	<b>646</b>	<b>542</b>	<b>580</b>	<b>8,100</b>
Of which: current	220	1,973	139	573	542	388	3,835
Transfer resulting from changes in accounting standards	0	0	0	0	0	0	0
Changes in the composition of the Group	0	72	0	0	4	1	76
Currency translation adjustments	6	64	72	14	12	7	174
Addition	81	2,530	474	48	476	224	3,832
Use	(277)	(2,022)	(584)	(415)	(499)	(175)	(3,973)
Reversal	(8)	(88)	(23)	(34)	(8)	(67)	(228)
Interest effect	0	4	55	0	0	1	59
Other changes	0	(174)	1	(2)	0	1	(174)
<b>At December 31, 2024</b>	<b>56</b>	<b>4,753</b>	<b>1,704</b>	<b>257</b>	<b>527</b>	<b>571</b>	<b>7,868</b>
Of which: current	56	2,212	154	188	527	401	3,537

The carrying amount of current and non-current other provisions decreased by EUR 0.2 billion compared with December 31, 2023 to EUR 7.9 billion, primarily due to the factors described below.

Provisions for termination benefits and other provisions for personnel costs include, among other components, provisions for staff restructuring. These have developed as follows in the 2024 financial year:

millions of €							
	Jan. 1, 2024	Changes in the composition of the Group	Addition	Use	Reversal	Other changes	Dec. 31, 2024
Severance and voluntary redundancy models	254	0	81	(277)	(8)	6	56
Phased retirement	1,184	0	761	(658)	0	(15)	1,273
	<b>1,439</b>	<b>0</b>	<b>842</b>	<b>(935)</b>	<b>(8)</b>	<b>(9)</b>	<b>1,329</b>
Of which: current	539						419

Provisions for termination benefits decreased by EUR 0.2 billion. In the prior year, expenses were recognized in connection with the program to reduce the workforce implemented by T-Mobile US. The decrease is primarily attributable to the cash outflows resulting from this program in the financial year.

Other provisions for personnel costs increased by EUR 0.4 billion, mainly due to an increase in provisions for short- and long-term variable remuneration components and the provisions for phased retirement. The effects of changes in the composition of the Group are the result of the acquisition of Ka'ena in the United States. The carrying amount of the provision recognized for the Civil Service Health Insurance Fund (Postbeamtenkrankenkasse – PBeaKK) remained at the prior-year level. Other provisions for personnel costs also include provisions for deferred compensation and allowances, as well as for anniversary gifts.

The provisions for restoration obligations remained at the prior-year level. These include the estimated costs for dismantling and removing assets, and restoring the sites on which they are located. The estimated costs are included in the costs of the relevant assets.

Provisions for litigation risks decreased by EUR 0.4 billion compared with the prior year, mainly due to payments to settle the consumer class action in the Federal Court in connection with the cyberattack on T-Mobile US in August 2021. The provisions for litigation risks primarily relate to possible settlements attributable to pending lawsuits.

For more information on the proceedings against T-Mobile US as a consequence of the cyberattack on T-Mobile US in August 2021, please refer to Note 39 “Contingencies.”

Provisions for sales and procurement support also remained at the prior-year level. These provisions are recognized for dealer commissions and market development funds (advertising subsidies, and refunds).

Miscellaneous other provisions also remained at the prior-year level. These include provisions related to onerous executory contracts, the disposal of businesses and site closures, in particular in prior financial years, as well as warranty and environmental damage provisions.

In the measurement of the other provisions, Deutsche Telekom is exposed to interest rate fluctuations, which is why the effect of a possible change in the interest rate on the principal non-current provisions was simulated. The other, non-staff-related provisions are discounted using maturity-related discount rates specific to the respective currency area. To this end, Deutsche Telekom determines discount rates with maturities of up to 30 years. In 2024, the discount rates ranged from 2.52 to 3.78 % (2023: from 2.95 to 4.10 %) in the euro currency area and from 4.81 to 6.09 % (2023: from 5.18 to 6.17 %) in the U.S. dollar currency area. If the discount rate were increased by 50 basis points with no other change in the assumptions, the present value of the principal other non-current provisions would decrease by EUR 59 million (December 31, 2023: EUR 62 million). If the discount rate were decreased by 50 basis points with no other change in the assumptions, the present value of the principal other non-current provisions would increase by EUR 60 million (December 31, 2023: EUR 65 million).



## 17 Other liabilities

millions of €				
	Dec. 31, 2024	Of which: current	Dec. 31, 2023	Of which: current
Early retirement	742	287	681	276
Deferred revenue	35	27	30	17
Liabilities from other taxes	1,742	1,742	1,886	1,886
Other deferred revenue	113	43	224	145
Liabilities from severance payments	104	104	89	89
Liabilities – publicly funded projects	1,344	710	1,588	418
Miscellaneous other liabilities	802	604	819	613
	<b>4,882</b>	<b>3,516</b>	<b>5,317</b>	<b>3,444</b>

The carrying amount of current and non-current other liabilities decreased by EUR 0.4 billion to EUR 4.9 billion. Liabilities from early retirement arrangements for civil servants exist vis-à-vis the Civil Service Pension Fund and arise from payment obligations under agreements that had already been concluded. The obligations are payable in up to seven annual installments following retirement. Liabilities in connection with publicly funded projects decreased by EUR 0.2 billion, in particular due to existing build-out obligations in connection with grants still to be received from funding projects for the broadband build-out in the Germany operating segment.

## 18 Contract liabilities

The carrying amount of current and non-current contract liabilities increased year-on-year from EUR 2.8 billion to EUR 3.4 billion. These substantially include deferred revenues. The increase resulted from higher contract liabilities in the United States and Germany operating segments. In connection with the acquisition of Ka'ena, contract liabilities in the United States operating segment increased by EUR 0.2 billion.

Revenue of EUR 3,200 million (2023: EUR 2,996 million) from contract liabilities that were still outstanding as of December 31, 2024 was realized in the reporting year. Of the total of contract liabilities, EUR 2,378 million (December 31, 2023: EUR 1,919 million) is due within one year.

For further information on the acquisition of Ka'ena in the United States operating segment, please refer to the section “[Changes in the composition of the Group and other transactions](#)” under “[Summary of accounting policies](#).”

## 19 Shareholders' equity

### Issued capital

As of December 31, 2024, the share capital of Deutsche Telekom AG totaled EUR 12,765 million. The share capital is divided into 4,986,458,596 no par value registered shares.

	2024		2023	
	thousands	%	thousands	%
Federal Republic of Germany – Berlin, Germany <sup>a</sup>	689,601	13.8	689,601	13.8
KfW Bankengruppe – Frankfurt/Main, Germany	696,779	14.0	829,179	16.6
Free float	3,600,078	72.2	3,467,679	69.6
Of which: BlackRock, Inc. – Wilmington, DE, United States <sup>b</sup>	245,067		234,194	
Of which: SoftBank Group Corp. – Tokyo, Japan <sup>c</sup>	225,000		225,000	
	<b>4,986,459</b>	<b>100.0</b>	<b>4,986,459</b>	<b>100.0</b>

<sup>a</sup> According to the last notification from the Federal Republic of Germany published on June 5, 2024, the reporting threshold of 30 % of the voting rights was not reached. The stake in Deutsche Telekom was thus 28.18 % of the voting rights on June 5, 2024. Further sales of shares reduced the stake in Deutsche Telekom to 27.80 %.

<sup>b</sup> According to the last notification from BlackRock published on February 7, 2025, the reporting threshold of 5 % of the voting rights was not reached. The stake in Deutsche Telekom was thus 4.99 % of the voting rights on February 7, 2025. A further 0.12 % was attributable to voting rights in conjunction with instruments in accordance with § 38 (1) of the German Securities Trading Act (Wertpapierhandelsgesetz – WpHG).

<sup>c</sup> According to the last notification from SoftBank published on October 7, 2021, the reporting threshold of 3 % of the voting rights was exceeded. The stake in Deutsche Telekom AG was thus 4.51 % of the voting rights on October 7, 2021.

**Treasury shares.** The amount of issued capital assigned to treasury shares was EUR 220 million as of December 31, 2024. This equates to 1.7 % of share capital. 86,029,346 treasury shares were held at December 31, 2024.

The Shareholders' Meeting resolved on April 1, 2021 to authorize the Board of Management to purchase shares in the Company by March 31, 2026, with the amount of share capital accounted for by these shares totaling up to EUR 1,218,933,400.57, provided the shares to be purchased on the basis of this authorization in conjunction with the other shares of the Company that the Company has already purchased and still possesses or are to be assigned to it under § 71d and § 71e AktG do not at any time account for more than 10 % of the Company's share capital. Moreover, the requirements under § 71 (2) sentences 2 and 3 AktG must be complied with. Shares shall not be purchased for the purpose of trading in treasury shares. This authorization may be exercised in full or in part. The purchase can be carried out in partial tranches spread over various purchase dates within the authorization period until the maximum purchase volume is reached. Dependent Group companies of Deutsche Telekom AG within the meaning of § 17 AktG or third parties acting for the account of Deutsche Telekom AG or for the account of dependent Group companies of Deutsche Telekom AG within the meaning of § 17 AktG are also entitled to purchase the shares. The shares are purchased through the stock exchange in adherence to the principle of equal treatment (§ 53a AktG). Shares can instead also be purchased by means of a public purchase or share exchange offer addressed to all shareholders, which, subject to a subsequently approved exclusion of the right to offer shares, must also comply with the principle of equal treatment.

The shares may be used for one or several of the purposes permitted by the authorization granted by the Shareholders' Meeting on April 1, 2021 under item 7 on the agenda. The shares may also be used for purposes involving an exclusion of subscription rights. In addition, they may be sold on the stock market or by way of an offer to all shareholders, or canceled. The shares may be used to fulfill the rights of Board of Management members to receive shares in Deutsche Telekom AG, which the Supervisory Board has granted to these members as part of the arrangements governing the remuneration of the Board of Management, on the basis of a decision by the Supervisory Board to this effect. Furthermore, under the authorization granted on April 1, 2021, the Board of Management is authorized to offer and/or grant shares to employees of Deutsche Telekom and of lower-tier affiliated companies as well as to Managing Board members of lower-tier affiliated companies; this also includes the authorization to offer or grant shares free of charge or on other special conditions.

Under the resolution of the Shareholders' Meeting on April 1, 2021, the Board of Management is also authorized to acquire the shares through the use of equity derivatives.

Changes in treasury shares are set out in the following table:

No par value shares							
				Treasury shares transferred			
		As of Jan. 1, 2024	Purchase of own shares	Reclassification of shares	Of which: Employee share program	Of which: Share Matching Plan	As of Dec. 31, 2024
Share buy-back program		0	81,268,383	0	0	0	81,268,383
Shares previously held in a trust deposit		7,800,811	0	(3,830,887)	0	0	3,969,924
Share Matching Plan		42,302	0	1,720,831	0	(972,094)	791,039
Employee share program		0	0	2,110,056	(2,110,056)	0	0
Total		0	81,268,383	0	(2,110,056)	(972,094)	86,029,346
Amount of share capital accounted for by these shares	millions of €	20	208	0	(5)	(3)	220
Percentage of share capital	%	0.16	1.63	0.00	(0.04)	(0.02)	1.73
Change in retained earnings	millions of €	0	(1,766)	0	0	0	(1,766)
Change in capital reserves	millions of €	0	0	0	53	15	68
Price	€		24.29 <sup>a</sup>		27.90		
Period			Jan.–Dec. 2024		Oct. 17, 2024	Jan.–Dec. 2024	

<sup>a</sup> Average price.

**Share buy-back program.** On November 2, 2023, the Board of Management announced plans to buy back Deutsche Telekom AG shares up to a total purchase price of EUR 2 billion in the 2024 financial year as part of a share buy-back program. The buy-back commenced on January 3, 2024 and was carried out in several tranches through December 18, 2024. The purpose of the 2024 share buy-back program was to recoup part of the dilution effect from Deutsche Telekom AG's 2021 capital increase. The repurchased shares are to be canceled accordingly. In the period from January 3, 2024 to December 18, 2024, Deutsche Telekom AG bought back around 81 million shares under the share buy-back program with a total volume (excluding transaction costs) of around EUR 2.0 billion.

**Shares previously held in a trust deposit.** As part of the acquisition of VoiceStream Wireless Corp., Bellevue, and Powertel, Inc., Bellevue, in 2001, Deutsche Telekom AG issued new shares from authorized capital to a trustee, for the benefit of holders of warrants, options, and conversion rights, among others. These option or conversion rights expired in full in the 2013 financial year. As a result, the trustee no longer had any obligation to fulfill any claims in accordance with the purpose of the deposit. The trust relationship was terminated at the start of 2016 and the deposited shares were transferred free of charge to a custody account of Deutsche Telekom. The previously deposited shares are accounted for in the same way as treasury shares in accordance with § 272 (1a) HGB. On the basis of authorization by the Shareholders' Meeting on April 1, 2021, the treasury shares acquired free of charge may be used for the same purposes as the treasury shares acquired for a consideration.

**Share Matching Plan and employee share program.** Currently, the treasury shares for participants of the Share Matching Plan and of the Shares2You shares program for employees are issued from the pool of shares previously held in a trust deposit.

For matching shares from the Share Matching Plan and for free shares from the employee share program Shares2You, treasury shares are transferred free of charge to the custody accounts of employees of Deutsche Telekom AG. In cases where treasury shares are transferred to the custody accounts of employees of other Group companies, the costs have been transferred at fair value to the respective Group company since the 2016 financial year. In the reporting year, 1,073 thousand treasury shares with a fair value of EUR 28 million were billed to other Group companies. Where treasury shares were transferred to the custody accounts of employees that were bought by way of the personal investment as part of the employee share program Shares2You, a conversion rate of EUR 27.90 per share was used. The conversion is determined using the lowest price at which a trade actually took place on an official German exchange on the date of conversion.

**Voting rights.** Each share entitles the holder to one vote. These voting rights are restricted, however, in relation to treasury shares (at December 31, 2024: around 86 million in total).

**Authorized capital and contingent capital.** Authorized capital and contingent capital comprised the following components as of December 31, 2024:

	Amount millions of €	No par value shares thousands	Purpose
2022 Authorized Capital	3,830	1,495,938	Capital increase against cash contribution/contribution in kind until April 6, 2027
2024 Contingent Capital	1,200	468,750	Servicing convertible bonds and/or bonds with warrants issued on or before April 9, 2029

## Changes in the composition of the Group, transactions with owners, and capital increase.

The following table shows the changes in the composition of the Group and the development of transactions with owners:

millions of €

	2024			2023		
	Issued capital and reserves attributable to owners of the parent	Non-controlling interests	Total shareholders' equity	Issued capital and reserves attributable to owners of the parent	Non-controlling interests	Total shareholders' equity
<b>Changes in the composition of the Group</b>	<b>0</b>	<b>(1)</b>	<b>(1)</b>	<b>0</b>	<b>(4)</b>	<b>(4)</b>
Other effects	0	(1)	(1)	0	(4)	(4)
<b>Transactions with owners</b>	<b>(2,071)</b>	<b>(5,613)</b>	<b>(7,685)</b>	<b>(5,078)</b>	<b>(7,378)</b>	<b>(12,456)</b>
T-Mobile US	(2,006)	(5,441)	(7,447)	(5,034)	(7,183)	(12,217)
OTE share buy-back	(50)	(101)	(151)	(58)	(119)	(177)
Hrvatski Telekom share buy-back	(7)	(23)	(30)	(3)	(19)	(22)
Magyar Telekom share buy-back	(8)	(49)	(57)	17	(56)	(39)
Other effects	0	0	0	0	0	0

Transactions with owners decreased the carrying amount of shareholders' equity by EUR 7.7 billion in the reporting year. They mainly relate to the United States operating segment and result from the following transactions or circumstances: T-Mobile US share buy-back program from September 2023, sale and acquisition of T-Mobile US shares by Deutsche Telekom, upfront payment in the form of ordinary shares in T-Mobile US in connection with the acquisition of Ka'ena.

For further information, please refer to the section "Changes in the composition of the Group and other transactions" under "Summary of accounting policies."

### Non-controlling interests: total other comprehensive income

Total other comprehensive income of non-controlling interests primarily comprises remeasurement effects as part of the acquisition of the OTE group in 2009 totaling EUR 0.3 billion (December 31, 2023: EUR 0.3 billion), as well as currency translation effects of EUR 2.6 billion (December 31, 2023: EUR 0.7 billion), and remeasurement losses recognized directly in equity in connection with forward-payer swaps concluded for borrowings at T-Mobile US, which were terminated prematurely in April 2020.

## Notes to the consolidated income statement

As a result of the sales agreement concluded on July 13, 2022, the GD tower companies had been recognized as a discontinued operation from the third quarter of 2022 until their sale on February 1, 2023. Thus, the contributions by the GD tower companies were no longer included in the individual items of the consolidated income statement in the prior-year periods. Instead, profit or loss after taxes was disclosed in aggregate form in the item "Profit/loss after taxes from discontinued operation."

## 20 Net revenue

Net revenue breaks down into the following revenue categories:

millions of €	2024	2023	2022
<b>Service revenues</b>	<b>96,537</b>	<b>92,923</b>	<b>92,006</b>
Germany	22,480	22,096	21,533
United States	61,143	58,522	58,219
Europe	10,239	9,739	9,296
Systems Solutions	3,883	3,796	3,751
Group Development	0	0	411
Group Headquarters & Group Services	972	1,024	1,026
Reconciliation	(2,179)	(2,254)	(2,231)
<b>Non-service revenues</b>	<b>19,232</b>	<b>19,047</b>	<b>22,191</b>
Germany	3,231	3,092	2,972
United States	13,904	13,913	17,217
Europe	2,108	2,051	1,862
Systems Solutions	121	100	59
Group Development	10	16	143
Group Headquarters & Group Services	1,254	1,282	1,381
Reconciliation	(1,396)	(1,406)	(1,443)
<b>Net revenue <sup>a</sup></b>	<b>115,769</b>	<b>111,970</b>	<b>114,197</b>

<sup>a</sup> Revenue includes interest income of EUR 658 million in the reporting year, calculated using the effective interest method (2023: EUR 662 million, 2022: EUR 589 million). This income is primarily attributable to accrued interest on receivables in connection with handsets sold under installment plans in the United States operating segment.

The breakdown of revenues by revenue category was changed in line with the Group's management model, effective January 1, 2023. The comparative figures for 2022 have been adjusted retrospectively.

The service revenues essentially comprise predictable and/or recurring revenues from Deutsche Telekom's core activities. These relate to revenues that are generated from services (i.e., revenues from fixed and mobile network voice services, incoming and outgoing calls, as well as data services) plus roaming revenues, monthly basic charges and visitor revenues, as well as revenues from the ICT business. Service revenue also includes revenues earned in connection with premium services for customers, such as reinsurance for device insurance policies and extended warranties. Revenue from insurance contracts in the scope of IFRS 17 in the Group amounted to EUR 4.6 billion (2023: EUR 4.5 billion, 2022: EUR 4.6 billion).

Non-service revenues mainly comprise one-time and variable revenues, e.g., revenue from the sale or rental of fixed-network or mobile devices, from value-added services, from application and contract services, revenue with virtual network operators, one-time revenue from the build-out of technical infrastructure, and revenue from vehicle and property leasing.

Net revenue includes revenue from the use of entity assets by others in the scope of IFRS 16 in the amount of EUR 0.9 billion (2023: EUR 1.1 billion, 2022: EUR 2.2 billion). Of the revenue from the use of entity assets by others reported in net revenue, EUR 0.7 billion (2023: EUR 0.7 billion, 2022: EUR 0.8 billion) relates to service revenues and EUR 0.2 billion (2023: EUR 0.4 billion, 2022: EUR 1.5 billion) to non-service revenues.

Net revenue for the reporting year was EUR 115.8 billion, up EUR 3.8 billion on the prior-year level. The United States operating segment in particular contributed to the positive revenue trend, which was attributable to an increase in service revenues mainly resulting from higher postpaid and prepaid revenues. Terminal equipment revenues increased slightly. In the Germany operating segment, revenue increased, primarily driven by growth in service revenues in the fixed-network core business, mainly due to broadband and IT business, and in mobile communications. In the Europe operating segment, revenue growth was primarily attributable to the increase in service revenues in the mobile and fixed-network business. Contract customer additions also had positive effects on terminal equipment revenues. Growth in the Digital, Cloud, and Road Charging areas drove revenue growth in the Systems Solutions operating segment.

For information on changes in net revenue, please refer to the section "[Development of business in the Group](#)" in the combined management report.

The total transaction price attributable to performance obligations that have (partially) not been fulfilled (hereinafter: outstanding transaction price) amounts to EUR 22.7 billion (2023: EUR 23.4 billion, 2022: EUR 25.6 billion).

The portion of the outstanding transaction price attributable to performance obligations that have not been fulfilled or not yet completely fulfilled at the end of the reporting year is generally recognized as revenue over the remaining term of the service contracts concluded. Since most service contracts – unless they can be canceled at any time – have a minimum contract term of 24 months, an average remaining term of approximately 12 months can be assumed, provided the course of business in the mass market business remains virtually unchanged. The disclosures only refer to transactions within the scope of IFRS 15, i.e., they do not include portions of the transaction price being allocated to performance obligations outside the scope of this standard, e.g., leases.

Deutsche Telekom generally makes use of the practical expedients in IFRS 15, according to which outstanding performance obligations under contracts with an expected original term of no more than one year and revenues recognized in accordance with the billed amounts are exempt from the disclosure requirement. Individual subsidiaries deviate from this general approach and have not made use of these practical expedients for groups of contracts with similar characteristics.

### Service concession arrangements

Satellie NV, Machelen, Belgium, is a fully consolidated subsidiary of Deutsche Telekom and on July 25, 2014 signed a contractual arrangement with Viapass, the public agency responsible for toll collection in Belgium, for the set-up, operation, and financing of an electronic toll collection system. After Viapass accepted the system on March 30, 2016, the set-up phase was completed on March 31, 2016. The subsequent operation phase has a duration of 12 years, with the additional option for Viapass to extend the term three times by 1 year. Satellie has no entitlement to the toll revenue collected but receives contractually agreed fees for setting up and operating the system. Viapass is authorized to terminate the arrangement giving notice of six months with payment of reasonable compensation. In the event of regular or premature termination of the agreement, Satellie has an obligation to hand over to Viapass, on request, material assets for the operation of the toll collection system that have not yet passed to the ownership of Viapass; in such an event, however, the software platform for toll collection would not be handed over to Viapass. The agreement was classified as a service concession arrangement within the meaning of IFRIC 12. Since the start of the operation phase on April 1, 2016, the separate fees for operation and maintenance services have been recognized as revenue in the respective periods, which totaled EUR 89 million in the reporting year (2023: EUR 94 million, 2022: EUR 85 million).

## 21 Other operating income

millions of €

	2024	2023	2022
Income from the reversal of impairment losses on non-current assets	2,633	14	2
Income from the disposal of non-current assets	448	228	448
Income from reimbursements	118	135	136
Income from insurance compensation	92	151	369
Income from ancillary services	35	42	25
Miscellaneous other operating income	587	814	3,673
Of which: gains resulting from deconsolidations and from the sale of stakes accounted for using the equity method	0	239	2,732
	<b>3,913</b>	<b>1,384</b>	<b>4,653</b>

Income from the reversal of impairment losses on non-current assets of EUR 2.6 billion resulted from the reversal in full of impairment losses on spectrum licenses at T-Mobile US, which increased their carrying amount. Income from the disposal of non-current assets of EUR 0.2 billion resulted from the transactions for the exchange of certain spectrum licenses at T-Mobile US. In the prior year, these related to the further optimization of the real estate portfolio in the Group Headquarters & Group Services segment and the sale of IP addresses related to the former Sprint's fiber-optic-based wireline network in the United States. Income from insurance compensation in the prior year partly related to further refunds from insurance companies for expenses incurred in connection with the cyberattack on T-Mobile US in August 2021. In the reporting year, miscellaneous other operating income included, among others, the non-refundable extension fee of EUR 0.1 billion which arose in connection with an agreement on the sale of spectrum licenses concluded between T-Mobile US and DISH Network Corporation. In the prior year, gains resulting from deconsolidations and from the sale of investments accounted for using the equity method related to the sale of an equity investment by Deutsche Telekom Capital Partners.

For more information on the reversal of the impairment losses on spectrum licenses at T-Mobile US and the transactions for the exchange of spectrum licenses at T-Mobile US, please refer to Note 6 "[Intangible assets](#)."

## 22 Changes in inventories

Changes in inventories comprise both volume- and value-based increases and decreases in inventories of finished goods and work in process. There were no significant changes in inventories in the reporting year or in prior years.

## 23 Own capitalized costs

Own capitalized costs amounted to EUR 2.6 billion in the reporting year (2023: EUR 2.7 billion, 2022: EUR 2.9 billion) and mainly relate to investments in network build-out and the development of platforms for cell sites.

## 24 Goods and services purchased

millions of €

	2024	2023	2022
Expenses for raw materials and supplies	1,879	2,042	2,400
Expenses for merchandise	22,449	22,072	24,994
Expenses for services purchased	23,045	23,087	25,531
	<b>47,374</b>	<b>47,201</b>	<b>52,926</b>

## 25 Average number of employees and personnel costs

		2024	2023	2022
<b>Group (total)</b>		<b>200,227</b>	<b>204,856</b>	<b>211,236</b>
Of which: discontinued operation		0	65	760
Germany		76,787	80,112	83,406
International		123,440	124,744	127,830
Non-civil servants		193,986	197,289	202,346
Civil servants (domestic, active service relationship)		6,241	7,567	8,891
Trainees and students on cooperative degree courses		4,684	4,908	5,251
<b>Personnel costs</b>	millions of €	<b>19,004</b>	<b>19,077</b>	<b>19,371</b>
Of which: wages and salaries	millions of €	15,724	15,787	16,052
Of which: social security contributions and pension benefit costs	millions of €	3,280	3,290	3,319

The average headcount decreased by 2.3 % compared with the prior year. In Germany, it decreased by 4.2 % due in particular to efficiency enhancement measures and the take-up of socially responsible instruments in connection with staff restructuring in the Germany operating segment, and in the Group Headquarters & Group Services segment. The average headcount outside of Germany also decreased by 1.0 %, mainly in the United States. In the Europe operating segment, we continued to drive forward the socially responsible staff restructuring. Recruitment in the Technology and Innovation unit had an offsetting effect.

Personnel costs decreased by EUR 0.1 billion year-on-year to EUR 19.0 billion, mainly driven by the United States operating segment, due to the lower average headcount and lower restructuring expenses. In the Germany and Europe operating segments and in the Group Headquarters & Group Services segment, lower headcounts likewise resulted in a reduction in personnel costs. The agreed salary increases from the collective agreements concluded in 2023 and 2024 in Germany and abroad had an offsetting effect.

## 26 Other operating expenses

millions of €	2024	2023	2022
Impairment losses on financial assets, contract assets, and lease assets	1,357	1,149	1,235
Gains (losses) from the write-off of financial assets measured at amortized cost	19	14	24
Other	4,256	3,856	5,124
Of which: legal and audit fees	442	459	784
Of which: losses from asset disposals	259	270	356
Of which: income (losses) from the measurement of factoring receivables	0	0	2
Of which: other taxes	452	586	584
Of which: cash and guarantee transaction costs	521	595	622
Of which: insurance expenses	186	181	169
Of which: miscellaneous other operating expenses	2,397	1,764	2,606
Of which: losses resulting from deconsolidations and from the sale of stakes accounted for using the equity method	2	4	0
	<b>5,632</b>	<b>5,019</b>	<b>6,383</b>

Miscellaneous other operating expenses include expenses of EUR 0.7 billion (2023: EUR 0.6 billion) for data storage in data centers, in cloud applications, or other IT services, and of EUR 0.5 billion (2023: EUR 0.4 billion) for regulatory duties in the United States operating segment. In addition, miscellaneous other operating expenses included the forgone contingent consideration receivable of EUR 0.4 billion from IFM Global Infrastructure Fund from the continuation of the joint fiber-optic rollout at GlasfaserPlus.

## 27 Depreciation, amortization and impairment losses

The following table provides a breakdown of depreciation, amortization and impairment losses:

millions of €	2024	2023	2022
<b>Amortization and impairment of intangible assets</b>	<b>6,666</b>	<b>6,580</b>	<b>6,931</b>
Of which: impairment losses	33	101	180
Of which: impairment losses on mobile licenses	4	4	19
Of which: amortization of mobile licenses	563	554	559
<b>Depreciation and impairment of property, plant and equipment</b>	<b>11,946</b>	<b>11,954</b>	<b>13,603</b>
Of which: impairment losses	85	110	668
<b>Depreciation and impairment of right-of-use assets</b>	<b>5,415</b>	<b>5,441</b>	<b>7,102</b>
Of which: impairment losses	3	10	308
	<b>24,027</b>	<b>23,975</b>	<b>27,635</b>



Impairment losses break down as follows:

millions of €	2024	2023	2022
<b>Intangible assets</b>	<b>33</b>	<b>101</b>	<b>180</b>
Of which: in connection with the ad hoc impairment test in the Romania cash-generating unit	17	0	32
Of which: in connection with the ad hoc impairment test in the Systems Solutions cash-generating unit <sup>a</sup>	15	96	119
Of which: in connection with the ad hoc impairment tests of assets of the fiber-optic-based fixed network in the United States <sup>b</sup>	0	0	27
<b>Property, plant and equipment</b>	<b>85</b>	<b>110</b>	<b>668</b>
Of which: in connection with the ad hoc impairment test in the Romania cash-generating unit	71	0	85
Of which: in connection with the ad hoc impairment test in the Systems Solutions cash-generating unit	0	54	24
Of which: in connection with the ad hoc impairment tests of assets of the fiber-optic-based fixed network in the United States <sup>b</sup>	0	28	528
<b>Right-of-use assets</b>	<b>3</b>	<b>10</b>	<b>308</b>
Of which: in connection with the ad hoc impairment tests of assets of the fiber-optic-based fixed network in the United States <sup>b</sup>	0	8	272
	<b>120</b>	<b>221</b>	<b>1,156</b>

<sup>a</sup> Of the impairment losses, in 2023, EUR 26 million (2022: EUR 33 million) related to intangible assets recognized in the Group Headquarters & Group Services segment that are subject to use by the Systems Solutions operating segment and are allocated to the Systems Solutions cash-generating unit for the purposes of impairment testing.

<sup>b</sup> Arising from the ad hoc impairment test in 2022.

Depreciation, amortization and impairment losses on intangible assets, property, plant and equipment, and right-of-use assets remained on the prior-year level at EUR 24.0 billion.

Depreciation and amortization increased from EUR 23.8 billion to EUR 23.9 billion. In the Germany operating segment, depreciation and amortization increased due to rising volumes in the fiber-optic and mobile communications build-out, and from the mobile network infrastructure leased from the GD towers companies. In the United States operating segment, higher depreciation expense in connection with accelerations of certain technology assets as part of T-Mobile US modernizing its network, technology systems and platforms, and in connection with the ongoing build-out of the nationwide 5G network, was partly offset by lower depreciation of right-of-use assets.

Impairment losses amounted to EUR 0.1 billion in the reporting period and mainly related to the Europe operating segment. These related to the Romania cash-generating unit, which operates in the structurally challenging and highly competitive Romanian market. Impairment losses on intangible assets and property, plant and equipment totaling EUR 88 million were recognized here. The impairment losses recognized in the prior year of EUR 0.2 billion related primarily to the Systems Solutions operating segment and the Group Headquarters & Group Services segment. They related to follow-up investments in connection with assets previously impaired in the 2020, 2021, and 2022 financial years. Furthermore, despite the business outlook remaining positive, the increase in the cost of capital in 2023 prompted further impairment losses to be recognized on non-current assets at the end of 2023.

Reductions in useful lives resulted in additional depreciation and amortization of EUR 354 million. Of this total, EUR 31 million applied to intangible assets, EUR 254 million to property, plant and equipment, and EUR 69 million to right-of-use assets.

For further information, please refer to Note 6 “Intangible assets,” Note 7 “Property, plant and equipment,” and Note 8 “Right-of-use assets – lessee relationships.”

## 28 Profit/loss from operations

Profit from operations (EBIT) in the Group increased from EUR 20.8 billion to EUR 26.3 billion, up EUR 5.5 billion against the prior year.

For information on the development of EBIT, please refer to the section “Development of business in the Group” in the combined management report.

## 29 Finance costs

millions of €	2024	2023	2022
Interest income	927	870	387
Interest expense	(6,613)	(6,588)	(5,679)
	<b>(5,686)</b>	<b>(5,719)</b>	<b>(5,292)</b>
Of which: from leases	(1,888)	(1,874)	(1,515)
Of which: from financial instruments relating to measurement categories in accordance with IFRS 9			
Debt instruments measured at amortized cost	215	324	42
Debt instruments measured at fair value through profit or loss	399	251	61
Financial liabilities measured at amortized cost <sup>a</sup>	(4,375)	(4,356)	(3,839)

<sup>a</sup> Interest expense calculated according to the effective interest method and adjusted for accrued interest from derivatives recognized in the reporting year that were used as hedging instruments against interest rate-based changes in the fair values of financial liabilities measured at amortized cost in the reporting year for hedge accounting in accordance with IFRS 9 (2024: interest income of EUR 317 million and interest expense of EUR 738 million; 2023: interest income of EUR 303 million and interest expense of EUR 845 million; 2022: interest income of EUR 273 million and interest expense of EUR 284 million).

Finance costs remained at the prior year level of EUR 5.7 billion. On the one hand, interest income increased, primarily due to an increase in cash on hand invested in interest-bearing money-market investments, where the returns generated were higher than in 2023. On the other hand, interest expense increased slightly, due to higher debt than in the prior year.

Interest of EUR 132 million (2023: EUR 207 million, 2022: EUR 125 million) was capitalized as part of acquisition costs in the reporting year. The amount was calculated on the basis of an interest rate in the average range between 4.2 % at the start of the year and 4.3 % at the end of the year (2023: between 3.4 % and 4.2 %, 2022: between 3.4 % and 3.4 %) applied across the Group.

Interest payments (including capitalized interest) of EUR 8.1 billion (2023: EUR 7.9 billion, 2022: EUR 6.9 billion) were made in the reporting year.

Accrued interest payments from derivatives (interest rate swaps) that were designated as hedging instruments in a fair value hedge in accordance with IFRS 9 are netted per swap contract and recognized as interest income or interest expense depending on the net amount. Finance costs are assigned to the measurement categories on the basis of the hedged item. Only financial liabilities were hedged in the reporting period.

## 30 Share of profit/loss of associates and joint ventures accounted for using the equity method

millions of €	2024	2023	2022
Share of profit (loss) of joint ventures	2,561	(2,778)	(540)
Share of profit (loss) of associates	(27)	12	15
	<b>2,534</b>	<b>(2,766)</b>	<b>(524)</b>

The share of profit/loss of associates and joint ventures included in the consolidated financial statements using the equity method improved by EUR 5.3 billion compared with the prior year to EUR 2.5 billion.

This was primarily attributable to reversals of impairment losses recognized in the reporting period of EUR 2.1 billion and EUR 0.3 billion, respectively, on the carrying amounts of the investments in the GD tower companies and in GlasfaserPlus. These reversals of impairment losses were, at the GD tower companies, due to lower discount rates and improved planning, and at GlasfaserPlus, almost entirely due to lower discount rates. Level 3 input parameters were used to determine the pro rata recoverable amounts – as fair value less costs of disposal – of EUR 5.7 billion for the GD tower companies and of EUR 0.7 billion for GlasfaserPlus (after deduction of net debt). Discount rates of 6.38 % for the GD tower companies and 5.14 % for GlasfaserPlus were used.

In the prior year, impairment losses of EUR 2.6 billion and EUR 0.1 billion, respectively, were recognized on the carrying amounts of the investments in the GD tower companies and in GlasfaserPlus. These impairment losses were due entirely to higher discount rates due to macroeconomic developments in 2023. By contrast, the business outlook for the GD tower companies improved slightly. The recoverable amounts were EUR 3.4 billion for the GD tower companies and EUR 0.3 billion for GlasfaserPlus. Discount rates of 7.18 % for the GD tower companies and 5.70 % for GlasfaserPlus were used.

For further information, please refer to Note 10 “Investments accounted for using the equity method.”

## 31 Other financial income/expense

millions of €	2024	2023	2022
Income from investments (without share of profit (loss) of associates and joint ventures accounted for using the equity method)	(12)	22	5
Gains (losses) from financial instruments	(2)	170	784
Interest component from measurement of provisions and liabilities	(142)	(536)	590
Impairment losses on other financial assets	(12)	0	0
Gains (losses) from the write-off of other financial assets measured at amortized cost	0	0	0
	<b>(168)</b>	<b>(345)</b>	<b>1,379</b>

Other financial expense improved by EUR 0.2 billion to EUR -0.2 billion, in particular in connection with the interest component from the measurement of provisions and liabilities. This decrease was mainly attributable to the subsequent measurement using actuarial principles of the present value of the provision recognized for the Civil Service Health Insurance Fund (Postbeamtenkrankenkasse – PBeaKK). By contrast, gains/losses from financial instruments decreased by EUR 0.2 billion.

EUR -204 million (2023: EUR 129 million, 2022: EUR -226 million) of gains/losses from financial instruments related to currency translation effects, and EUR 201 million (2023: EUR 41 million, 2022: EUR -1,010 million) to gains/losses from other derivatives as well as measurements of equity investments.

As a rule, all income/expense components including interest income and expense from financial instruments classified as at fair value through profit or loss in accordance with IFRS 9 are reported under gains/losses from financial instruments.

For further information on financial instruments, please refer to Note 43 “[Financial instruments and risk management](#).”

## 32 Income taxes

### Income taxes in the consolidated income statement

A tax expense of EUR 5.3 billion was recorded in the 2024 financial year. The amount of tax expense essentially reflects the shares of the different countries in profit before income taxes and their respective national tax rates. However, the effective tax rate decreased in particular by the recognized reversal of an impairment loss on the carrying amounts of the stake in the GD tower companies that had no effect on tax. In the prior-year period, a tax expense of EUR 3.7 billion had been recorded despite lower profit/loss before income taxes. The effective tax rate in the prior year was increased in particular by an impairment loss on the carrying amounts of the stake in the GD tower companies that had no effect on tax.

The following table provides a breakdown of income taxes in Germany and internationally:

millions of €	2024	2023	2022
<b>Current taxes</b>	<b>1,380</b>	<b>1,125</b>	<b>1,035</b>
Germany	521	531	603
International	859	594	432
<b>Deferred taxes</b>	<b>3,921</b>	<b>2,547</b>	<b>902</b>
Germany	491	233	(11)
International	3,430	2,314	913
	<b>5,301</b>	<b>3,672</b>	<b>1,937</b>

Deutsche Telekom's combined income tax rate for 2024 amounts to 31.7 % (2023: 31.4 %, 2022: 31.4 %). It consists of corporate income tax at a rate of 15.0 %, the solidarity surcharge of 5.5 % on corporate income tax, and trade tax at an average multiplier of 454 % (2023: 445 %, 2022: 445 %).

**Reconciliation of the effective tax rate.** Income taxes of EUR -5,301 million (as expense) in the reporting year (2023: EUR -3,672 million (as expense), 2022: EUR -1,937 million (as expense)) are derived as follows from the expected income tax expense/benefit that would have arisen had the statutory income tax rate of the parent company (combined income tax rate) been applied to profit/loss before income taxes:

millions of €	2024	2023	2022
<b>Profit before income taxes</b>	<b>22,958</b>	<b>11,968</b>	<b>10,977</b>
Expected income tax expense (benefit) (Income tax rate applicable to Deutsche Telekom AG: 2024: 31.7 %, 2023: 31.4 %, 2022: 31.4 %)	7,278	3,758	3,447
<b>Adjustments to expected tax expense (benefit)</b>			
Effect of changes in statutory tax rates	(48)	30	(16)
Tax effects from prior years	(218)	(30)	(157)
Tax effects from other income taxes	754	474	37
Non-taxable income	(11)	(82)	(829)
Tax effects from associates and joint ventures accounted for using the equity method	(765)	820	150
Non-deductible expenses	172	86	77
Permanent differences	149	(196)	(309)
Goodwill impairment losses	0	(2)	1
Tax effects from loss carryforwards	(6)	152	63
Tax effects from additions to and reductions of local taxes	72	68	49
Adjustment of taxes to different foreign tax rates	(2,074)	(1,406)	(575)
Other tax effects	(2)	0	0
<b>Income tax expense (benefit) according to the consolidated income statement</b>	<b>5,301</b>	<b>3,672</b>	<b>1,937</b>
Effective income tax rate	% 23	31	18

#### Current income taxes in the consolidated income statement

The following table provides a breakdown of current income taxes:

millions of €	2024	2023	2022
<b>Current income taxes</b>	<b>1,380</b>	<b>1,125</b>	<b>1,035</b>
Of which: current tax expense	1,426	1,178	1,093
Of which: prior-period tax expense	(78)	(53)	(58)
Of which: recognized in other comprehensive income	32	0	0

#### Deferred taxes in the consolidated income statement

Deferred taxes developed as follows:

millions of €	2024	2023	2022
<b>Deferred tax expense (benefit)</b>	<b>3,921</b>	<b>2,547</b>	<b>902</b>
Of which: from temporary differences	1,508	2,146	3,030
Of which: from loss carryforwards	2,210	457	(2,161)
Of which: from tax credits	203	(56)	33

#### Income taxes in the consolidated statement of financial position

##### Current income taxes in the consolidated statement of financial position

millions of €	Dec. 31, 2024	Dec. 31, 2023
Recoverable taxes	445	214
Tax liabilities	(736)	(683)
<b>Current taxes recognized in other comprehensive income:</b>		
Hedging instruments	(244)	(276)

## Deferred taxes in the consolidated statement of financial position

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Deferred tax assets	3,682	6,401
Deferred tax liabilities	(24,260)	(21,918)
	<b>(20,579)</b>	<b>(15,517)</b>
Of which: recognized in other comprehensive income:		
Gains (losses) from the remeasurement of defined benefit plans	437	553
Revaluation surplus	203	158
Hedging instruments	356	366
<b>Recognized in other comprehensive income before non-controlling interests</b>	<b>995</b>	<b>1,078</b>
Non-controlling interests	(109)	(148)
	<b>886</b>	<b>930</b>

## Development of deferred taxes

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Deferred taxes recognized in the statement of financial position	(20,579)	(15,517)
Difference to prior year	(5,062)	(1,033)
Of which: recognized in income statement	(3,921)	(1,738)
Of which: recognized in other comprehensive income	(85)	193
Of which: recognized in capital reserves	44	16
Of which: acquisitions (disposals) (including assets and disposal groups held for sale)	(84)	24
Of which: currency differences	(1,016)	472

## Development of deferred taxes on loss carryforwards

millions of €

	Dec. 31, 2024	Dec. 31, 2023
Deferred taxes on loss carryforwards before allowances	3,980	5,942
Difference to prior year	(1,962)	(628)
Of which: recognition (derecognition)	(2,237)	(428)
Of which: acquisitions (disposals) (including assets and disposal groups held for sale)	0	(2)
Of which: currency differences	275	(198)

Deferred taxes relate to the following key items in the statement of financial position, loss carryforwards, and tax credits:

millions of €

	Dec. 31, 2024		Dec. 31, 2023	
	Deferred tax assets	Deferred tax liabilities	Deferred tax assets	Deferred tax liabilities
<b>Current assets</b>	<b>1,752</b>	<b>(1,581)</b>	<b>1,734</b>	<b>(1,618)</b>
Trade receivables	529	(45)	593	(152)
Inventories	388	0	273	0
Other assets	829	(469)	867	(448)
Contract assets	6	(1,067)	1	(1,018)
<b>Non-current assets</b>	<b>3,813</b>	<b>(40,461)</b>	<b>3,669</b>	<b>(38,240)</b>
Intangible assets	1,165	(23,331)	964	(21,200)
Property, plant and equipment	605	(7,439)	825	(7,379)
Other financial assets	2,042	(9,183)	1,879	(9,197)
Capitalized contract costs	1	(508)	1	(464)
<b>Current liabilities</b>	<b>1,875</b>	<b>(1,418)</b>	<b>1,877</b>	<b>(1,363)</b>
Financial liabilities	490	(201)	486	(223)
Trade and other payables	163	(38)	188	(68)
Other provisions	387	(193)	435	(178)
Other liabilities	763	(670)	688	(660)
Contract liabilities	72	(316)	80	(234)
<b>Non-current liabilities</b>	<b>14,562</b>	<b>(3,996)</b>	<b>14,845</b>	<b>(3,690)</b>
Financial liabilities	2,865	(1,595)	2,929	(1,426)
Provisions for pensions and other employee benefits	1,630	(1,953)	1,687	(1,823)
Other provisions	866	(271)	896	(242)
Other liabilities	9,097	(106)	9,235	(119)
Contract liabilities	104	(71)	98	(80)
<b>Retained earnings</b>	<b>8</b>	<b>(164)</b>	<b>8</b>	<b>(144)</b>
<b>Tax credits</b>	<b>217</b>	<b>0</b>	<b>395</b>	<b>0</b>
<b>Loss carryforwards</b>	<b>3,506</b>	<b>0</b>	<b>5,418</b>	<b>0</b>
<b>Interest and other carryforwards</b>	<b>1,309</b>	<b>0</b>	<b>1,592</b>	<b>0</b>
<b>Total</b>	<b>27,042</b>	<b>(47,620)</b>	<b>29,538</b>	<b>(45,055)</b>
Of which: non-current	23,905	(44,604)	26,490	(42,036)
Netting	(23,360)	23,360	(23,137)	23,137
<b>Recognition</b>	<b>3,682</b>	<b>(24,260)</b>	<b>6,401</b>	<b>(21,918)</b>

The loss carryforwards amount to:

millions of €

	Dec. 31, 2024	Dec. 31, 2023
<b>Loss carryforwards for corporate income tax purposes</b>	<b>13,914</b>	<b>22,161</b>
Expiry within		
1 year	0	5
2 years	0	3
3 years	14	4
4 years	0	18
5 years	22	7
After 5 years	1,199	1,155
Unlimited carryforward period	12,679	20,970

Loss carryforwards and temporary differences for which no deferred taxes were recorded amount to:

millions of €	Dec. 31, 2024	Dec. 31, 2023
<b>Loss carryforwards for corporate income tax purposes</b>	<b>1,669</b>	<b>1,618</b>
Expiry within		
1 year	0	0
2 years	0	0
3 years	14	0
4 years	0	14
5 years	0	0
After 5 years	919	845
Unlimited carryforward period	736	758
<b>Temporary differences in corporate income tax</b>	<b>426</b>	<b>348</b>

In addition, no deferred taxes are recognized on trade tax loss carryforwards of EUR 123 million (December 31, 2023: EUR 145 million) and on temporary differences for trade tax purposes in the amount of EUR 2 million (December 31, 2023: EUR 5 million). Furthermore, apart from corporate income tax loss carryforwards, no deferred taxes amounting to EUR 95 million (December 31, 2023: EUR 152 million) were recognized for other foreign income tax loss carryforwards and, apart from temporary differences for trade tax purposes, no deferred taxes amounting to EUR 4 million (December 31, 2023: EUR 1 million) were recognized for other foreign income taxes.

No deferred tax assets were recognized on the aforementioned tax loss carryforwards and temporary differences as it is not probable that taxable profit will be available in the foreseeable future against which these tax loss carryforwards can be utilized.

A positive tax effect in the amount of EUR 4 million (2023: EUR 3 million, 2022: EUR 3 million) attributable to the utilization of tax loss carryforwards on which deferred tax assets had not yet been recognized was recorded in the reporting year.

The write-up of deferred tax assets resulted in a positive effect of EUR 22 million in the reporting year (2023: EUR 24 million).

No deferred tax liabilities were recognized on temporary differences in connection with equity interests in subsidiaries amounting to EUR 844 million (December 31, 2023: EUR 685 million) as it is unlikely that these differences will be recognized in the near future.

Deferred tax assets on temporary differences of EUR 198 million, attributable to accumulated allowances on equity investments in the Europe operating segment, were recognized, of which EUR 130 million related to potential sales of equity investments. These deferred tax assets were written off in full (measurement adjustment), since the probability of the temporary differences being reversed in the near future cannot be reliably determined.

## Disclosure of tax effects relating to each component of other comprehensive income

millions of €

	2024			2023			2022		
	Before tax amount	Tax (expense) benefit	Net of tax amount	Before tax amount	Tax (expense) benefit	Net of tax amount	Before tax amount	Tax (expense) benefit	Net of tax amount
<b>Items not subsequently reclassified to profit or loss (not recycled)</b>									
Gains (losses) from the remeasurement of defined benefit plans	834	(117)	717	18	61	79	1,841	(839)	1,002
Gains (losses) from the remeasurement of equity instruments	54	0	54	(70)	2	(67)	(46)	5	(41)
Share of profit (loss) of investments accounted for using the equity method	0	0	0	0	0	0	0	0	0
	<b>889</b>	<b>(117)</b>	<b>772</b>	<b>(52)</b>	<b>63</b>	<b>12</b>	<b>1,796</b>	<b>(835)</b>	<b>961</b>
<b>Items subsequently reclassified to profit or loss (recycled), if certain reasons are given</b>									
Exchange differences on translating foreign operations									
Recognition of other comprehensive income in income statement	2	0	2	4	0	4	0	0	0
Change in other comprehensive income (not recognized in income statement)	3,901	0	3,901	(2,094)	0	(2,094)	4,071	0	4,071
Gains (losses) from the remeasurement of debt instruments									
Recognition of other comprehensive income in income statement	1,163	(38)	1,125	921	(18)	902	1,037	3	1,040
Change in other comprehensive income (not recognized in income statement)	(1,116)	31	(1,085)	(838)	(17)	(855)	(1,060)	21	(1,039)
Gains (losses) from hedging instruments (designated risk components)									
Recognition of other comprehensive income in income statement	(44)	33	(11)	(33)	21	(12)	123	(28)	95
Change in other comprehensive income (not recognized in income statement)	(13)	(5)	(18)	(251)	75	(176)	762	(242)	520
Gains (losses) from hedging instruments (hedging costs)									
Recognition of other comprehensive income in income statement	1	0	1	1	0	1	1	0	1
Change in other comprehensive income (not recognized in income statement)	(4)	0	(4)	(25)	8	(17)	(51)	16	(35)
Share of profit (loss) of investments accounted for using the equity method									
Recognition of other comprehensive income in income statement	0	0	0	(4)	0	(4)	0	0	0
Change in other comprehensive income (not recognized in income statement)	(9)	0	(9)	(22)	0	(22)	0	0	0
	<b>3,881</b>	<b>21</b>	<b>3,902</b>	<b>(2,342)</b>	<b>69</b>	<b>(2,273)</b>	<b>4,884</b>	<b>(231)</b>	<b>4,654</b>
<b>Other comprehensive income</b>	<b>4,770</b>	<b>(96)</b>	<b>4,674</b>	<b>(2,394)</b>	<b>132</b>	<b>(2,262)</b>	<b>6,680</b>	<b>(1,065)</b>	<b>5,615</b>
Profit (loss)			17,657			21,992			9,482
<b>Total comprehensive income</b>			<b>22,331</b>			<b>19,730</b>			<b>15,097</b>

## Disclosures on global minimum level of taxation

Legal regulations under the OECD Pillar 2 Model Rules, which are designed to ensure large multinational enterprise groups pay a minimum level of tax, have been transposed into national law in Germany and consolidated in the German Minimum Tax Act (Mindeststeuergesetz – MinStG). Deutsche Telekom falls within the scope of the MinStG, which is to be applied for the first time for the reporting year. The legal regulations have also been or will be transposed into national law in many other countries in which the Group is active. This meant that foreign subsidiaries of Deutsche Telekom were likewise required to apply national statutory provisions on minimum taxation for the reporting year for the first time. In this connection, provisions of less than EUR 1 million for global minimum tax rates were recognized in the consolidated financial statements as of December 31, 2024. Furthermore, the Group made use of the temporary exemption from the accounting standards for deferred taxes (IAS 12.4A) published by the IASB in May 2023; accordingly, with regard to the regulations for a global minimum level of taxation, no deferred taxes are recognized and no corresponding information is disclosed.



### 33 Profit/loss after taxes from discontinued operation

The sale of the GD tower companies was consummated on February 1, 2023. Since then, these companies are no longer included as fully consolidated subsidiaries in the consolidated financial statements. The development presented contains the contributions for 2022 and for the first month of 2023.

The following table provides a breakdown of profit/loss after taxes from the discontinued operation:

millions of €	2024	2023	2022
<b>Net revenue</b>	<b>0</b>	<b>15</b>	<b>216</b>
Other operating income	0	12,926	20
Changes in inventories	0	0	9
Own capitalized costs	0	0	25
Goods and services purchased	0	69	756
Personnel costs	0	(6)	(75)
Other operating expenses	0	0	(14)
<b>EBITDA</b>	<b>0</b>	<b>13,004</b>	<b>937</b>
Depreciation, amortization and impairment losses	0	0	(192)
<b>Profit (loss) from operations (EBIT)</b>	<b>0</b>	<b>13,004</b>	<b>745</b>
Finance costs	0	(14)	(42)
Share of profit (loss) of associates and joint ventures accounted for using the equity method	0	0	2
Other financial income (expense)	0	(2)	21
<b>Profit (loss) from financial activities</b>	<b>0</b>	<b>(16)</b>	<b>(18)</b>
<b>Profit (loss) before income taxes</b>	<b>0</b>	<b>12,989</b>	<b>727</b>
Income taxes	0	708	(284)
<b>Profit (loss) after taxes from discontinued operation</b>	<b>0</b>	<b>13,696</b>	<b>443</b>

In 2023, other operating income of EUR 12.9 billion related to the deconsolidation gain realized from the loss of control over the GD tower companies. Income from income taxes resulted from deferred tax effects arising in connection with the concluded sale-and-leaseback transaction.

### 34 Profit/loss attributable to non-controlling interests

millions of €	2024	2023	2022
T-Mobile US	6,026	3,803	1,146
Hrvatski Telekom	65	61	39
Hellenic Telecommunications Organization (OTE)	211	246	193
Magyar Telekom	140	85	71
T-Mobile Netherlands Holding B.V.	0	0	33
Other	6	8	0
	<b>6,448</b>	<b>4,204</b>	<b>1,481</b>

### 35 Dividend per share

For the 2024 financial year, the Board of Management of Deutsche Telekom AG proposes to the Shareholders' Meeting a dividend of EUR 0.90 for each no par value share carrying dividend rights. On the basis of this payout volume, total dividends in the amount of EUR 4.4 billion would be appropriated to the no par value shares carrying dividend rights as of February 18, 2025. The final amount of the total dividend payment depends on the number of no par value shares carrying dividend rights as of the date of the resolution on the appropriation of net income as adopted on the day of the Shareholders' Meeting.

A dividend of EUR 0.77 for the 2023 financial year for each no par value share carrying dividend rights was paid out in 2024.

## 36 Earnings per share

Basic and diluted earnings per share are calculated in accordance with IAS 33 as follows:

		2024	2023	2022
Profit (loss) from continuing operations attributable to the owners of the parent (net profit (loss))	millions of €	11,209	4,092	7,558
Profit (loss) from discontinued operation attributable to the owners of the parent (net profit (loss))	millions of €	0	13,696	443
<b>Profit (loss) attributable to the owners of the parent (net profit (loss))</b>	millions of €	<b>11,209</b>	<b>17,788</b>	<b>8,001</b>
Average number of ordinary shares issued	millions	4,986	4,986	4,986
Average number of treasury shares	millions	(48)	(11)	(14)
<b>Adjusted weighted average number of ordinary shares outstanding (basic and diluted)</b>	millions	<b>4,938</b>	<b>4,976</b>	<b>4,972</b>
Earnings per share from continuing operations (basic and diluted)	€	2.27	0.82	1.52
Earnings per share from discontinued operation (basic and diluted)	€	0.00	2.75	0.09
<b>Earnings per share (basic and diluted)</b>	€	<b>2.27</b>	<b>3.57</b>	<b>1.61</b>

The calculation of earnings per share (basic and diluted) is based on the time-weighted number of all ordinary shares outstanding. Furthermore, the weighted average number of ordinary shares outstanding is determined by deducting the weighted average number of treasury shares held by Deutsche Telekom AG. There are currently no significant diluting effects.

## Other disclosures

### 37 Notes to the consolidated statement of cash flows

#### Net cash from operating activities

At EUR 39.9 billion, net cash from operating activities was EUR 2.6 billion higher than in the prior year. This positive trend is attributable to sound business development. Lower cash outflows in connection with the integration of Sprint in the United States also had a positive effect. By contrast, net cash from operating activities was reduced by a EUR 0.2 billion increase in tax payments and a EUR 0.1 billion increase in net interest payments.

Deutsche Telekom defines operating working capital as the total of trade receivables, inventories, and trade and other payables. The positive effect on the change in assets carried as operating working capital is mainly attributable to a lower number of new contracts with equipment installment plans compared with the prior year. In addition, lower receivables from the termination of government assistance programs and from wholesale partners, among other things, contributed to a decline in receivables. The negative effect on the change in liabilities carried as operating working capital mainly resulted from lower liabilities in the United States, Germany, and Europe operating segments.

For further information on individual assets carried as working capital, please refer to Note 2 “[Trade receivables](#)” and Note 4 “[Inventories](#).”

For further information, please refer to Note 14 “[Trade and other payables](#).”

## Net cash used in/from investing activities

millions of €

	2024	2023	2022
Cash outflows for investments in intangible assets	(7,973)	(5,560)	(7,551)
Cash outflows for investments in property, plant and equipment	(11,198)	(12,306)	(16,563)
Proceeds from the disposal of property, plant and equipment, and intangible assets	190	205	439
Payments for publicly funded investments in the broadband build-out	(402)	(338)	(377)
Proceeds from public funds for investments in the broadband build-out	469	444	435
Net cash flows for collateral deposited and hedging transactions	204	(448)	(2,346)
Changes in cash and cash equivalents in connection with the upfront payment made for the Ka'ena Acquisition <sup>a</sup>	(357)	0	0
Other changes in cash and cash equivalents in connection with the acquisition of control of subsidiaries and associates	(1)	(4)	(52)
Changes in cash and cash equivalents in connection with the sale of the 51 % stake in the GD tower companies <sup>b</sup>	0	7,599	0
Changes in cash and cash equivalents in connection with the sale of the 75 % stake in T-Mobile Netherlands <sup>c</sup>	0	0	3,642
Changes in cash and cash equivalents in connection with the sale of the 50 % stake in GlasfaserPlus <sup>d</sup>	0	0	432
Changes in cash and cash equivalents in connection with the loss of control over DIV II <sup>e</sup>	0	0	108
Changes in cash and cash equivalents in connection with the sale of T-Mobile US' fiber-optic-based Wireline Business <sup>f</sup>	0	13	0
Other changes in cash and cash equivalents in connection with the loss of control of subsidiaries and associates	1	17	26
Other	167	165	(499)
<b>Net cash (used in) from investing activities</b>	<b>(18,900)</b>	<b>(10,213)</b>	<b>(22,306)</b>
Of which: from discontinued operation	0	(17)	(277)

<sup>a</sup> Includes, in addition to the cash component of the upfront payment made of EUR 383 million, inflows of cash and cash equivalents in the amount of EUR 22 million and (net) payments received in the third and fourth quarters of 2024 of EUR 4 million in connection with further portions of the purchase price.

<sup>b</sup> Includes, in addition to the cash inflow of EUR 7,696 million for the sale of the 51 % equity stake, outflows of cash and cash equivalents in the amount of EUR 97 million.

<sup>c</sup> Includes, in addition to the cash inflow for the sale of the business operation of EUR 3,671 million, outflows of cash and cash equivalents in the amount of EUR 29 million.

<sup>d</sup> Includes, in addition to the cash inflow of EUR 441 million for the sale of the 50 % stake, outflows of cash and cash equivalents in the amount of EUR 9 million.

<sup>e</sup> Includes, in addition to the cash inflow of EUR 111 million in connection with the loss of control, outflows of cash and cash equivalents in the amount of EUR 3 million.

<sup>f</sup> Includes, in addition to the cash inflow of EUR 56 million for the sale of the Wireline Business, outflows of cash and cash equivalents in the amount of EUR 43 million.

At EUR 19.2 billion, cash outflows for investments in intangible assets and property, plant and equipment were EUR 1.3 billion higher than in the prior-year period. In the reporting period, cash outflows of EUR 3.2 billion in total were recorded for the acquisition of mobile spectrum licenses in the United States operating segment. EUR 2.7 billion of this related to the acquisition of Channel 51 spectrum licenses in the 600 MHz band and EUR 0.5 billion to the acquisition of other FCC licenses. In the prior year, this item had included cash outflows for the acquisition of mobile spectrum licenses of EUR 1.0 billion in the United States operating segment and of EUR 0.3 billion in the Europe operating segment. Excluding investments in mobile spectrum licenses, cash outflows for investments in intangible assets and property, plant and equipment were down EUR 0.6 billion year-on-year. Cash outflows in the United States operating segment decreased by EUR 0.8 billion, in particular due to higher cash outflows for investments in prior years for the accelerated build-out of the 5G network. By contrast, cash outflows in the Germany and Europe operating segments increased by EUR 0.2 billion and EUR 0.1 billion, respectively.

The contractually promised government grants from publicly funded projects for the broadband build-out in Germany reduce the cost of the relevant property, plant and equipment. The grants received and payments made for the build-out continue to be recognized in net cash used in/from investing activities; however, they are not part of cash capex, because the payments made do not result in additions to property, plant and equipment. Since the payments are not made at the same point in time as the proceeds are received, the net amounts can be positive or negative in the individual periods.

Interest payments (including capitalized interest) of EUR 8.1 billion (2023: EUR 7.9 billion, 2022: EUR 6.9 billion) were made in the 2024 financial year. Capitalized interest of EUR 0.1 billion (2023: EUR 0.2 billion, 2022: EUR 0.1 billion) was reported within cash capex in net cash used in/from investing activities, together with the associated assets.

## Net cash used in/from financing activities

millions of €

	2024	2023	2022
Issuance of bonds	8,719	7,880	3,019
Repayment of bonds	(5,720)	(9,464)	(6,127)
Issuance of asset-backed securities	917	0	764
Repayment of asset-backed securities	(171)	0	0
Commercial paper, net	0	(2,280)	2,280
Loans taken out with the EIB	0	0	749
Repayment of EIB loans	(400)	(333)	(523)
Overnight borrowings from banks	0	(200)	209
Repayment of liabilities with the right of creditors to priority repayment in the event of default	(826)	(742)	(500)
Repayment of liabilities from 5G spectrum acquired in Germany	(195)	(195)	(195)
Repayment of financial liabilities for media broadcasting rights	(377)	(375)	(387)
Principal portion of repayment of lease liabilities	(6,209)	(5,904)	(4,951)
Changes in cash and cash equivalents in connection with the sale and leaseback of the passive network infrastructure of the GD tower companies	0	3,069	0
Net cash flows for hedging transactions	3	14	121
Cash flows from continuing involvement factoring, net	(9)	3	24
Deutsche Telekom AG share buy-back	(1,974)	0	0
Dividend payments (including to other shareholders of subsidiaries)	(5,592)	(4,027)	(3,385)
<b>Cash inflows from transactions with non-controlling entities</b>			
Sale of T-Mobile US shares by Deutsche Telekom	3,567	0	0
T-Mobile US stock options	10	11	7
Cellnex Netherlands capital contributions	0	0	17
Other cash inflows	23	19	6
	<b>3,600</b>	<b>30</b>	<b>29</b>
<b>Cash outflows from transactions with non-controlling entities</b>			
Increase of the stake in T-Mobile US	(614)	0	(2,210)
T-Mobile US share buy-backs/share-based payment	(10,674)	(12,381)	(3,196)
OTE share buy-back	(151)	(177)	(294)
Other payments	(91)	(171)	(124)
	<b>(11,530)</b>	<b>(12,730)</b>	<b>(5,823)</b>
Other	(517)	(281)	(743)
<b>Net cash (used in) from financing activities</b>	<b>(20,282)</b>	<b>(25,534)</b>	<b>(15,438)</b>
Of which: from discontinued operation	0	(74)	(192)

## Non-cash transactions in the consolidated statement of cash flows

In the reporting period, Deutsche Telekom leased assets with a carrying amount of EUR 3.8 billion, mainly network equipment, cell sites, and land and buildings. These assets are recognized in the statement of financial position under right-of-use assets and the related liabilities under lease liabilities. Future repayments of the liabilities will be recognized in net cash used in/from financing activities. The corresponding additions of right-of-use assets were down EUR 2.4 billion against the prior-year period, mainly due to the leaseback of passive network infrastructure in Germany and Austria under the sale-and-leaseback agreement in connection with the sale of the GD tower companies in the first quarter of 2023 and due to the accelerated build-out of the 5G network in the prior years in the United States operating segment.

Consideration for the acquisition of broadcasting rights is paid by Deutsche Telekom in accordance with the terms of the contract on the date of its conclusion or spread over the term of the contract. Financial liabilities of EUR 0.4 billion were recognized in the reporting year for future consideration for acquired broadcasting rights (2023: EUR 0.3 billion). The payment of the consideration will be recognized in net cash used in/from financing activities.

In connection with the acquisition of Ka'ena in the United States, which was consummated on May 1, 2024, T-Mobile US settled part of the upfront payment in the form of around 3 million ordinary shares in T-Mobile US with a total value of around USD 0.5 billion (EUR 0.5 billion), determined on the basis of the closing share price on April 30, 2024. In addition, an other non-current financial liability of USD 0.2 billion (EUR 0.2 billion) was recognized as of the acquisition date for the fair value of the contingent and other consideration payable on August 1, 2026.

For further information on the acquisition of Ka'ena, please refer to the section "[Changes in the composition of the Group and other transactions](#)" under "[Summary of accounting policies](#)."

## Financial liabilities associated with net cash used in/from financing activities

The carrying amounts of the financial liabilities associated with net cash used in/from financing activities, divided into carrying amount changes having and not having an effect on cash flows, developed as follows in the reporting year:

### Development of the carrying amounts of the financial liabilities associated with net cash used in/from financing activities in 2024

millions of €

	As of Jan. 1, 2024	Of which: payments to be disclosed in net cash used in/from financing activities <sup>a</sup>	Total carrying amount changes having an effect on cash flows	Changes in the composition of the Group
Bonds and other securitized liabilities	87,097	87,097	2,967	0
Asset-backed securities collateralized by trade receivables	677	677	744	0
Liabilities to banks	3,560	3,196	(596)	0
	<b>91,333</b>	<b>90,970</b>	<b>3,116</b>	<b>0</b>
Liabilities with the right of creditors to priority repayment in the event of default	2,067	2,067	(782)	0
Other interest-bearing liabilities	6,628	6,049	(1,569)	0
Liabilities from deferred interest	1,009	0	0	0
Other non-interest-bearing liabilities	921	46	469	0
Derivative financial liabilities	2,564	462	(11)	0
	<b>13,189</b>	<b>8,624</b>	<b>(1,893)</b>	<b>0</b>
<b>Financial liabilities</b>	<b>104,522</b>	<b>99,594</b>	<b>1,223</b>	<b>0</b>
<b>Lease liabilities</b>	<b>40,792</b>	<b>40,792</b>	<b>(6,209)</b>	<b>2</b>
<b>Derivative financial assets</b>	<b>1,780</b>	<b>152</b>	<b>(3)</b>	<b>0</b>

<sup>a</sup> Deutsche Telekom exercised the option pursuant to IAS 7.33 and presented interest paid and interest received under net cash from operating activities.

millions of €

Carrying amount changes not having an effect on cash flows						Carrying amount on Dec. 31, 2024 of the payments to be disclosed in net cash used in/from financing activities <sup>a</sup>	As of Dec. 31, 2024
	Currency translation	Fair value	Carrying amount changes according to the effective interest method	Other	Total carrying amount changes not having an effect on cash flows		
Bonds and other securitized liabilities	4,831	51	(247)	(21)	4,614	94,678	94,678
Asset-backed securities collateralized by trade receivables	82	0	3	0	85	1,506	1,506
Liabilities to banks	0	37	38	(392)	(317)	2,284	2,284
	<b>4,913</b>	<b>88</b>	<b>(206)</b>	<b>(413)</b>	<b>4,382</b>	<b>98,468</b>	<b>98,468</b>
Liabilities with the right of creditors to priority repayment in the event of default	97	0	(27)	(44)	26	1,311	1,311
Other interest-bearing liabilities	198	0	175	928	1,301	5,781	6,430
Liabilities from deferred interest	0	0	0	0	0	0	1,158
Other non-interest-bearing liabilities	30	0	0	0	30	545	2,138
Derivative financial liabilities	0	(206)	0	0	(206)	246	2,687
	<b>325</b>	<b>(206)</b>	<b>148</b>	<b>884</b>	<b>1,151</b>	<b>7,883</b>	<b>13,723</b>
<b>Financial liabilities</b>	<b>5,238</b>	<b>(117)</b>	<b>(58)</b>	<b>472</b>	<b>5,534</b>	<b>106,351</b>	<b>112,191</b>
<b>Lease liabilities</b>	<b>1,965</b>	<b>0</b>	<b>0</b>	<b>3,698</b>	<b>5,665</b>	<b>40,248</b>	<b>40,248</b>
<b>Derivative financial assets</b>	<b>0</b>	<b>(168)</b>	<b>0</b>	<b>0</b>	<b>(168)</b>	<b>(19)</b>	<b>1,585</b>

<sup>a</sup> Deutsche Telekom exercised the option pursuant to IAS 7.33 and presented interest paid and interest received under net cash from operating activities.

Total carrying amount changes having an effect on cash flows of EUR -5.0 billion reported in net cash used in/from financing activities deviate from net cash used in/from financing activities, in particular due to the cash payments made for satisfying dividend entitlements of Deutsche Telekom AG's shareholders, the interest paid in connection with financial liabilities reported in cash generated from operations, and the changes in non-controlling interests having an effect on cash flows as well as the share buy-back program of Deutsche Telekom AG. The other carrying amount changes in lease liabilities not having an effect on cash flows are mainly attributable to additions in connection with the recognition of right-of-use assets. The other carrying amount changes in financial liabilities not having an effect on cash flows include additions of EUR 0.4 billion for the acquisition of broadcasting rights.

In the 2024 financial year, Deutsche Telekom made interest payments of EUR 8.1 billion to service interest obligations. This figure includes interest payments for derivative and non-derivative financial liabilities, interest payments for lease liabilities, and interest payments recognized under intangible assets and property, plant and equipment. The above reconciliation only shows the carrying amounts of the financial liabilities, lease liabilities, and derivative financial assets allocated to net cash used in/from financing activities.

For further information, please refer to the previous section "[Non-cash transactions in the consolidated statement of cash flows](#)."

The carrying amounts of the financial liabilities disclosed in net cash used in/from financing activities, divided into carrying amount changes having and not having an effect on cash flows, developed as follows in 2023:

#### Development of the carrying amounts of the financial liabilities associated with net cash used in/from financing activities in 2023

millions of €

	As of Jan. 1, 2023	Of which: payments to be disclosed in net cash used in/from financing activities <sup>a</sup>	Total carrying amount changes having an effect on cash flows	Changes in the composition of the Group
Bonds and other securitized liabilities	93,802	93,802	(3,929)	0
Liabilities to banks	4,122	3,732	(625)	0
	<b>97,924</b>	<b>97,534</b>	<b>(4,554)</b>	<b>0</b>
Liabilities with the right of creditors to priority repayment in the event of default	2,925	2,925	(694)	0
Other interest-bearing liabilities	7,526	6,831	2,025	33
Liabilities from deferred interest	999	0	0	0
Other non-interest-bearing liabilities	769	22	32	0
Derivative financial liabilities	2,889	165	(63)	0
	<b>15,107</b>	<b>9,943</b>	<b>1,300</b>	<b>33</b>
<b>Financial liabilities</b>	<b>113,030</b>	<b>107,477</b>	<b>(3,254)</b>	<b>33</b>
<b>Lease liabilities</b>	<b>38,792</b>	<b>38,792</b>	<b>(5,904)</b>	<b>(1)</b>
<b>Derivative financial assets</b>	<b>2,273</b>	<b>123</b>	<b>(121)</b>	<b>0</b>

<sup>a</sup> Deutsche Telekom exercised the option pursuant to IAS 7.33 and presented interest paid and interest received under net cash from operating activities.

millions of €

Carrying amount changes not having an effect on cash flows							
	Currency translation	Fair value	Carrying amount changes according to the effective interest method	Other	Total carrying amount changes not having an effect on cash flows	Carrying amount on Dec. 31, 2023 of the payments to be disclosed in net cash from/used in financing activities <sup>a</sup>	As of Dec. 31, 2023
Bonds and other securitized liabilities	(2,440)	664	(283)	(40)	(2,099)	87,773	87,773
Liabilities to banks	0	48	42	0	90	3,196	3,560
	<b>(2,440)</b>	<b>712</b>	<b>(241)</b>	<b>(40)</b>	<b>(2,009)</b>	<b>90,969</b>	<b>91,333</b>
Liabilities with the right of creditors to priority repayment in the event of default	(82)	0	(35)	(46)	(163)	2,067	2,067
Other interest-bearing liabilities	(135)	0	181	(2,886)	(2,807)	6,049	6,628
Liabilities from deferred interest	0	0	0	0	0	0	1,009
Other non-interest-bearing liabilities	(8)	0	0	0	(8)	46	921
Derivative financial liabilities	0	360	0	0	360	462	2,564
	<b>(225)</b>	<b>360</b>	<b>146</b>	<b>(2,932)</b>	<b>(2,618)</b>	<b>8,624</b>	<b>13,189</b>
<b>Financial liabilities</b>	<b>(2,665)</b>	<b>1,072</b>	<b>(95)</b>	<b>(2,972)</b>	<b>(4,627)</b>	<b>99,593</b>	<b>104,522</b>
<b>Lease liabilities</b>	<b>(1,130)</b>	<b>0</b>	<b>0</b>	<b>9,036</b>	<b>7,905</b>	<b>40,792</b>	<b>40,792</b>
<b>Derivative financial assets</b>	<b>0</b>	<b>150</b>	<b>0</b>	<b>0</b>	<b>150</b>	<b>152</b>	<b>1,780</b>

<sup>a</sup> Deutsche Telekom exercised the option pursuant to IAS 7.33 and presented interest paid and interest received under net cash from operating activities.

## Supplier finance arrangements

Deutsche Telekom has concluded supplier finance arrangements with financial institutions to facilitate suppliers' access to credit and to enable early billing of the goods and services they provide to Group companies in order to improve their liquidity. The supplier finance arrangements are offered on a voluntary basis and suppliers can participate at any time at their own discretion. Deutsche Telekom repays the banks the full invoice amount on the originally agreed payment date.

The terms of the arrangement do not provide for any additional extension of the credit, and local obligations customary in the industry, e.g., warranty obligations, apply. Extensions of payment terms are only granted in keeping with the usual limits in the respective local procurement markets and correspond to those of trade payables that are not part of the arrangements. The payment terms vary in the indicated ranges due to the various procurement agreements being concluded at different times in the respective local procurement markets. Since the arrangements do not change the terms of the original liabilities, the amounts to be paid to the banks continue to be recognized under trade payables and other liabilities.

The carrying amounts and payment terms of the supplier finance arrangements existing as of the reporting date are set out in the following table.

## Supplier finance arrangements

millions of €

	Dec. 31, 2024	
	Germany	Rest of Europe
<b>Range of payment terms</b>		
Liabilities arising from supplier finance arrangements	30–90 days after invoice date	60–160 days after invoice date
Comparable trade payables that are not part of the supplier finance arrangements	30–90 days after invoice date	60–160 days after invoice date
<b>Carrying amount of the liabilities arising from supplier finance arrangements</b>		
Liabilities arising from supplier finance arrangements	483	242
Of which: supplier has already received the payment from the finance provider	396	205

As of January 1, 2024, liabilities arising from supplier finance arrangements in Germany amounted to EUR 572 million and in the rest of Europe to EUR 223 million.

## 38 Segment reporting

Deutsche Telekom reports on five operating segments, as well as on the Group Headquarters & Group Services segment. Three operating segments are distinguished by region (Germany, United States, Europe), one by customers and products (Systems Solutions), and another by tasks (Group Development). For three operating segments, business activities are assigned by customer and product (Germany, Systems Solutions, United States), while one operating segment allocates its activities on a regional basis (Europe) and another allocates them by equity investment (Group Development).

The **Germany** operating segment comprises all fixed-network and mobile business activities for consumers and business customers, including separate sales entities in Germany to allow a customer-centric sales approach. The Wholesale business delivers wholesale telecommunication services for third-party telecommunications companies. Build-out of the mobile and fixed networks in Germany is managed by the Technology business unit.

The **United States** operating segment combines all mobile activities in the U.S. market. T-Mobile US offers services, terminal equipment, and accessories for consumers. In addition, the company sells devices to dealers and other third-party distributors for resale. It provides wireless communications services through a variety of service plan options to U.S. domestic customers including plans marketed to businesses, as well as wireless devices. In addition to its wireless communications services, T-Mobile US offers High Speed Internet utilizing its nationwide 5G network. T-Mobile US also provides products that are complementary to its wireless communications services, including device protection.

The **Europe** operating segment comprises all fixed-network and mobile operations of the national companies in Greece, Hungary, Poland, the Czech Republic, Croatia, Slovakia, Austria, North Macedonia, and Montenegro. In these countries, Deutsche Telekom is an integrated provider of telecommunications services. In Romania, the focus is on mobile operations. Besides the traditional fixed-network and mobile business with residential customers, most of the national companies also offer ICT solutions for business customers.

The **Systems Solutions** operating segment offers ICT services to business customers in the core DACH market (Germany, Austria, and Switzerland) under the T-Systems brand. T-Systems primarily addresses the ICT growth areas of advisory, cloud services, and digitalization with a corresponding portfolio of products. Security solutions and networking are integral components of its service offering, supported by strategic partnerships. The services penetrate deep into the value chains of selected industries (automotive, healthcare, public sector).

The goal of the **Group Development** operating segment is to actively manage entities and equity investments to grow their value. In this context, 51.0 % of the shares in the cell tower business companies in Germany and Austria (GD tower companies) were sold on February 1, 2023. The investment management group Deutsche Telekom Capital Partners; Comfort Charge, which is a provider of e-mobility charging infrastructure; and the Group functions of Mergers & Acquisitions and strategic Portfolio Management are also assigned to Group Development.

The **Group Headquarters & Group Services** segment comprises all Group units that cannot be allocated directly to one of the operating segments, as well as the Board of Management department for Technology and Innovation. Group Headquarters defines strategic aims for the Group, ensures they are met, and becomes directly involved in selected Group projects. Group Services provides services to the entire Group; in addition to typical services provided by Deutsche Telekom Services Europe, such as financial accounting, human resources services, and operational procurement, Group Services also includes the placement services of personnel services provider Vivento. Further units are Group Supply Services (GSUS) for real estate management and strategic procurement, and MobilitySolutions, which is a full-service provider for fleet management and mobility services.

### Changes to the segment and organizational structure in 2024

**Acquisition of Ka'ena in the United States.** On March 9, 2023, T-Mobile US entered into a Merger and Unit Purchase Agreement for the acquisition of 100 % of the outstanding equity of the U.S. prepaid provider Ka'ena and its subsidiaries including, among others, Mint Mobile. The transaction was consummated on May 1, 2024.

For further information on the corporate transactions consummated and agreed in the reporting year, please refer to the section [“Changes in the composition of the Group and other transactions”](#) under [“Summary of accounting policies.”](#)

The business segments presented are reviewed at regular intervals by the Deutsche Telekom Board of Management in terms of the allocation of resources and their earnings performance.



The measurement principles for Deutsche Telekom's segment reporting structure are based primarily on the IFRSs adopted in the consolidated financial statements. Deutsche Telekom evaluates the segments' performance based on revenue and profit/loss from operations (EBIT), among other factors. Revenue generated and goods and services exchanged between segments are calculated on the basis of market prices. Services provided by Deutsche Telekom IT are generally charged at cost. Development services are not charged, but capitalized at segment level in accordance with the internal control logic. In accordance with the segments' control logic, intragroup leases are not capitalized by the lessee, but instead recognized as periodic expenses. In accordance with the Company's principles of segment management, when loans with embedded derivatives are granted internally to Group entities, the derivative component is recognized separately also in the creditor company's financial statements and measured at fair value through profit or loss. Segment assets and liabilities include all assets and liabilities that are carried in the financial statements prepared by the segments and included in the consolidated financial statements. Segment investments include additions to intangible assets, property, plant and equipment, and right-of-use assets. Where entities accounted for using the equity method are directly allocable to a segment, their shares of profit or loss after income taxes and their carrying amounts are reported in that segment's accounts. All of the performance indicators shown in the following tables are presented exclusively from the segments' perspective: The effects of intersegment transactions are eliminated and presented in aggregate form in the reconciliation line.

The following table shows the performance indicators used by Deutsche Telekom to evaluate the operating segments' performance as well as additional segment-related indicators:

													Share of profit (loss) of associates and joint ventures accounted for using the equity method					Investments accounted for using the equity method	Net cash from operating activities	Net cash used in/ from investing activities	Of which: cash capex <sup>a</sup>	Net cash used in/ from financing activities	Average number of employees		
		Inter-Net segment revenue	segment revenue	Total revenue	Cost of materials	Personnel costs	Profit (loss) from operations (EBIT)	Depreciation and amortization	Impairment losses	Interest income	Interest expense		Income taxes	Segment assets	Segment liabilities	Segment investments									
Germany	2024	25,066	646	25,711	(10,415)	(5,661)	5,698	(4,379)	(5)	334	(764)	274	(10)	53,149	37,763	5,229	777	10,457	(4,914)	(4,782)	(6,054)		58,656		
	2023	24,520	668	25,187	(10,260)	(5,495)	6,073	(4,211)	(9)	280	(685)	(147)	(7)	52,637	38,645	6,982	364	10,289	(4,585)	(4,587)	(6,181)		60,468		
	2022	23,912	593	24,505	(10,607)	(5,447)	7,006	(4,005)	(14)	32	(372)	(516)	(7)	49,366	33,167	4,995	511	9,424	(1,940)	(4,399)	(7,521)		60,443		
United States	2024	75,035	11	75,046	(31,359)	(7,697)	20,323	(15,544)	(2)	430	(4,716)	33	(3,726)	215,612	147,355	15,760	460	27,767	(11,738)	(11,410)	(15,827)		64,808		
	2023	72,431	5	72,436	(31,701)	(8,091)	14,487	(15,513)	(38)	273	(4,526)	29	(2,550)	203,435	138,491	12,846	384	25,206	(9,869)	(10,053)	(14,849)		66,446		
	2022	75,429	6	75,436	(36,946)	(8,380)	7,470	(18,371)	(866)	75	(4,438)	24	(409)	215,581	143,900	28,446	368	23,569	(16,165)	(16,340)	(8,978)		69,056		
Europe	2024	12,126	221	12,347	(5,557)	(1,603)	2,247	(2,524)	(98)	76	(207)	(7)	(502)	24,615	8,800	2,683	49	4,066	(2,058)	(1,919)	(1,650)		33,126		
	2023	11,586	204	11,790	(5,391)	(1,522)	1,973	(2,500)	(23)	60	(200)	(6)	(332)	24,237	8,801	2,970	42	3,801	(1,951)	(2,049)	(1,905)		33,430		
	2022	10,944	214	11,158	(5,136)	(1,485)	1,724	(2,444)	(128)	27	(130)	(18)	(379)	23,449	8,202	2,469	36	3,775	(1,639)	(1,872)	(2,485)		34,621		
Systems Solutions	2024	3,377	627	4,004	(1,845)	(1,971)	107	(221)	(16)	167	(172)	1	(58)	4,007	2,901	342	24	313	(252)	(229)	(163)		25,803		
	2023	3,258	638	3,896	(1,810)	(1,959)	(71)	(218)	(126)	152	(155)	(2)	(41)	4,016	2,972	306	22	299	(395)	(210)	107		25,927		
	2022	3,106	705	3,811	(1,685)	(1,964)	(110)	(228)	(111)	35	(52)	(2)	(50)	4,087	3,240	261	23	117	(226)	(221)	284		26,643		
Group Development	2024	8	2	10	(21)	(22)	(39)	(3)	0	131	(12)	2,234	(1)	9,978	287	6	6,021	130	6,207	(4)	(5)		104		
	2023	32	83	115	(39)	(28)	13,217	(2)	0	220	(62)	(2,640)	(21)	11,237	3,879	7	3,777	381	53	(24)	658		166		
	2022	828	881	1,708	(508)	(139)	1,911	(195)	0	6	(74)	(30)	(50)	6,444	8,572	318	365	756	(3,887)	(343)	(1,770)		1,289		
Group Headquarters & Group Services	2024	158	2,069	2,226	(1,835)	(2,052)	(2,058)	(1,241)	0	1,226	(2,165)	0	(942)	37,251	48,759	944	12	4,503	2,777	(833)	(12,869)		17,729		
	2023	158	2,147	2,305	(1,710)	(1,990)	(1,874)	(1,326)	(26)	1,265	(2,356)	0	31	40,096	51,607	1,135	15	7,755	(1,433)	(969)	(5,863)		18,419		
	2022	193	2,214	2,407	(1,946)	(2,032)	(1,837)	(1,439)	(37)	868	(1,311)	20	(1,324)	40,522	55,067	1,165									

Deutsche Telekom. The 2024 financial year. 317

**Information on geographic areas.** The Group's non-current assets and net revenue are shown by region: Germany, Europe (excluding Germany), North America, and other countries. The North America region comprises the United States and Canada. The Europe (excluding Germany) region covers the entire European Union (excluding Germany) and the other countries in Europe. Other countries include all countries that are not Germany or in Europe (excluding Germany) or North America. Non-current assets are allocated to the regions according to the location of the assets in question. Non-current assets encompass intangible assets; property, plant and equipment; right-of-use assets; capitalized contract costs; investments accounted for using the equity method; as well as other non-current assets. Net revenue is allocated according to the location of the respective customers' operations.

millions of €

	Non-current assets			Net revenue		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	2024	2023	2022
Germany	50,437	47,033	41,257	27,435	25,721	25,057
International	210,328	196,367	204,829	88,334	86,249	89,140
Europe (excluding Germany)	18,886	19,083	18,412	12,627	13,371	13,202
North America	191,365	177,217	186,340	75,137	72,386	75,406
Other countries	78	68	76	570	492	532
<b>Group</b>	<b>260,766</b>	<b>243,401</b>	<b>246,086</b>	<b>115,769</b>	<b>111,970</b>	<b>114,197</b>

For information on products and services, please refer to Note 20 "Net revenue."

### 39 Contingencies

As part of its ordinary business activities, Deutsche Telekom is involved in various proceedings both in and out of court with government agencies, competitors, and other parties, the outcome of which often cannot be reliably anticipated. As of the reporting date, the Group was exposed to contingent liabilities amounting to EUR 0.1 billion (December 31, 2023: EUR 0.1 billion) and to contingent assets amounting to EUR 0.0 billion (December 31, 2023: EUR 0.0 billion) that can be reliably estimated, and, on the basis of the information and estimates available, do not fulfill the requirements for recognition as liabilities or assets in the statement of financial position. The aforementioned total contingent liabilities only include individual cases that do not have any significant impact on their own. In the event that, in extremely rare cases, Deutsche Telekom comes to the conclusion that the disclosures required by IAS 37 could seriously undermine the outcome of the relevant proceedings, these disclosures will not be made.

#### Contingent liabilities

On the basis of the information and estimates available, the following issues do not fulfill the requirements for recognition as liabilities in the statement of financial position. As it is not possible to estimate the amount of the contingent liabilities or the group of contingent liabilities with sufficient reliability in each case due to the uncertainties described below, they have not been included in the aforementioned total contingent liabilities.

**Claims relating to charges for the shared use of cable ducts.** In 2012, Kabel Deutschland Vertrieb und Service GmbH (today Vodafone Deutschland GmbH (VDG)) filed a claim against Telekom Deutschland GmbH to reduce the annual charge for the rights to use cable duct capacities. In similar proceedings, the then Unitymedia Hessen GmbH & Co. KG, Unitymedia NRW GmbH, and Kabel BW GmbH (today all Vodafone West) filed claims against Telekom Deutschland GmbH in January 2013, demanding that it cease charging the plaintiffs more than a specific and precisely stated amount for the shared use of cable ducts, including in the future. The claims were rejected by the Frankfurt/Main Higher Regional Court (VDG) and by the Düsseldorf Higher Regional Court (Vodafone West) and an appeal was not allowed in both cases. In response to the complaints of the plaintiffs against non-allowance of appeal, the Federal Court of Justice allowed the appeal by VDG to the extent that it relates to claims dating from January 1, 2012 onward; the appeal by Vodafone West was allowed to the extent that it relates to claims dating from January 1, 2016 onward. The claims were rejected with legally binding effect for the time periods prior to this. In a ruling on December 14, 2021, the Federal Court of Justice referred the proceedings concerning the remaining claims back to the responsible Higher Regional Courts for a new hearing and decision. VDG has since updated its claim, which it now puts at around EUR 903 million plus interest for the period from January 2012 to December 2023. The plaintiff Vodafone West has also updated its claim, which it now puts at around EUR 538 million plus interest for the period from January 2016 to April 2024. It is currently not possible to estimate the financial impact of both these proceedings with sufficient certainty.

**Sprint Merger class action.** On June 1, 2021, a shareholder class action and derivative action was filed in the Delaware Court of Chancery against Deutsche Telekom AG, SoftBank, T-Mobile US, and all of our officers and directors at that time, asserting a breach of fiduciary duties relating to the purchase price amendment to the Merger Agreement, as well as SoftBank's subsequent monetization of its T-Mobile US shares. On October 29, 2021, the complaint was amended. The amended complaint is directed at the same defendants and the same underlying transactions as in the original action; however, it includes additional submission on alleged facts. It is currently not possible to estimate the resulting claim and financial risk of these proceedings with sufficient certainty.

**Proceedings against T-Mobile US in consequence of the cyberattack on T-Mobile US in August 2021.** In August 2021, T-Mobile US confirmed that their systems had been subject to a criminal cyberattack that compromised data of millions of their customers, former customers, and prospective customers. With the assistance of outside cybersecurity experts, T-Mobile US located and closed the unauthorized access to their systems and identified customers whose information was impacted and notified them, consistent with state and federal requirements. As a result of the cyberattack, numerous consumer class actions including mass arbitrations were filed against T-Mobile US. The class actions brought before the federal courts were consolidated into one action in December 2021. The plaintiffs claimed damages in an unspecified amount. On July 22, 2022, T-Mobile US entered into an agreement to settle the consumer class action in the Federal Court for USD 350 million. In addition, T-Mobile US committed to spending a total of USD 150 million in 2022 and 2023 on data security and related technologies. The settlement was approved by the court in June 2023. T-Mobile US paid the outstanding USD 315 million of the original settlement amount of USD 350 million in November 2024, which resolves materially all claims made to date by current, former, and potential customers, who were affected by the cyberattack in 2021. The consumer class actions will therefore no longer be reported.

Furthermore, in November 2021, a derivative action was brought against the members of the Board of Directors of T-Mobile US and against T-Mobile US as nominal defendant. This action has since been withdrawn. In September 2022, a further purported shareholder filed a new derivative action against the members of the Board of Directors of T-Mobile US and against T-Mobile US as nominal defendant alleging claims for breach of fiduciary duties relating to the company's cybersecurity practices. The derivative action was dismissed in its entirety in May 2024. The plaintiff has appealed against this decision. It is currently not possible to estimate the resultant financial risk with sufficient certainty.

In addition, inquiries have been made by various government agencies, law enforcement and other state authorities, with which T-Mobile US is cooperating in full. An agreement was reached on the inquiries made by the Federal Communications Commission (FCC). It is currently not possible to estimate the resultant financial risk of these proceedings with sufficient certainty.

**Proceedings against T-Mobile US in consequence of the cyberattack on T-Mobile US in January 2023.** On January 5, 2023, T-Mobile US identified that a bad actor was obtaining data through an application programming interface (API). Investigations by the company have found that the affected API was only able to provide a limited set of customer account data, including name, billing address, email address, telephone number, date of birth, T-Mobile account number, and information such as the number of lines on the account and plan features. The results of the investigation indicate that, in total, around 37 million current postpaid and prepaid customer accounts were affected, although many of these accounts did not include the full data set. T-Mobile US assumes that the attacker retrieved data via the affected API for the first time from or around November 25, 2022. In accordance with federal and state requirements, the company has notified those individuals whose data was affected. In connection with this cyberattack, consumer class actions were filed against T-Mobile US and official inquiries were submitted to the company, to which it will respond and, as a result of which, it may incur substantial expenses. It is currently not possible to estimate the resultant financial risk with sufficient certainty.

**Patents and licenses.** Like many other large telecommunications and internet providers, Deutsche Telekom is regularly exposed to intellectual property rights disputes. There is a risk that Deutsche Telekom may have to pay license fees and/or compensation; Deutsche Telekom is also exposed to a risk of cease-and-desist orders, for example relating to the sale of a product or the use of a technology.

**Anti-trust proceedings.** Deutsche Telekom and its subsidiaries are subject to proceedings under anti-trust law in various jurisdictions, which may also lead to civil follow-on claims. Taken individually, none of the proceedings has a material impact. Deutsche Telekom believes the respective allegations and claims for damages are unfounded. The outcome of the proceedings cannot be foreseen at this point in time.

**Claims for damages against Slovak Telekom following a European Commission decision to impose fines.** The European Commission decided on October 15, 2014 that Slovak Telekom had abused its market power on the Slovak broadband market and as a result imposed fines on Slovak Telekom and Deutsche Telekom AG, which were paid in full in January 2015. After the General Court of the European Union partially overturned the European Commission's decision in 2018 and reduced the fines by a total of EUR 13 million, the legal recourse following the ruling of the European Court of Justice on March 25, 2021 is exhausted. Following the decision of the European Commission, competitors filed damage actions against Slovak Telekom with the civil court in Bratislava. These claims seek compensation for alleged damages due to Slovak Telekom's abuse of a dominant market position, as determined by the European Commission. Three claims totaling EUR 219 million plus interest are currently pending. It is currently not possible to estimate the financial impact with sufficient certainty.

**Claims for damages against Deutsche Telekom AG, including due to insolvency of Phones4U.** Phones4U was an independent British mobile retailer, which declared insolvency in 2014. The insolvency administrator is pursuing claims before the High Court of Justice in London against the mobile providers active on the UK market at that time and their parent companies on the grounds of alleged collusion in violation of anti-trust law and breach of contract. Deutsche Telekom AG, which at that time held 50 % of the mobile company EE Limited, has rejected the claims as unsubstantiated. The High Court of Justice in London heard testimony from several witnesses and experts in the period between mid-May and the end of July 2022 with a view to establishing the legal basis for a claim. On November 10, 2023, the High Court of Justice in London rejected all claims made by Phones4U against all defendants. In December 2023, Phones4U filed an application for leave to lodge an appeal with the High Court of Justice in London. The hearing took place on December 19, 2023. The High Court of Justice in London rejected the application by Phones4U for leave to lodge an appeal. Phones4U is pursuing the application further with the Court of Appeal. The Court of Appeal partially allowed the appeal by Phones4U. It is currently not possible to estimate the financial impact with sufficient certainty.

**Antitrust class action complaint following the merger with Sprint.** T-Mobile US is defending against an antitrust class action complaint from June 17, 2022, in which the plaintiffs allege that the merger of T-Mobile US and Sprint violated the antitrust laws and harmed competition in the U.S. retail cell service market. Plaintiffs seek injunctive relief and trebled monetary damages on behalf of a purported class of AT&T and Verizon customers who plaintiffs allege paid artificially inflated prices due to the Merger. It is currently not possible to estimate the financial impact with sufficient certainty.

**Tax risks.** In many countries, Deutsche Telekom is subject to the applicable tax regulations. Risks can arise from changes in local taxation laws or case law and different interpretations of existing provisions. As a result, they can affect Deutsche Telekom's tax expense and benefits as well as tax receivables and liabilities.

## 40 Lessor relationships

**Finance leases.** Deutsche Telekom is a lessor in connection with finance leases. Essentially, these relate to the leasing of routers and other hardware, which Deutsche Telekom provides to its customers for data and telephone network solutions.

The following table shows how the amount of the net investment in a finance lease is determined:

millions of €		
	Dec. 31, 2024	Dec. 31, 2023
Lease payments	172	207
Unguaranteed residual value	9	0
Gross investment	181	207
Unearned finance income	(10)	(10)
<b>Net investment (present value of the lease payments)</b>	<b>172</b>	<b>197</b>

The following table presents the gross investment amounts and the present value of payable lease payments:

Maturity	Dec. 31, 2024		Dec. 31, 2023	
	Gross investment	Present value of lease payments	Gross investment	Present value of lease payments
Within 1 year	83	80	108	103
In 1 to 2 years	44	41	55	51
In 2 to 3 years	24	23	22	21
In 3 to 4 years	11	11	11	11
In 4 to 5 years	6	6	5	5
After 5 years	12	12	7	6
	<b>181</b>	<b>172</b>	<b>207</b>	<b>197</b>

**Operating leases.** Deutsche Telekom is a lessor in connection with operating leases. The underlying leases mainly relate to cell sites, building and co-location space, and unbundled local loop lines in the Germany operating segment, at Group Headquarters & Group Services, and in the Europe and United States operating segments.

Contracts on the provision of the latest generation of modems/routers to consumers in the fixed-network mass-market do not satisfy the definition of a lease, where modem and router features are incorporated in one device.

The leasing of local loop lines and space to wholesale fixed-network customers (e.g., co-location space) is also classified as a lease. The regulator requires Deutsche Telekom to make co-location space and unbundled local loop lines available to competitors. In contrast to unregulated products, the residual value risk for these assets is rather low because competitors are economically dependent on the use of these assets. In the unlikely event that co-location space and unbundled local loop lines are not leased, Deutsche Telekom will try to find new tenants for the vacant space or unleased lines. In the case of its own cell sites in the Europe operating segment, Deutsche Telekom will also strive to continue leasing – where possible – all of the free space that it does not itself occupy. The aim here is to reduce the vacancy rate of unused space as far as possible by re-letting and to spread the cost.

Operating leases exist for the following items of property, plant and equipment:

millions of €				
	Land and buildings	Technical equipment and machinery	Other equipment, operating and office equipment	Total
<b>Cost</b>				
<b>At December 31, 2022</b>	<b>22</b>	<b>2,437</b>	<b>6</b>	<b>2,465</b>
Currency translation	0	(12)	0	(12)
Changes in the composition of the Group	0	(3)	0	(3)
Additions	0	297	2	299
Disposals	(1)	(1,233)	0	(1,234)
Change from non-current assets and disposal groups held for sale	0	0	0	0
Reclassifications	(2)	32	(1)	30
<b>At December 31, 2023</b>	<b>20</b>	<b>1,518</b>	<b>7</b>	<b>1,545</b>
Currency translation	0	(4)	0	(4)
Changes in the composition of the Group	0	0	0	0
Additions	0	165	2	167
Disposals	0	(353)	0	(353)
Change from non-current assets and disposal groups held for sale	0	0	0	0
Reclassifications	0	41	0	41
<b>At December 31, 2024</b>	<b>20</b>	<b>1,368</b>	<b>9</b>	<b>1,397</b>
<b>Accumulated depreciation and impairment losses</b>				
<b>At December 31, 2022</b>	<b>(21)</b>	<b>(1,819)</b>	<b>(3)</b>	<b>(1,843)</b>
Currency translation	0	11	0	11
Changes in the composition of the Group	0	2	0	2
Additions (depreciation)	0	(303)	(1)	(305)
Additions (impairment)	0	(1)	0	(1)
Disposals	1	1,124	0	1,125
Change from non-current assets and disposal groups held for sale	0	0	0	0
Reclassifications	2	(1)	0	1
Reversal of impairment losses	0	0	0	0
<b>At December 31, 2023</b>	<b>(19)</b>	<b>(987)</b>	<b>(4)</b>	<b>(1,011)</b>
Currency translation	0	2	0	2
Changes in the composition of the Group	0	0	0	0
Additions (depreciation)	0	(207)	(2)	(209)
Additions (impairment)	0	(1)	0	(1)
Disposals	0	301	0	301
Change from non-current assets and disposal groups held for sale	0	0	0	0
Reclassifications	0	(5)	0	(5)
Reversal of impairment losses	0	0	0	0
<b>At December 31, 2024</b>	<b>(19)</b>	<b>(897)</b>	<b>(6)</b>	<b>(922)</b>
<b>Net carrying amounts</b>				
At December 31, 2023	1	531	3	535
<b>At December 31, 2024</b>	<b>1</b>	<b>471</b>	<b>3</b>	<b>475</b>

The maturity analysis of the lease payments arising from operating leases is as follows:

millions of €		
Maturity	Dec. 31, 2024	Dec. 31, 2023
Within 1 year	176	239
In 1 to 2 years	115	118
In 2 to 3 years	24	27
In 3 to 4 years	75	71
In 4 to 5 years	16	21
After 5 years	67	72
	<b>473</b>	<b>548</b>

## 41 Insurance contracts

A device insurance scheme is within the scope of IFRS 17, which sets accounting rules for certain insurance contracts. Under this scheme, customers of Deutsche Telekom buy insurance coverage for accidental damage, loss, and theft. An insurance company is insurer, and Deutsche Telekom is the insurance company's reinsurer, covering all losses. The coverage period of each contract in the group is one month. Deutsche Telekom applies the premium allocation approach in accordance with IFRS 17. It can be reasonably expected that the premium allocation approach results in a measurement of the liability for remaining coverage for the group that does not differ materially from the one that would be produced applying the general measurement requirements in IFRS 17. Insurance revenue for the period is the amount of expected premium receipts allocated to the period. The level of insurance risk is largely constant throughout the coverage period. There has not been significant variability in the level of claims over the past years. The premium receipts are therefore allocated to each period on the basis of the passage of time in accordance with IFRS 17, and the amount of the risk adjustment is primarily based on past experience. For materiality reasons, no adjustments are made for the time value of money and the effect of financial risk. Amounts receivable from or payable to the insurance company are presented as other financial assets or financial liabilities respectively to the extent the offsetting criteria are not met. Incurred claims of uncertain timing or amount are presented as other provisions. The portfolio of insurance contracts is composed of a multitude of customers. There are no significant risk concentrations. The main risk arising from the portfolio is the level of claims.

The amounts are illustrated in the table below.

millions of €	2024	2023
<b>Portfolio of insurance contracts that is an asset</b>		
<b>Carrying amount as of December 31</b>	<b>268</b>	<b>250</b>
<b>Of which: asset (liability) for remaining coverage</b>		
Carrying amount as of January 1 (asset)	386	406
Premiums received	(4,538)	(4,540)
Insurance revenue recognized in profit or loss in the current period	4,554	4,533
Currency translation effects recognized directly in equity	8	(13)
<b>Carrying amount as of December 31 (asset)</b>	<b>410</b>	<b>386</b>
<b>Of which: liability for incurred claims</b>		
Carrying amount as of January 1 (liability)	(136)	(142)
Expenses recognized in the current period for incurred claims and other insurance service expenses	(3,042)	(3,044)
Incurred claims and other insurance service expenses paid in the current period	2,893	2,905
Payments in the current period that relate to past service	138	142
Currency translation effects recognized directly in equity	5	3
<b>Carrying amount as of December 31 (liability)</b>	<b>(142)</b>	<b>(136)</b>

Insurance revenue in the amount of EUR 4,583 million and insurance service expenses in the amount of EUR 3,023 million were recognized in the 2022 financial year.



## 42 Other financial obligations

The following table provides an overview of Deutsche Telekom's other financial obligations:

millions of €

	Dec. 31, 2024			
	Total	Due within 1 year	Due > 1 year ≤ 5 years	Due > 5 years
Purchase commitments regarding property, plant and equipment	5,135	4,439	565	130
Purchase commitments regarding intangible assets	5,989	1,984	4,004	0
Firm purchase commitments for inventories	8,368	5,228	3,140	0
Other purchase commitments and similar obligations	26,748	13,098	9,514	4,136
Payment obligations to the Civil Service Pension Fund	553	0	495	58
Obligations from the acquisition of interests in other companies	11,111	10,630	481	0
Miscellaneous other obligations	40	39	1	0
	<b>57,943</b>	<b>35,418</b>	<b>18,200</b>	<b>4,325</b>

Purchase commitments regarding intangible assets include, among others, obligations of USD 0.6 billion (EUR 0.6 billion) for spectrum licenses not yet endorsed from the second tranche in connection with the agreement between T-Mobile US and Channel 51 License Co, LLC and LB License Co, LLC, entered into on August 8, 2022, for the acquisition of spectrum licenses in the 600 MHz band. The item also includes obligations arising from the agreement between T-Mobile US and Comcast, entered into on September 12, 2023, for the acquisition of 600 MHz spectrum licenses. In this connection, the maximum purchase price of USD 3.3 billion (EUR 3.2 billion) was included in the disclosure. On January 13, 2025, T-Mobile US and Comcast entered into an amendment to the license purchase agreement pursuant to which T-Mobile US will acquire additional spectrum. Subsequent to the amendment, the maximum purchase price amounts to USD 3.4 billion (EUR 3.3 billion). Other purchase commitments and similar obligations mainly comprise obligations for the procurement of services, such as maintenance and servicing, IT services, marketing measures, and outsourcing. The obligations arising in connection with business combinations mainly relate to obligations from the agreed acquisitions of Lumos of USD 1.5 billion (EUR 1.4 billion), of UScellular of USD 4.4 billion (EUR 4.2 billion), of Metronet of USD 4.9 billion (EUR 4.7 billion), and of Vistar Media of USD 0.6 billion (EUR 0.6 billion) in the United States operating segment.

For further information on the agreements concluded with Channel 51 and Comcast, please refer to Note 6 "[Intangible assets](#)."

For further information on the agreements on the acquisition of Lumos, UScellular, and Metronet in the United States, please refer to the section "[Changes in the composition of the Group and other transactions](#)" under "[Summary of accounting policies](#)."

## 43 Financial instruments and risk management

For further information on financial instruments, please refer in particular to Note 2 “Trade receivables,” Note 11 “Other financial assets,” Note 13 “Financial liabilities and lease liabilities,” Note 29 “Finance costs,” and Note 31 “Other financial income/expense.”

### Carrying amounts, amounts recognized, and fair values by class and measurement category

millions of €

		Amounts recognized in the statement of financial position in accordance with IFRS 9				
	Measurement category in accordance with IFRS 9	Carrying amount Dec. 31, 2024	Amortized cost	Fair value through other comprehensive income without recycling to profit or loss	Fair value through other comprehensive income with recycling to profit or loss	Fair value through profit or loss <sup>a</sup>
<b>Assets</b>						
Cash and cash equivalents	AC	8,472	8,472			
Trade receivables		16,411				
At amortized cost	AC	7,222	7,222			
At fair value through other comprehensive income	FVOCI	9,189			9,189	9,189
Other financial assets		7,743				
Originated loans and other receivables		5,435				
At amortized cost	AC	5,170	5,170			5,181
Of which: collateral paid	AC	1,533	1,533			
Of which: publicly funded projects	AC	1,550	1,550			
At fair value through profit or loss	FVTPL	265			265	265
Equity instruments		552				
At fair value through other comprehensive income	FVOCI	549		549		549
At fair value through profit or loss	FVTPL	3			3	3
Derivative financial assets		1,585				
Derivatives without a hedging relationship	FVTPL	911				911
Of which: termination rights embedded in bonds issued	FVTPL	193				193
Of which: energy forward agreements	FVTPL	189				189
Derivatives with a hedging relationship	n.a.	674			609	674
Lease assets	n.a.	171				
<b>Liabilities</b>						
Trade payables	AC	9,489	9,489			
Financial liabilities		112,191				
Bonds and other securitized liabilities	AC	94,678	94,678			90,072
Asset-backed securities collateralized by trade receivables	AC	1,506	1,506			1,510
Liabilities to banks	AC	2,284	2,284			2,225
Liabilities with the right of creditors to priority repayment in the event of default	AC	1,311	1,311			1,283
Other interest-bearing liabilities	AC	6,430	6,430			6,319
Of which: collateral received	AC	109	109			
Liabilities from deferred interest	AC	1,158	1,158			
Other non-interest-bearing liabilities	AC	2,138	2,138			
Derivative financial liabilities		2,687				
Derivatives without a hedging relationship	FVTPL	320				320
Of which: energy forward agreements	FVTPL	21				21
Derivatives with a hedging relationship	n.a.	2,367			695	1,672
Lease liabilities	n.a.	40,248				

<sup>a</sup> For energy forward agreements please refer to the detailed comments in the following section.

<sup>b</sup> The practical expedient under IFRS 7.29 was applied for disclosures on specific fair values.

millions of €

**Amounts recognized in the statement of financial position in  
accordance with IFRS 9**

	Measurement category in accordance with IFRS 9	Carrying amount Dec. 31, 2024	Amortized cost	Fair value through other comprehensive income without recycling to profit or loss	Fair value through other comprehensive income with recycling to profit or loss	Fair value through profit or loss <sup>a</sup>	Fair value Dec. 31, 2024 <sup>b</sup>
<b>Aggregated by measurement category (IFRS 9)</b>							
<b>Assets</b>							
Financial assets at amortized cost	AC	20,864	20,864				5,181
Financial assets at fair value through other comprehensive income with recycling to profit or loss	FVOCI	9,189			9,189		9,189
Financial assets at fair value through other comprehensive income without recycling to profit or loss	FVOCI	549		549			549
Financial assets at fair value through profit or loss	FVTPL	1,179				1,179	1,179
<b>Liabilities</b>							
Financial liabilities at amortized cost	AC	118,994	118,994				101,409
Financial liabilities at fair value through profit or loss	FVTPL	320				320	320

<sup>a</sup> For energy forward agreements please refer to the detailed comments in the following section.

<sup>b</sup> The practical expedient under IFRS 7.29 was applied for disclosures on specific fair values.

millions of €

			Amounts recognized in the statement of financial position in accordance with IFRS 9				
	Measurement category in accordance with IFRS 9	Carrying amount Dec. 31, 2023	Amortized cost	Fair value through other comprehensive income without recycling to profit or loss	Fair value through other comprehensive income with recycling to profit or loss	Fair value through profit or loss <sup>a</sup>	Fair value Dec. 31, 2023 <sup>b</sup>
Assets							
Cash and cash equivalents	AC	7,274	7,274				
Trade receivables		16,157					
At amortized cost	AC	7,710	7,710				
At fair value through other comprehensive income	FVOCI	8,446			8,446		8,446
Other financial assets		9,593					
Originated loans and other receivables		7,190					
At amortized cost	AC	6,538	6,538				6,550
Of which: collateral paid	AC	1,708	1,708				
Of which: publicly funded projects	AC	1,863	1,863				
At fair value through profit or loss	FVTPL	652				652	652
Equity instruments		426					
At fair value through other comprehensive income	FVOCI	422		422			422
At fair value through profit or loss	FVTPL	4				4	4
Derivative financial assets		1,780					
Derivatives without a hedging relationship	FVTPL	1,122				1,122	1,122
Of which: termination rights embedded in bonds issued	FVTPL	200				200	200
Of which: energy forward agreements	FVTPL	168				168	168
Derivatives with a hedging relationship	n.a.	658			643	15	658
Lease assets	n.a.	197					
Liabilities							
Trade payables	AC	10,916	10,916				
Financial liabilities		104,522					
Bonds and other securitized liabilities	AC	87,097	87,097				83,590
Asset-backed securities collateralized by trade receivables	AC	677	677				677
Liabilities to banks	AC	3,560	3,560				3,466
Liabilities with the right of creditors to priority repayment in the event of default	AC	2,067	2,067				2,001
Other interest-bearing liabilities	AC	6,628	6,628				6,499
Of which: collateral received	AC	39	39				
Liabilities from deferred interest	AC	1,009	1,009				
Other non-interest-bearing liabilities	AC	921	921				
Derivative financial liabilities		2,564					
Derivatives without a hedging relationship	FVTPL	296				296	296
Of which: energy forward agreements	FVTPL	32				32	32
Derivatives with a hedging relationship	n.a.	2,268			435	1,833	2,268
Lease liabilities	n.a.	40,792					

<sup>a</sup> For energy forward agreements please refer to the detailed comments in the following section.<sup>b</sup> The practical expedient under IFRS 7.29 was applied for disclosures on specific fair values.

millions of €

		Amounts recognized in the statement of financial position in accordance with IFRS 9				
	Measurement category in accordance with IFRS 9	Carrying amount Dec. 31, 2023	Amortized cost	Fair value through other comprehensive income without recycling to profit or loss	Fair value through other comprehensive income with recycling to profit or loss	Fair value through profit or loss <sup>a</sup>
Aggregated by measurement category (IFRS 9)						
<b>Assets</b>						
Financial assets at amortized cost	AC	21,522	21,522			6,550
Financial assets at fair value through other comprehensive income with recycling to profit or loss	FVOCI	8,446			8,446	8,446
Financial assets at fair value through other comprehensive income without recycling to profit or loss	FVOCI	422		422		422
Financial assets at fair value through profit or loss	FVTPL	1,778				1,778
<b>Liabilities</b>						
Financial liabilities at amortized cost	AC	112,874	112,874			96,233
Financial liabilities at fair value through profit or loss	FVTPL	296				296

<sup>a</sup> For energy forward agreements please refer to the detailed comments in the following section.

<sup>b</sup> The practical expedient under IFRS 7.29 was applied for disclosures on specific fair values.

**Trade receivables** include receivables amounting to EUR 2.5 billion (December 31, 2023: EUR 2.2 billion) due in more than one year. The fair value generally equals the carrying amount.

## Disclosures on fair value

### Financial instruments not measured at fair value, the fair values of which are disclosed nevertheless<sup>a</sup>

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Level 1	Level 2	Level 3 <sup>b</sup>	Total	Level 1	Level 2	Level 3 <sup>b</sup>	Total
<b>Assets</b>								
Originated loans and receivables		5,181		5,181		6,550		6,550
<b>Liabilities</b>								
Financial liabilities measured at amortized cost	85,062	16,154	193	101,409	83,222	12,810	200	96,232
Of which: bonds and other securitized liabilities	83,782	6,100	190	90,072	81,225	2,168	196	83,589
Of which: asset-backed securities collateralized by trade receivables		1,510		1,510		677		677
Of which: liabilities to banks		2,225		2,225		3,466		3,466
Of which: liabilities with the right of creditors to priority repayment in the event of default	1,280		3	1,283	1,997		4	2,001
Of which: other interest-bearing liabilities		6,319		6,319		6,499		6,499

<sup>a</sup> For the definition of the levels, please refer to the section "Summary of accounting policies" in the notes to the consolidated financial statements.

<sup>b</sup> Separation of embedded derivatives; the fair value of the entire instrument must be categorized as Level 1.

### Financial instruments measured at fair value<sup>a</sup>

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
<b>Assets</b>								
Trade receivables								
At fair value through other comprehensive income			9,189	9,189			8,446	8,446
Other financial assets – Originated loans and other receivables								
At fair value through profit or loss	248		17	265	221		431	652
Equity instruments								
At fair value through other comprehensive income	14		535	549	11		411	422
At fair value through profit or loss			3	3			4	4
Derivative financial assets								
Derivatives without a hedging relationship		518	393	911		737	385	1,122
Derivatives with a hedging relationship		657	17	674		658		658
<b>Liabilities</b>								
Derivative financial liabilities								
Derivatives without a hedging relationship		223	97	320		263	33	296
Derivatives with a hedging relationship		2,273	94	2,367		2,215	53	2,268

<sup>a</sup> For the definition of the levels, please refer to the section "Summary of accounting policies" in the notes to the consolidated financial statements.

Of the **equity instruments measured at fair value through other comprehensive income** and recognized under other financial assets, the instruments presented in the different levels constitute separate classes of financial instruments. In each case, the fair values of the total volume of equity instruments recognized as Level 1 are the price quotations at the reporting date.

The **listed bonds and other securitized liabilities** are assigned to Level 1 or Level 2 depending on the market liquidity of the relevant instrument. Consequently, issues denominated in euros or U.S. dollars with relatively large nominal amounts are to be classified as Level 1, the rest as Level 2. The fair values of the instruments assigned to Level 1 equal the nominal amounts multiplied by the price quotations at the reporting date. The fair values of the instruments assigned to Level 2 are calculated as the present values of the payments associated with the debts, based on the applicable yield curve and Deutsche Telekom's credit spread curve for specific currencies.

The fair values of **liabilities to banks and other interest-bearing liabilities** are calculated as the present values of the payments associated with the debts, based on the applicable yield curve and Deutsche Telekom's credit spread curve for specific currencies. The fair values of **trade receivables** and of **originated loans and other receivables** are calculated as the present values of the payments associated with the receivables, based on the applicable yield curve and the credit risk of the debtors.

Since there are no market prices available for the **derivative financial instruments** in the portfolio assigned to Level 2 due to the fact that they are not listed on the market, the fair values are calculated using standard financial valuation models, based entirely on observable inputs. The fair value of derivatives is the price that Deutsche Telekom would receive or have to pay if the financial instrument were transferred at the reporting date. Interest rates of contractual partners relevant as of the reporting date are used in this respect. The middle rates applicable as of the reporting date are used as exchange rates. In the case of interest-bearing derivatives, a distinction is made between the clean price and the dirty price. In contrast to the clean price, the dirty price also includes the interest accrued. The fair values carried correspond to the full fair value or the dirty price.

The **equity instruments measured at fair value through other comprehensive income** comprise a large number of investments in strategic, unlisted individual positions. Deutsche Telekom considers the chosen measurement through other comprehensive income without recycling to profit or loss to be appropriate because there are no plans to use the investments for short-term profit-taking. At the date of disposal of an investment, the total cumulative gain or loss is reclassified to retained earnings. Acquisitions and disposals are based on business policy investment decisions.

#### Investments in equity instruments at fair value through other comprehensive income

millions of €

	2024	2023
<b>Fair value as of December 31</b>	<b>549</b>	<b>422</b>
Dividends recognized in profit/loss	0	1
Of which: on investments divested in the reporting period	0	0
Of which: on investments still held at the reporting date	0	1
Fair value at the derecognition date of instruments divested in the reporting period	1	28
Cumulative gains reclassified in the reporting period from other comprehensive income to retained earnings	2	7
Of which: from the disposal of investments	0	7
Cumulative losses reclassified in the reporting period from other comprehensive income to retained earnings	2	0
Of which: from the disposal of investments	2	0

## Development of the carrying amounts of the financial assets and financial liabilities assigned to Level 3

millions of €

	Equity instruments at fair value through other comprehensive income	Derivative financial assets at fair value through profit or loss: termination rights embedded in bonds issued	Derivative financial assets at fair value through profit or loss: energy forward agreements	Derivative financial liabilities at fair value through profit or loss: energy forward agreements	Originated loans and other receivables at fair value through profit or loss: contingent consideration receivable
<b>Carrying amount as of January 1, 2024</b>	<b>411</b>	<b>200</b>	<b>169</b>	<b>(32)</b>	<b>420</b>
Additions (including first-time classification as Level 3)	65	13	0	0	0
Decreases in fair value recognized in profit/loss (including losses on disposal)	0	(158)	(79)	(4)	(420)
Increases in fair value recognized in profit/loss (including gains on disposal)	0	130	93	13	0
Decreases in fair value recognized directly in equity	(83)	0	0	0	0
Increases in fair value recognized directly in equity	136	0	0	0	0
Disposals (including last classification as Level 3) <sup>a</sup>	(1)	0	(3)	4	0
Currency translation effects recognized directly in equity	7	8	9	(2)	0
<b>Carrying amount as of December 31, 2024</b>	<b>535</b>	<b>193</b>	<b>189</b>	<b>(21)</b>	<b>0</b>

<sup>a</sup> The disposals under energy forward agreements include billing amounts paid.

The **equity instruments** assigned to Level 3 that are **measured at fair value through other comprehensive income** and carried under other financial assets are equity investments with a carrying amount of EUR 478 million measured using the best information available at the reporting date. As a rule, Deutsche Telekom considers transactions involving shares in those companies to have the greatest relevance. Transactions involving shares in comparable companies are also considered. The proximity of the relevant transaction to the reporting date, and the question of whether it was conducted at arm's length, are relevant for deciding which information is used for the measurement. Furthermore, the degree of similarity between the object being measured and comparable companies must be taken into consideration. In the case of investments with a carrying amount of EUR 300 million, transactions involving shares in these companies took place at arm's length sufficiently close to the reporting date, which is why the share prices agreed in the transactions were to be used without adjustment for the measurement as of the current reporting date. In the case of investments with a carrying amount of EUR 40 million, an analysis of operational indicators (especially revenue, EBIT, and liquidity) revealed that the carrying amounts were equivalent to current fair values. Due to better comparability, previous arm's length transactions involving shares in these companies are preferable to more recent transactions involving shares in similar companies. In the case of investments with a carrying amount of EUR 138 million, for which the last arm's length transactions relating to shares in these companies took place further in the past, a measurement performed more recently relating to shares in similar companies provides the most reliable representation of the fair values. Here, multiples to the reference variable of expected revenue (ranging between 3.1 and 38.2) were applied and a range of equally distributed percentiles in intervals of 16.7 % around the median were taken as a basis. For each investment, the appropriate percentile was used depending on the specific circumstances. If other values had been used for the multiples and for the expected revenue amounts, the calculated fair values would have been different. However, these hypothetical deviations (sensitivities) were immaterial as of the current reporting date. In addition, non-material individual items with a carrying amount of EUR 57 million when translated into euros are included with differences in value of minor relevance.

For the development of the carrying amounts in the reporting year, please refer to the table above.



The **derivatives without a hedging relationship** assigned to Level 3 and carried under derivative financial assets relate to options embedded in bonds issued by T-Mobile US with a carrying amount of EUR 193 million when translated into euros. The options, which can be exercised by T-Mobile US at any time, allow early redemption of the bonds at fixed exercise prices. Observable market prices are available regularly and also at the reporting date for the bonds as entire instruments, but not for the options embedded therein. The termination rights are measured using an option pricing model. Historical interest rate volatilities of bonds issued by T-Mobile US and comparable issuers are used for the measurement because these provide a more reliable estimate at the reporting date than current market interest rate volatilities. The spread curve, which is also unobservable, was derived on the basis of current market prices of bonds issued by T-Mobile US and debt instruments of comparable issuers. Risk-free interest rates and spreads were simulated separately from each other. At the current reporting date, the following interest rate volatility and spreads were used for the various rating levels of the bonds:

#### Interest rate volatilities and spreads used for USD bonds by rating levels

%		
	Interest volatility (absolute figure)	Spread
BBB+	0.0 %–0.1 %	0.8 %–1.2 %
BBB-	0.0 %–0.1 %	1.2 %–1.6 %
BB+	0.0 %–0.1 %	1.5 %–1.9 %

If other values had been used for the interest rate volatility and for the spread curve, the calculated fair values would have been different. The hypothetical deviation (sensitivity) was immaterial as of the current reporting date. If the spread curve had been 50 basis points higher (lower) at the reporting date, the fair value of the options would have been EUR 70 million lower (EUR 97 million higher). If the risk-free interest rate had been 50 basis points higher (lower) at the reporting date, the fair value of the options would have been EUR 57 million lower (EUR 75 million higher). In the reporting period, a net expense of EUR 28 million when translated into euros was recognized under the Level 3 measurement in other financial income/expense for unrealized losses for the options in the portfolio at the reporting date. Please refer to the table above for the development of the carrying amounts in the reporting period. Due to their distinctiveness, these instruments constitute a separate class of financial instruments.

With a carrying amount of EUR 189 million when translated into euros, the **derivatives without a hedging relationship** assigned to Level 3 and carried under derivative financial assets relate to energy forward agreements embedded in contracts entered into by T-Mobile US. The same applies to **derivative financial liabilities** with a carrying amount of EUR 21 million when translated into euros. These agreements consist of two components: the energy forward agreement and the acquisition of renewable energy credits by T-Mobile US. In the case of one energy forward agreement, commercial operation is set to begin in 2026; with the others, it has already begun. Under the energy forward agreements, which are accounted for separately as derivatives, T-Mobile US receives variable amounts based on the actual energy output and the then current energy prices, and pays fixed amounts per unit of energy generated from the start of commercial operations throughout the term of the contract. The energy forward agreements are measured using valuation models because no observable market prices are available. The value of the derivatives is influenced primarily by the future energy output and the future energy prices on the relevant markets. The main contract parameters and assumptions made are set out in the table below. In the view of T-Mobile US, the contracts were entered into at current market conditions, and the most appropriate parameters for the unobservable inputs were used for measurement purposes. The transaction price at inception was zero in each case. Since the unobservable inputs have a significant influence on the measurement of the derivatives, the respective amount resulting from initial measurement (day 1 gain) for some of the agreements was not recognized in profit or loss on initial recognition. Instead, these day 1 gains are amortized in profit or loss on a straight-line basis over the period of commercial energy production. This amortization adjusts the effects from measuring the derivatives in each accounting period using the respective valuation models and updated parameters. All amounts from the measurement of the derivatives are presented in net terms per contract in the statement of financial position (derivative financial assets/liabilities) and in the income statement (other operating income/expenses). The remaining agreements were acquired by T-Mobile US in a business combination and, for these agreements too, unobservable inputs have a material influence on the measurement of the derivatives. However, under the requirements for business combinations, the respective amounts resulting from the measurement are recognized as derivative financial assets, as a result of which there are no amounts yet to be amortized for these agreements. On the following reporting dates, the effects from the periodic measurement of the derivatives will be recorded in full in the income statement (other operating expenses or other operating income). At the reporting date, the calculated fair value from Deutsche Telekom's perspective for one of the energy forward agreements described above is negative and amounts to EUR -1 million when translated into euros. All the rest are positive and amount to EUR 284 million when translated into euros. If other values had been used for the future energy prices and for the future energy output, the calculated fair values would have been different. However, these hypothetical deviations (sensitivities) were immaterial as of the current reporting date. In the reporting period, net income of EUR 40 million when translated into euros was recognized under the Level 3 measurement in other operating income/expense for unrealized gains for the derivatives for all the above energy forward agreements. Please refer to the corresponding table for the development of the carrying amounts in the reporting period. The development of the day 1 gain yet to be amortized in the income statement in the reporting period is shown in the following table. The straight-line amortization of the

day 1 gains through profit or loss over the period of commercial energy production amounts to a total of EUR 11 million per year when translated into euros.

### Main contract parameters of energy forward agreements

millions of €	United States
Term of the contract from the start of commercial operation in years	12 to 15
End of the term of contracts for which commercial operation has already begun	2029 to 2035
Expected energy output in GWh per year	4,057
Expected energy prices per MWh for the unobservable portion of the term in €	24 to 145
Length of time in years, for which energy prices are regularly observable	up to 10

### Development of the not yet amortized amounts

millions of €	Energy forward agreements in the United States <sup>a</sup>
<b>Measurement amounts on initial recognition</b>	<b>245</b>
Measurement amounts on initial recognition (additions during the reporting period)	0
Measurement amounts amortized in profit or loss in prior periods	(49)
Measurement amounts amortized in profit or loss in the current reporting period	(10)
Currency translation adjustments	14
Disposals in prior periods	(85)
Disposals in the current reporting period	0
<b>Measurement amounts not amortized as of December 31, 2024</b>	<b>115</b>

<sup>a</sup> For more details, please refer to the explanations above.

The contingent consideration receivable from the sale of a 50 % stake in GlasfaserPlus was forgone in the reporting period under a contractual adjustment.

For the **trade receivables** measured at fair value through other comprehensive income assigned to Level 3 and for the **originated loans and other receivables** measured at fair value through profit or loss, the main factor in determining fair value is the credit risk of the relevant counterparties. If other values had been used for the default rates as of the reporting date with no change in the reference variables, the calculated fair values would have been different. However, these hypothetical deviations (sensitivities) were immaterial as of the current reporting date. The financial assets assigned to Level 3 include trade receivables measured at fair value through other comprehensive income, for which the credit risk of customers constitutes an unobservable input for the measurement, with a carrying amount of EUR 9,189 million (December 31, 2023: EUR 8,446 million) when translated into euros. As a rule, a credit scoring model is used for receivables paid in installments. The cash flows are discounted on the basis of the weighted average of the original effective interest rates of the financial assets in the relevant portfolio. A weighted average credit-risk spread of 7.18 % (December 31, 2023: 6.49 %) was applied to the respective receivables portfolios at the reporting date. The credit-risk spreads applied are derived from the expected future credit loss of the relevant portfolio and are updated on an ongoing basis. Changes in the fair value of these trade receivables are also caused by changes in observable market interest rates. For information on the amounts recognized in shareholders' equity and in profit/loss, please refer to the table "Net gain/loss by measurement category."

No notable fluctuations in value are expected from the other financial assets and financial liabilities assigned to Level 3.

## Net gain/loss by measurement category

millions of €

		Recognized in profit or loss from interest and dividends	Recognized in profit or loss from subsequent measurement			Recognized directly in equity from subsequent measurement At fair value <sup>a</sup>	Recognized in profit or loss from derecognition	Net gain (loss)
			At fair value	Currency translation	Impairments/ allowances			
Debt instruments measured at amortized cost	2024	215	n.a.	130	(291)	n.a.	(19)	35
	2023	324	n.a.	(317)	(341)	n.a.	(14)	(348)
Debt instruments measured at fair value through profit or loss	2024	399	(420)	n.a.	n.a.	n.a.	13	(8)
	2023	251	6	n.a.	n.a.	n.a.	20	276
Debt instruments measured at fair value through other comprehensive income	2024	0	n.a.	n.a.	(1,024)	47	(164)	(1,141)
	2023	0	n.a.	n.a.	(735)	83	(184)	(836)
Equity instruments measured at fair value through profit or loss	2024	1	(3)	n.a.	n.a.	n.a.	0	(2)
	2023	0	0	n.a.	n.a.	n.a.	0	0
Equity instruments measured at fair value through other comprehensive income	2024	0	n.a.	n.a.	n.a.	54	n.a.	54
	2023	1	n.a.	n.a.	n.a.	(70)	n.a.	(69)
Derivatives measured at fair value through profit or loss	2024	n.a.	302	n.a.	n.a.	n.a.	n.a.	302
	2023	n.a.	85	n.a.	n.a.	n.a.	n.a.	85
Financial liabilities measured at amortized cost	2024	(4,004)	n.a.	(333)	n.a.	n.a.	n.a.	(4,337)
	2023	(3,814)	n.a.	432	n.a.	n.a.	n.a.	(3,382)
	2024	(3,389)	(121)	(204)	(1,316)	101	(170)	(5,098)
	2023	(3,238)	91	115	(1,076)	13	(178)	(4,273)

<sup>a</sup> The amount reported under debt instruments measured at fair value through other comprehensive income is the net amount after deduction of the effects recognized in profit or loss for impairment losses in the amount of EUR -1,163 million.

Interest from financial instruments is recognized in finance costs, dividends in other financial income/expense (income from investments).

For further information, please refer to Note 29 “Finance costs” and Note 31 “Other financial income/expense.”

The other components of the net gain/loss are generally recognized in other financial income/expense, except for allowances on trade receivables that are classified as debt instruments measured at amortized cost and debt instruments measured at fair value through other comprehensive income, which are reported under other operating expenses. The loss/gain from energy forward agreements is reported under other operating expenses/other operating income.

For further information, please refer to Note 2 “Trade receivables.”

The net loss from the subsequent measurement for financial instruments allocated to the measurement category at fair value through profit or loss (EUR 121 million) also includes interest and currency translation effects, as well as the forgone contingent consideration receivable from the sale of a 50 % stake in GlasfaserPlus. The net currency translation gains on financial assets classified as debt instruments measured at amortized cost (EUR 130 million) are primarily attributable to the Group-internal transfer of foreign-currency loans taken out by Deutsche Telekom’s financing company, Deutsche Telekom International Finance B.V., on the capital market. These are offset by corresponding currency translation losses on capital market liabilities of EUR 333 million. These include currency translation gains from derivatives that Deutsche Telekom used as hedging instruments for hedge accounting in foreign currency (EUR 212 million, 2023: losses of EUR 111 million). Finance costs from “Financial liabilities measured at amortized cost” (expense of EUR 4,004 million) primarily consist of interest expense on bonds and other (securitized) financial liabilities. The item also includes interest expense from the addition of accrued interest and interest income from interest discounted from trade payables. However, it does not include the interest expense and interest income from interest rate derivatives Deutsche Telekom used in the reporting year to hedge the fair value risk of financial liabilities.

For further information, please refer to Note 29 “Finance costs.”

## Principles of risk management

Deutsche Telekom is exposed in particular to risks from changes in exchange rates and interest rates that affect its assets, liabilities, and forecast transactions. Financial risk management aims to limit these market risks through ongoing operational and finance activities. Selected derivative and non-derivative hedging instruments are used for this purpose, depending on the risk assessment. However, Deutsche Telekom only hedges the risks that affect the Group's cash flows. Derivatives are exclusively used as hedging instruments, i.e., not for trading or other speculative purposes. To reduce the credit risk, hedging instruments are generally only concluded with leading financial institutions whose credit rating is at least BBB+/Baa1. In addition, the credit risk for derivatives with a positive market value is generally minimized through collateral agreements with all core banks. Furthermore, the limits for deposits are also set and monitored on a daily basis depending on the rating, share price performance, and credit default swap level of the respective counterparty.

The fundamentals of Deutsche Telekom's financial policy are established by the Board of Management and overseen by the Supervisory Board. Group Treasury is responsible for implementing the financial policy and for ongoing risk management. Certain transactions require the prior approval of the Board of Management, which is also regularly briefed on the severity and amount of the current risk exposure.

Group Treasury regards effective management of the market risk as one of its main tasks. The main risks relate to foreign currencies and interest rates.

**Currency risks.** Deutsche Telekom is exposed to currency risks from its investing, financing, and operating activities, and from dividend payments received. Risks from foreign currencies are hedged to the extent that they influence the Group's cash flows. Foreign-currency risks that do not influence the Group's cash flows (i.e., the risks resulting from the translation of assets and liabilities of foreign operations into the Group's reporting currency) are generally not hedged, however. Deutsche Telekom may nevertheless also hedge this foreign-currency risk under certain circumstances.

Foreign-currency risks in the area of investment result, for example, from the acquisition and disposal of investments in foreign companies. Deutsche Telekom hedges these risks. If the risk position exceeds EUR 100 million, the Board of Management must make a special decision on how the risk shall be hedged. If the risk position is below EUR 100 million, Group Treasury performs the currency hedging itself. At the reporting date, Deutsche Telekom was not exposed to any significant risks from foreign-currency transactions in the field of investments.

Foreign-currency risks in the financing area are caused by financial liabilities in foreign currency and loans in foreign currency that are issued to Group entities for financing purposes. Group Treasury hedges these risks. Cross-currency swaps and currency derivatives are used to convert financial obligations and intragroup loans denominated in foreign currencies into the Group entities' functional currencies.

At the reporting date, the foreign-currency liabilities for which currency risks were hedged mainly consisted of bonds in U.S. dollars and pounds sterling. On account of these hedging activities, Deutsche Telekom was not exposed to any significant currency risks in the area of financing at the reporting date.

Foreign-currency risks from dividend payments mainly result from the shares Deutsche Telekom holds in T-Mobile US. Deutsche Telekom has generally hedged the potential volatility in expected dividends. As such, Deutsche Telekom was not exposed to any significant foreign-currency risks from dividend payments at the reporting date.

The Group entities predominantly execute their operating activities in their respective functional currencies. Payments made in a currency other than the respective functional currency mainly relate to payments for telecommunications services (procurement of network technology and mobile communications equipment as well as payments to international telecommunications companies for the provision of connection services) and IT services (procurement of IT hardware, software, and services). Deutsche Telekom generally uses currency derivatives for hedging purposes. On account of these hedging activities, Deutsche Telekom was not exposed to any significant short-term exchange rate risks from its operating activities at the reporting date.

For the presentation of market risks, IFRS 7 requires sensitivity analyses that show the effects of hypothetical changes of relevant risk variables on profit or loss and shareholders' equity. In addition to currency risks, Deutsche Telekom is exposed to interest rate risks and price risks in its investments. The periodic effects are determined by relating the hypothetical changes in the risk variables to the balance of financial instruments at the reporting date. It is assumed that the balance at the reporting date is representative for the year as a whole.

Currency risks as defined by IFRS 7 arise on account of financial instruments being denominated in a currency that is not the functional currency and being of a monetary nature; differences resulting from the translation of financial statements into the Group's presentation currency are not taken into consideration. Relevant risk variables are generally all non-functional currencies in which Deutsche Telekom has contracted financial instruments.

The currency sensitivity analyses are based on the following assumptions: major non-derivative monetary financial instruments (liquid assets, receivables, interest-bearing securities and/or debt instruments held, interest-bearing and non-interest-bearing liabilities, and lease liabilities) are either directly denominated in the functional currency or are transferred to the functional currency through the use of derivatives. Exchange rate fluctuations therefore have no effects on profit or loss, or shareholders' equity.

Equity instruments held are of a non-monetary nature and therefore are not exposed to a currency risk as defined by IFRS 7.

Interest income and interest expense from financial instruments are also either recorded directly in the functional currency or transferred to the functional currency using derivatives. For this reason, there can be no effects on the variables considered in this connection.

In the case of fair value hedges designated to hedge currency risks, the changes in the fair values of the hedged item and the hedging instrument attributable to changes in exchange rates balance out almost completely in the income statement in the same period. As a consequence, these financial instruments are not exposed to currency risks with an effect on profit or loss, or shareholders' equity, either.

Cross-currency swaps are always assigned to non-derivative hedged items, so as a rule, these instruments likewise do not have any currency effects.

Deutsche Telekom is therefore only exposed to currency risks from specific currency derivatives. Some of these are currency derivatives that are part of an effective cash flow hedge for hedging payment variability resulting from changes in exchange rates in accordance with IFRS 9. Volatility of exchange rates of the currencies on which these transactions are based affects the hedging reserves in shareholders' equity and the fair value of these hedging instruments. Others are currency derivatives that are neither part of one of the hedges defined in IFRS 9 nor part of a natural hedge. These derivatives are used to hedge planned transactions. Changes in exchange rates of the currencies on which such financial instruments are based affect other financial income or expense (net gain/loss from remeasurement of financial assets and liabilities to fair value).

If the euro had gained (lost) 10 % against all currencies at December 31, 2024, the hedging reserves in shareholders' equity and the fair values of the hedging instruments before taxes would have been EUR 113 million higher (lower) (December 31, 2023: EUR 173 million higher (lower)). The hypothetical effect of EUR 113 million on profit or loss primarily results from the currency sensitivities EUR/USD: EUR 116 million and EUR/GBP: EUR -4 million. If the euro had gained (lost) 10 % against all currencies at December 31, 2024, other financial income and the fair value of the hedging instruments before taxes would have been EUR 107 million higher (lower) (December 31, 2023: EUR 41 million lower (higher)). The hypothetical effect on profit or loss of EUR 107 million primarily results from the currency sensitivities EUR/USD: EUR 41 million, EUR/GBP: EUR 34 million, and EUR/PLN: EUR 26 million.

**Interest rate risks.** Deutsche Telekom is exposed to interest rate risks, mainly in the euro zone and in the United States. The interest rate risks are actively managed as part of the interest rate management activities. For the debt position in euros a maximum variable percentage is set on an annual basis, taking into account the planned finance costs. The debt position of T-Mobile US in U.S. dollars is primarily determined through partially cancelable, fixed-income debt instruments. The composition of the liabilities portfolio (ratio of fixed to variable) is managed by issuing non-derivative financial instruments and, where necessary, also deploying derivative financial instruments.

Including derivative hedging instruments, an average of 10 % (2023: 15 %) of the debt position denominated in euros had a variable rate of interest in 2024. In U.S. dollars, the variable percentage – compared to 2023 – remained unchanged at 0 %.

Interest rate risks are presented by way of sensitivity analyses in accordance with IFRS 7. These show the effects of changes in market interest rates on interest payments, interest income and expense, other income components, and, if appropriate, shareholders' equity. The interest rate sensitivity analyses are based on the following assumptions: Changes in the market interest rates of non-derivative financial instruments with fixed interest rates only affect income if these are measured at their fair value. As such, all financial instruments with fixed interest rates that are carried at amortized cost are not subject to interest rate risk as defined in IFRS 7.

In the case of fair value hedges designated for hedging interest rate risks, the changes in the fair values of the hedged item and the hedging instrument attributable to changes in interest rates balance out almost completely in the income statement in the same period. This means that interest-rate-based changes in the measurement of the hedged item and the hedging instrument largely do not affect income and are therefore not subject to interest rate risk.

In the case of interest rate derivatives in fair value hedges which are not designated as hedged items in an aggregated risk position, however, changes in market interest rates affect the amount of interest payments and, as a consequence, have an effect on interest income and are therefore included in the calculation of income-related sensitivities.

Changes in the market interest rate regarding financial instruments that were designated as hedging instruments in a cash flow hedge to hedge payment variability resulting from changes in interest rates affect the hedging reserve in shareholders' equity and are therefore taken into consideration in the equity-related sensitivity calculations.

Changes in market interest rates affect the interest income or expense of non-derivative variable-interest financial instruments, the interest payments of which are not designated as hedged items of cash flow hedges against interest rate risks. As a consequence, they are included in the calculation of income-related sensitivities.

In addition, changes in the market interest rate had an impact on the carrying amount of trade receivables recognized at fair value and originated loans and other receivables. However, this variability is not managed.

Changes in the market interest rate regarding interest rate derivatives (interest rate swaps, cross-currency swaps) that are not part of a hedging relationship as set out in IFRS 9 affect other financial income or expense and are therefore taken into consideration in the income-related sensitivity calculations. Currency derivatives are not exposed to interest rate risks and therefore do not affect the interest rate sensitivities.

If the market interest rates had been 100 basis points higher at December 31, 2024, profit or loss before taxes would have been EUR 0 million (December 31, 2023: EUR 19 million higher) higher. If the market interest rates had been 100 basis points lower at December 31, 2024, profit or loss before taxes would have been EUR 0 million (December 31, 2023: EUR 24 million lower) lower. Potential effects from interest rate derivatives are partially balanced out by the contrasting performance of non-derivative financial instruments, which cannot, however, be shown due to applicable accounting standards. The effects from the options embedded in the bonds issued by T-Mobile US are not included in this simulation. However, the effects from the other financial instruments assigned to Level 3 described above are included. If the market interest rates had been 100 basis points higher (lower) at December 31, 2024, the hedging and revaluation reserves in equity before taxes would have been EUR 847 million higher (EUR 848 million lower) (December 31, 2023: EUR 922 million higher (EUR 922 million lower)). Deutsche Telekom considers a sensitivity of 100 basis points to still be appropriate, since it simulates a realistic market movement.

**Other price risks.** As part of the presentation of market risks, IFRS 7 also requires disclosures on how hypothetical changes in risk variables affect the price of financial instruments. Important risk variables are stock exchange prices or indexes.

Aside from the value-creating factors in the financial instruments assigned to Level 3 described above, there were no other price risks at the reporting date.

Deutsche Telekom is exposed to a credit risk from its operating activities and certain financing activities. As a rule, transactions with regard to financing activities are only concluded with counterparties that have at least a credit rating of BBB+/Baa1, in connection with active limit management. In addition, we have concluded collateral agreements for our derivative transactions. At the level of operations, the outstanding debts are continuously monitored in each area, i.e., locally. Credit risks are taken into account through allowances calculated at portfolio level. The solvency of the business with corporate customers, especially international carriers, is monitored separately. In terms of the overall risk exposure from the credit risk, however, the receivables from these counterparties are not so extensive as to justify extraordinary concentrations of risk.

## Maximum credit risk of financial assets <sup>a</sup>

millions of €

Classes of financial instruments (IFRS 7)	Measurement category (IFRS 9)	2024	2023
Originated loans and other receivables	AC	5,168	6,538
	FVTPL	265	652
Cash and cash equivalents	AC	8,472	7,274
Trade receivables	AC	7,216	7,706
	FVOCI	9,189	8,446
Contract assets (IFRS 15)	n.a.	2,711	2,426
Lease receivables	n.a.	171	197

<sup>a</sup> Including financial assets reported under assets directly associated with non-current assets and disposal groups held for sale.

## Development of allowances <sup>a</sup>

millions of €

	General approach									Simplified approach			
	12-month expected credit losses			Lifetime expected credit losses									
	Stage 1 – No change in credit risk since initial recognition			Stage 2 – Significant increase in credit risk since initial recognition, not credit-impaired			Stage 3 – Credit-impaired at the reporting date (not purchased or originated credit-impaired)						
	Cash and cash equivalents	Originated loans and other receivables		Cash and cash equivalents	Originated loans and other receivables		Cash and cash equivalents	Originated loans and other receivables		Trade receivables	Contract assets	Lease assets	
	AC	AC	FVOCI	AC	AC	FVOCI	AC	AC	FVOCI	AC	FVOCI	n.a.	n.a.
January 1, 2024	0	(3)	0	0	0	0	0	(32)	0	(1,185)	(378)	(47)	0
Reclassification due to a change in business model													
Additions		(11)						(5)		(463)	(1,024)	(100)	
Use										241	995	52	
Reversal		0								158		40	
Other										4	(7)		
Foreign currency effect										6	21	(1)	
December 31, 2024	0	(14)	0	0	0	0	0	(17)	0	(1,240)	(393)	(56)	0

<sup>a</sup> Including financial assets reported under assets directly associated with non-current assets and disposal groups held for sale.

There were no material transfers in the general approach.

**Credit rating of financial assets measured at amortized cost or at fair value through other comprehensive income<sup>a</sup>**

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Contractual obligations fulfilled to date	Disruptions in performance already occurred	Non-performing	Total	Contractual obligations fulfilled to date	Disruptions in performance already occurred	Non-performing	Total
<b>General approach (short term)</b>								
12-month expected credit losses (stage 1)	12,533			12,533	11,914			11,914
Lifetime expected credit losses								
Significant increase in credit risk, but not credit-impaired (stage 2)		41		41		25		25
Credit-impaired at the reporting date, but not purchased or originated credit-impaired (stage 3)			123	123			111	111
	12,533	41	123	12,697	11,914	25	111	12,050
<b>General approach (long term)</b>								
12-month expected credit losses (stage 1)	964			964	1,796			1,796
Lifetime expected credit losses								
Significant increase in credit risk, but not credit-impaired (stage 2)		0		0		1		1
Credit-impaired at the reporting date, but not purchased or originated credit-impaired (stage 3)			11	11			1	1
	964	0	11	975	1,796	1	1	1,798
<b>Simplified approach</b>								
Trade receivables	15,933	520	1,198	17,651	15,307	728	1,303	17,338
Contract assets	2,749	9	9	2,767	2,458	7	8	2,473
Lease receivables	163	1	7	172	197			197
	18,845	530	1,215	20,590	17,962	735	1,311	20,008
<b>Financial assets that are purchased or originated credit-impaired</b>								
Receivables	0			0	0			0
	32,342	570	1,349	34,262	31,672	761	1,423	33,856

<sup>a</sup> Including financial assets reported under assets directly associated with non-current assets and disposal groups held for sale.
**Offsetting of financial instruments**

millions of €

	Dec. 31, 2024				Dec. 31, 2023			
	Trade receivables	Trade payables	Derivative financial assets	Derivative financial liabilities	Trade receivables	Trade payables	Derivative financial assets	Derivative financial liabilities
Gross amounts subject to enforceable master netting arrangements or similar agreements	675	482	1,176	2,497	614	509	981	2,479
Amounts set off in the statement of financial position in accordance with IAS 32.42	(56)	(56)			(63)	(63)		
<b>Net amounts presented in the statement of financial position</b>	<b>619</b>	<b>426</b>	<b>1,176</b>	<b>2,497</b>	<b>551</b>	<b>446</b>	<b>981</b>	<b>2,479</b>
Amounts subject to enforceable master netting arrangements or similar agreements and not meeting all offsetting requirements in accordance with IAS 32.42	(20)	(20)	(1,175)	(2,471)	(21)	(21)	(978)	(2,453)
Of which: amounts related to recognized financial instruments	(20)	(20)	(1,071)	(1,071)	(21)	(21)	(941)	(941)
Of which: amounts related to financial collateral (including cash collateral)			(104)	(1,400)			(37)	(1,512)
<b>Net amounts</b>	<b>599</b>	<b>406</b>	<b>1</b>	<b>26</b>	<b>530</b>	<b>425</b>	<b>3</b>	<b>26</b>

Offsetting is applied in particular to receivables and liabilities at Deutsche Telekom AG and Telekom Deutschland GmbH for the routing of international calls via the fixed network and for roaming fees in the mobile network.



In line with the contractual provisions, in the event of insolvency all derivatives with a positive or negative fair value that exist with the respective counterparty are offset against each other, leaving a net receivable or liability. The net amounts are normally recalculated every bank working day and offset against each other. When the netting of the positive and negative fair values of all derivatives was positive from Deutsche Telekom's perspective, the counterparty provided Deutsche Telekom with cash pursuant to the collateral contracts mentioned in Note 1 "[Cash and cash equivalents](#)." The credit risk was thus further reduced.

When the netting of the positive and negative fair values of all derivatives was negative from Deutsche Telekom's perspective, Deutsche Telekom provided cash collateral to counterparties pursuant to collateral agreements. The net amounts are normally recalculated every bank working day and offset against each other. The cash collateral paid is offset by corresponding negative net derivative positions of EUR 1,400 million at the reporting date, which is why it was not exposed to any credit risks in this amount at the reporting date.

For further information, please refer to Note 11 "[Other financial assets](#)."

The collateral paid is reported under originated loans and other receivables within other financial assets. On account of its close connection to the corresponding derivatives, the collateral paid constitutes a separate class of financial assets. Likewise, the collateral received, which is reported as other interest-bearing liabilities under financial liabilities, constitutes a separate class of financial liabilities on account of its close connection to the corresponding derivatives. There were no other significant agreements reducing the maximum exposure to the credit risk of financial assets. The maximum exposure to the credit risk of the other financial assets thus corresponds to their carrying amounts.

In accordance with the terms of the bonds issued by T-Mobile US, T-Mobile US has the right to terminate the majority of bonds prematurely under specific conditions. The rights of early termination constitute embedded derivatives and are presented separately as derivative financial assets in the consolidated statement of financial position. Since they are not exposed to any credit risk, they constitute a separate class of financial instruments. Please refer to the explanations above for more information on the energy forward agreements for which no collateral is provided. There is also no credit risk on embedded derivatives held.

No collateral is provided for the options received from third parties for the purchase or sale of shares in associates.

At the reporting date, cash and cash equivalents of EUR 70 million when translated into euros were pledged as collateral for liabilities issued by T-Mobile US with the right of creditors to priority repayment in the event of default. This cash collateral is not exposed to any significant credit risk.

For further information, please refer to Note 13 "[Financial liabilities and lease liabilities](#)."

## Liquidity risks

For further information, please refer to Note 13 "[Financial liabilities and lease liabilities](#)."

## Hedge accounting

**Fair value hedges.** To hedge the fair value risk of fixed-income liabilities, Deutsche Telekom primarily uses interest rate swaps (pay variable, receive fixed) denominated in EUR and USD. Fixed-income bonds denominated in EUR and USD were designated as hedged items. The changes in the fair values of the hedged items resulting from changes in the EURIBOR or USD SOFR swap rate are offset against the changes in the value of these interest rate swaps. In addition, cross-currency swaps mainly in the EUR/USD and EUR/GBP currency pairs, are designated as fair value hedges, which convert fixed-income foreign currency bonds into variable-interest EUR bonds to hedge the interest rate and currency risk. The changes in the fair value of the hedged items resulting from changes in the USD SOFR and GBP SONIA swap rate as well as the USD and GBP exchange rate, are offset against the changes in the value of the cross-currency swaps. The aim of the fair value hedges is thus to transform the fixed-income bonds into variable-interest debt, thus hedging the fair value (interest rate risk and currency risk) of these financial liabilities. Credit risks are not part of the hedging and, on account of Deutsche Telekom's rating, have only an immaterial effect on the changes in the fair value of the hedged item.

**Cash flow hedges – interest rate risks.** Deutsche Telekom mainly uses payer interest rate swaps and forward-payer interest rate swaps (pay fixed, receive variable) to hedge the cash flow risk of existing and future debt. The interest payments to be made in the hedging period are the hedged items and are recognized in profit or loss in the same period. Hedged items may be individual liabilities, portfolios of liabilities, or combinations of liabilities and derivatives (aggregate risk exposure). The changes in the cash flows of the hedged items resulting from changes in the USD SOFR rate and the EURIBOR rate are offset against the changes in the cash flows of the interest rate swaps. The aim of this hedging is to transform the variable-interest bonds into fixed-income debt, thus hedging the cash flows of the financial liabilities. Credit risks are not part of the hedging and, on account of Deutsche Telekom's rating, have only an immaterial effect on the changes in the fair value of the hedged item.

**Cash flow hedges – currency risks.** Deutsche Telekom entered into currency derivative and cross-currency swaps (pay fixed, receive variable) to hedge cash flows not denominated in a functional currency. The payments in foreign currency to be made in the hedging period are the hedged items and are recognized in profit or loss in the same period. The terms of the hedging relationships will end in the years 2025 through 2036. In the case of rolling cash flow hedges for hedging currency risks, short-term currency forwards are entered into, which are then extended by means of follow-up transactions.

At each reporting date, the effectiveness of the fair value and cash flow hedges is reviewed prospectively based on the main contractual features and recognized by using the dollar offset test. All hedging relationships were sufficiently effective as of the reporting date.

**Hedging of a net investment.** To hedge the net investment in T-Mobile US against fluctuations in the U.S. dollar spot rate, a net investment hedge of a nominal USD 1.3 billion was designated in the reporting period. Short-term currency forwards are used as hedging instruments ("pay U.S. dollars – receive euros") with a change in the U.S. dollar spot rate being designated as the hedged risk. Any changes in value of the hedged net investment resulting from changes in the U.S. dollar spot exchange rate are offset by changes in the value of the currency forwards. At each reporting date, effectiveness is reviewed prospectively based on the key characteristics and is determined retrospectively in the form of a dollar offset test. The net investment hedge was sufficiently effective as of the reporting date. The hedges of the net investment in T-Mobile US against fluctuations in the U.S. dollar spot rate de-designated in prior periods did not generate any effects in 2024. The amounts recognized under cumulative other comprehensive income would be reclassified to profit or loss in the event of the disposal of T-Mobile US.

## Conditions of derivative financial instruments in hedging relationships <sup>a</sup>

millions of €

	2025					
	Nominal amount	Average hedge rate	Average swap rate received	Average swap rate paid	Average margin paid	Average margin received
<b>Fair value hedges</b>						
<b>Interest rate risk</b>						
EURIBOR	866		1.3315 %	6M EURIBOR	0.5884 %	
USD SOFR						
<b>Cross-currency risk</b>						
USD/EUR						
Other	169					
<b>Cash flow hedges</b>						
<b>Currency risk</b>						
<b>Buy</b>						
USD/EUR	239	1.0978				
Other	38					
<b>Sell</b>						
USD/EUR	120	1.1908				
USD/EUR						
Other	5					
<b>Interest rate risk</b>						
EURIBOR	716		6M EURIBOR	0.1120 %		0.5966 %
EURIBOR						
USD SOFR						
<b>Net investment hedges</b>						
<b>Currency risk</b>						
<b>Sell</b>						
USD/EUR	1,234	1.0593				

<sup>a</sup> In addition to the main hedges in euros and U.S. dollars, there are also hedges in the following currencies: pound sterling, Swiss francs, Norwegian kroner, Hong Kong dollars, and Australian dollars, which cumulate under "Other."

millions of €

## 2026–2029

	Nominal amount	Average hedge rate	Average swap rate received	Average swap rate paid	Average margin paid	Average margin received
<b>Fair value hedges</b>						
<b>Interest rate risk</b>						
EURIBOR	3,992		1.2636 %	6M EURIBOR	0.6593 %	
USD SOFR	1,749		4.0084 %	3M USD SOFR	1.6215 %	
<b>Cross-currency risk</b>						
USD/EUR						
Other	816					
<b>Cash flow hedges</b>						
<b>Currency risk</b>						
<b>Buy</b>						
USD/EUR	175	1.0842				
Other	110					
<b>Sell</b>						
USD/EUR	212	1.1893				
USD/EUR	600	0.8858	3.5500 %	5.4857 %		
Other						
<b>Interest rate risk</b>						
EURIBOR	2,373		6M EURIBOR	2.9056 %		0.0000 %
EURIBOR	812		3M EURIBOR	2.9105 %		0.0000 %
USD SOFR	2,870		3M USD SOFR	4.7500 %		1.9876 %
<b>Net investment hedges</b>						
<b>Currency risk</b>						
<b>Sell</b>						
USD/EUR						

millions of €

## 2030 and thereafter

	Nominal amount	Average hedge rate	Average swap rate received	Average swap rate paid	Average margin paid	Average margin received
<b>Fair value hedges</b>						
<b>Interest rate risk</b>						
EURIBOR	3,200		1.7637 %	6M EURIBOR	1.0746 %	
USD SOFR	2,805		4.2858 %	3M USD SOFR	2.0659 %	
<b>Cross-currency risk</b>						
USD/EUR						
Other	1,557	1.1221	8.7500 %	3M EURIBOR	5.8751 %	
Other	928					
<b>Cash flow hedges</b>						
<b>Currency risk</b>						
<b>Buy</b>						
USD/EUR	1,758	1.3061	8.7773 %	7.7879 %		
Other	331					
<b>Sell</b>						
USD/EUR						
USD/EUR	1,400	0.8496	3.7742 %	5.7120 %		
Other						
<b>Interest rate risk</b>						
EURIBOR	3,791		6M EURIBOR	3.1108 %		0.3427 %
EURIBOR	4,185		3M EURIBOR	3.4428 %		0.8950 %
USD SOFR						
<b>Net investment hedges</b>						
<b>Currency risk</b>						
<b>Sell</b>						
USD/EUR						

## Nominal and carrying amounts of derivative financial instruments in hedging relationships<sup>a</sup>

millions of €

	2024					2023					Disclosure of the hedging instruments in the statement of financial position
	Nominal amount of the hedging instruments		Carrying amount of the hedging instruments		Change in value of the hedging instruments in the reporting period for determining ineffectiveness	Nominal amount of the hedging instruments		Carrying amount of the hedging instruments		Change in value of the hedging instruments in the reporting period for determining ineffectiveness	
	in foreign currencies	in euros	Financial assets	Financial liabilities		in foreign currencies	in euros	Financial assets	Financial liabilities		
Fair value hedges											Other financial assets/financial liabilities
Interest rate risk		12,612		(1,499)	7		14,454		(1,538)	409	
Of which: EUR		8,058					10,171				
Of which: USD	4,733	4,554				4,733	4,284				
Cross-currency risk		3,470	65	(173)	22		3,470	15	(295)	111	Other financial assets/financial liabilities
Of which: USD	1,747	1,557				1,747	1,557				
Of which: other		1,913					1,913				
Cash flow hedges											Other financial assets/financial liabilities
Currency risk		4,989	410	(100)	36		3,032	287	(16)	(124)	
Buy											
USD/EUR	2,755	2,173				2,757	2,171				
Other		479					487				
Sell											
USD/EUR	2,498	2,332				396	356				
Other		5					18				
Interest rate risk		14,746	182	(488)	69		16,056	302	(366)	(163)	Other financial assets/financial liabilities
USD SOFR	2,983	2,870				2,983	2,700				
EURIBOR		11,876					13,356				
Net investment hedges											Other financial assets/financial liabilities
Currency risk		1,234	0	(13)	(101)		1,863				
Sell											
USD/EUR	1,300	1,234				2,000	1,863	54	0	78	

<sup>a</sup> In this and the following tables on hedging relationships, losses are shown as negative amounts unless explicitly stated otherwise.

## Disclosures on hedged items in hedging relationships

millions of €

		Carrying amount of the hedged items (including cumulative fair value hedge adjustments)	Cumulative adjustments to the carrying amount of the existing fair value hedges	Change in the fair value of the hedged items for determining ineffectiveness in the reporting period	Remaining balance of cumulative adjustments to the carrying amount of the terminated fair value hedges	Balance of amounts recognized in other comprehensive income relating to hedged risk (existing hedging relationships) <sup>a</sup>	Balance of amounts recognized in other comprehensive income relating to hedged risk (terminated hedging relationships) <sup>a</sup>	Presentation of the hedged items in the statement of financial position
Fair value hedges								
Interest rate risk	2024	11,381	(1,515)	(35)	179	n.a.	n.a.	Financial liabilities
	2023	13,011	(1,551)	(431)	189	n.a.	n.a.	
Cross-currency risk	2024	2,932	(361)	(64)	0	n.a.	n.a.	
	2023	3,099	(425)	(126)	0	n.a.	n.a.	
Cash flow hedges								
Currency risk	2024	n.a.	n.a.	(36)	n.a.	150	4	n.a.
	2023	n.a.	n.a.	121	n.a.	142	5	
Interest rate risk	2024	n.a.	n.a.	(67)	n.a.	(203)	(1,084)	
	2023	n.a.	n.a.	173	n.a.	(45)	(1,296)	
Net investment hedges								
Currency risk	2024	n.a.	n.a.	101	n.a.	771	n.a.	n.a.
	2023	n.a.	n.a.	(78)	n.a.	872	n.a.	

<sup>a</sup> Figures include non-controlling interests.

## Gains or losses from hedging relationships

millions of €

		Hedge ineffectiveness of existing hedging relationships recognized in profit or loss	Changes in fair value recognized directly in other comprehensive income	Amounts reclassified to profit or loss from other comprehensive income due to occurrence of the hedged items (existing hedging relationships) <sup>a</sup>	Amounts reclassified to profit or loss from other comprehensive income due to occurrence of the hedged items (terminated hedging relationships) <sup>a</sup>	Total change in other comprehensive income	Presentation of the reclassified effective amounts in profit or loss	Presentation of the ineffectiveness in profit or loss
Fair value hedges								n.a.
Interest rate risk	2024	(29)	n.a.	n.a.	n.a.	n.a.		Other financial income (expense)
	2023	(22)	n.a.	n.a.	n.a.	n.a.		
Cross-currency risk	2024	(41)	n.a.	n.a.	n.a.	n.a.		
	2023	(15)	n.a.	n.a.	n.a.	n.a.		
Cash flow hedges								
Currency risk	2024	0	36	(28)	(1)	7	Net revenue/ goods and services purchased/ other financial income (expense)	Other financial income (expense)
	2023	(3)	(122)	71	(1)	(52)		
Interest rate risk	2024	2	67	(222)	208	53	Interest expense	
	2023	10	(174)	(198)	98	(274)		
Net investment hedges								
Currency risk	2024	0	(101)	0	0	(101)	Other financial income (expense)	
	2023	0	78	0	0	78		

<sup>a</sup> Negative amounts represent gains in the consolidated income statement.

The recorded ineffectiveness in the consolidated income statement mainly results from the different discount rates of the hedged items (fixed-income) and designated hedging instruments (fixed-income and variable-interest). Furthermore, cross-currency interest rate hedges are impacted by effects from cross-currency basis spreads, which are included in the hedging instruments, but not in the hedged items. For some hedges, the characteristics of hedging instruments and hedged items differ, resulting in ineffectiveness. The relative amounts of the ineffectiveness are not expected to increase significantly in the future. Furthermore, there are no other potential sources of ineffectiveness.

#### Reconciliation of total other comprehensive income from hedging relationships <sup>a</sup>

millions of €

	Designated risk components (effective portion)			Total designated risk components	Hedging costs <sup>b</sup>	Total other comprehensive income
	Cash flow hedges		Net investment hedges			
	Currency risk	Interest rate risk	Currency risk			
At January 1, 2024	147	(1,340)	872	(321)	11	(310)
Changes recognized directly in equity	36	67	(101)	2	(4)	(2)
Reclassification to profit or loss due to occurrence of the hedged item	(29)	(14)		(43)	1	(42)
At December 31, 2024	154	(1,287)	771	(362)	8	(354)

<sup>a</sup> Figures include non-controlling interests.

<sup>b</sup> The hedging costs relate entirely to cross-currency basis spreads.

#### Transfer of financial assets

##### Factoring transactions involving the splitting of significant risks and rewards with control remaining at Deutsche Telekom

Deutsche Telekom is party to factoring agreements under which trade receivables from consumers and business customers relating to both charges already due and charges from sales of handsets payable over a period of up to two years are sold on a revolving basis. In two transactions, subsidiaries of Deutsche Telekom sell receivables to structured entities that are also subsidiaries of Deutsche Telekom and were established for the sole purpose of these factoring agreements. The required funding is provided to these structured entities in the context of Deutsche Telekom's general Group financing. These structured entities have no assets and liabilities other than those resulting from the purchase and sale of the receivables under factoring agreements. The structured entities transfer the legal role of creditor for the receivables in each case to a bank that performs this role on behalf of the respective investors who have beneficial ownership of the receivables (administrative agent). For both agreements, these investors are eleven banks and seven other structured entities altogether. Deutsche Telekom does not consolidate these seven other structured entities because it has no control over their relevant activities. The seven other structured entities are financed through the issue of commercial paper to third parties outside the Group or, alternatively, through a credit facility provided in each case by a bank. The receivables being sold are selected from the relevant portfolios, either in an automated process in compliance with the eligibility criteria set out in the receivables purchase agreement or based on the decision of the relevant structured entity taking an obligatory minimum volume into account. Receivables are sold on a daily basis and billed on a monthly basis. In the transactions, Deutsche Telekom is obligated to buy back aged receivables and receivables for which a write-off is imminent at nominal value. Such buy-backs do not affect the allocation of the credit risk-related losses in any way, as the latter would be passed back to the buyers in line with the agreed risk allocation. None of the structured entities has business activities other than the purchase or sale of trade receivables or other investments. In none of the transactions is Deutsche Telekom exposed to risks other than the credit risk and late-payment risk resulting from the sold receivables agreed in the respective agreement. The risks relevant for the risk assessment with respect to the sold receivables are based on the credit risk and the late-payment risk. Deutsche Telekom bears certain portions of the credit risk in the individual transactions. The other credit risk-related losses are borne by the respective buyers. The late-payment risk in all transactions continues to be borne in full by Deutsche Telekom. Substantially all the risks and rewards of ownership of the receivables were neither transferred nor retained (allocation of the material risks and rewards between Deutsche Telekom and the buyers). Deutsche Telekom continues to perform servicing for the receivables sold. The buyers have the right to transfer the servicing to third parties for no specific reason. Although Deutsche Telekom is not authorized to use the receivables sold other than in its capacity as servicer, it retains control over the receivables sold because the buyers and the structured entities do not have the practical ability to resell the purchased receivables. At the time the receivables are sold, the fair value of the expected losses is expensed. Expected future payments are presented as a component of the associated liability. There was a change in the billing method in the reporting year. While Deutsche Telekom's continuing involvement was previously ensured by holding back purchase price portions, it will now be secured through non-cash collateral in the form of the pledging of unsold trade receivables. As a result of this change, the purchase prices will now be paid out immediately in full. Accordingly, the sales volume was reduced while the financing volume remained the same. Deutsche Telekom continues to recognize the trade receivables sold to the extent of its continuing involvement, i.e., in the maximum amount with which it is still liable for the credit risk and late-payment risk inherent in the receivables sold, and recognizes a corresponding associated liability presented in other non-interest-bearing liabilities. The receivables and the associated liability are then derecognized in the extent to which Deutsche Telekom's continuing involvement is reduced (particularly when payment is made

by the customer). The carrying amount of the receivables is subsequently reduced by the extent to which the actual losses to be borne by Deutsche Telekom resulting from the credit risk and the late-payment risk exceed the losses initially expected. This amount is recognized as an expense. Please refer to the table below for the disclosures on the continuing involvement resulting from the receivables sold.

#### Transfer of financial assets

millions of €

	Allocation of substantially all risks and rewards	
	Retention of control	
	Partial or full transfer of the credit risk and full retention of the late-payment risk	
	With the involvement of structured entities	
	2024	2023
End of contract terms	2025–2028	2024–2027
Contractual maximum volume	2,165	8,891
Volume of receivables sold as of the reporting date	1,995	2,689
Scope of monthly volume of receivables sold in the reporting year	572–1,878	1,272–1,805
Provision for receivables management	0	0
<b>Continuing involvement</b>		
Maximum credit risk	399	550
Maximum late-payment risk	29	149
Carrying amount of the continuing involvement (asset side)	427	520
Carrying amount of the associated liability	518	666
Fair value of the associated liability	91	145
<b>Buy-back agreements</b>		
Nominal value of receivables that can be bought back at the nominal amount	1,995	2,689
<b>Purchase price discounts recognized in profit or loss, program fees, and pro rata loss allocations</b>		
Reporting year	234	305
Cumulative since commencement of the agreement	2,099	1,865

## 44 Capital management

The overriding aim of Deutsche Telekom's capital management is to strike a balance between the contrasting expectations of the following stakeholders, so that sufficient funding is available for an attractive dividend, debt repayment, responsible staff restructuring, and new investment in a sustainable and positive customer experience:

- **Shareholders** expect an appropriate, reliable return on their capital employed.
- **Providers of debt capital** expect an appropriate return and that Deutsche Telekom is able to repay its debts.
- **Employees** expect jobs that are secure and that any necessary staff restructuring will be done in a responsible manner.
- **“Entrepreneurs within the enterprise”** expect sufficient investment funding to be able to shape Deutsche Telekom's future business and develop products, innovations, and services for the customer.
- **Society** expects Deutsche Telekom to do everything within its power to protect the environment, encourage fair and democratic co-existence, and shape the digital transformation in a responsible manner.



An important key performance indicator for the capital market communication with investors, analysts, and rating agencies is financial flexibility, which Deutsche Telekom determines based on relative debt, i.e., net debt to adjusted EBITDA. At 2.78x, we did not quite meet the target value for relative debt of  $\leq 2.75x$ , mainly due to exchange rate effects, in particular from the translation of U.S. dollars into euros. Adjusted EBITDA and net debt are non-GAAP figures not governed by International Financial Reporting Standards, and their definition and calculation may vary from one company to another.

	2024	2023	2022
<b>Relative debt <sup>a</sup></b>			
Net debt	2.78x	2.82x	3.07x
EBITDA (adjusted for special factors)			
<b>Equity ratio</b>	<b>32.3</b>	31.4	29.2
	%		

<sup>a</sup> Relative debt is calculated on a quarterly basis.

A further essential key performance indicator is the equity ratio, i.e., the ratio of shareholders' equity to total assets in the consolidated statement of financial position. The equity ratio was 32.3 % as of December 31, 2024. The target range remains unchanged between 25 and 35 %. In addition, Deutsche Telekom maintains a liquidity reserve covering all maturities of the next 24 months.

For further information, please refer to the sections "[Management of the Group](#)" and "[Development of business in the Group](#)" in the combined management report.

The following table shows the calculation of net debt from the statement of financial position values.

millions of €					
	Dec. 31, 2024	Dec. 31, 2023	Change	Change %	Dec. 31, 2022
Bonds and other securitized liabilities	94,678	87,097	7,581	8.7	93,802
Asset-backed securities collateralized by trade receivables	1,506	677	829	n.a.	0
Liabilities to banks	2,284	3,560	(1,276)	(35.9)	4,122
Other financial liabilities	13,723	13,189	534	4.1	15,107
Lease liabilities	40,248	40,792	(544)	(1.3)	41,063
<b>Financial liabilities and lease liabilities</b>	<b>152,439</b>	<b>145,314</b>	<b>7,125</b>	<b>4.9</b>	<b>154,093</b>
Accrued interest	(1,158)	(1,009)	(149)	(14.7)	(999)
Other	(2,184)	(966)	(1,218)	n.a.	(807)
<b>Gross debt</b>	<b>149,097</b>	<b>143,339</b>	<b>5,758</b>	<b>4.0</b>	<b>152,288</b>
Cash and cash equivalents	8,472	7,274	1,198	16.5	5,767
Derivative financial assets	1,585	1,780	(196)	(11.0)	2,273
Other financial assets	1,713	2,006	(292)	(14.6)	1,824
<b>Net debt <sup>a</sup></b>	<b>137,327</b>	<b>132,279</b>	<b>5,048</b>	<b>3.8</b>	<b>142,425</b>
Lease liabilities <sup>b</sup>	38,011	38,533	(522)	(1.4)	38,692
<b>Net debt AL</b>	<b>99,316</b>	<b>93,746</b>	<b>5,570</b>	<b>5.9</b>	<b>103,733</b>

<sup>a</sup> Including net debt reported under liabilities directly associated with non-current assets and disposal groups held for sale.

<sup>b</sup> Excluding finance leases at T-Mobile US.

## 45 Related-party disclosures

### Federal Republic of Germany and other related parties

The Federal Republic of Germany is both a direct and an indirect shareholder (via KfW Bankengruppe) and holds 27.8 % (December 31, 2023: 30.5 %) of the share capital of Deutsche Telekom AG. In previous years, this resulted in the Federal Republic of Germany representing a solid majority at the Shareholders' Meetings of Deutsche Telekom AG due to its level of attendance, giving it control over Deutsche Telekom. Thanks to higher levels of attendance, the Federal Republic has not had a majority of the voting rights at the Shareholders' Meetings of Deutsche Telekom AG since 2016. As such, it is no longer deemed to have control over Deutsche Telekom, but rather only a significant influence. Therefore, the Federal Republic and the companies controlled and jointly controlled by the Federal Republic, but not the companies over which the Federal Republic can exercise a significant influence, are classified as related parties of Deutsche Telekom. In the course of business, Deutsche Telekom deals directly with these companies, and with authorities and other government agencies as an independent party. Deutsche Telekom participates in the spectrum auctions of the Bundesnetzagentur. The acquisition of mobile spectrum through licenses may result in build-out obligations.

The Federal Posts and Telecommunications Agency (Bundesanstalt für Post und Telekommunikation; Federal Agency) has been assigned certain tasks by law that affect cross-company issues at Deutsche Telekom AG, Deutsche Post AG, and Deutsche Bank AG (as legal successor of Deutsche Postbank AG). The Federal Agency's responsibilities include the continuation of the Civil Service Health Insurance Fund (Postbeamtenkrankenkasse), the Recreation Service (Erholungswerk), the Deutsche Bundespost Institution for Supplementary Retirement Pensions for Salaried Employees and Wage Earners (Versorgungsanstalt der Deutschen Bundespost), and the Welfare Service (Betreuungswerk) for Deutsche Telekom AG, Deutsche Post AG, and Deutsche Bank AG, Frankfurt/Main, Germany (as legal successor of Deutsche Postbank AG). The coordination and administrative tasks are performed on the basis of agency agreements. Up to and including the 2012 reporting year, Deutsche Telekom AG maintained a joint pension fund, Bundes-Pensions-Service für Post und Telekommunikation e.V., Bonn (Federal Pension Service for Post and Telecommunications – BPS-PT), together with Deutsche Post AG and Deutsche Bank AG (as legal successor of Deutsche Postbank AG) for civil-servant pension plans. The German Act on the Reorganization of the Civil Service Pension Fund (Gesetz zur Neuordnung der Postbeamtenversorgungskasse – PVKNeuG) transferred the functions of BPS-PT relating to civil-servant pensions (organized within the Civil Service Pension Fund) to the existing Federal Agency effective January 1, 2013. The civil-servant pension functions are therefore performed by the Civil Service Pension Fund as an integral part of the Federal Agency. This joint Civil Service Pension Fund works for the funds of all three companies and also handles the financial administration of the pension plan for the Federal Republic on a trust basis. For the 2024 financial year, Deutsche Telekom made payments in the amount of EUR 78 million (2023: EUR 81 million, 2022: EUR 93 million). Furthermore, payments are made to the Civil Service Pension Fund in accordance with the provisions of the Act on the Reorganization of the Civil Service Pension Fund.

For further information, please refer to Note 15 "[Provisions for pensions and other employee benefits](#)."

The Federal Republic and the companies controlled and jointly controlled by the Federal Republic are customers or suppliers of Deutsche Telekom and as such have mutual contractual relationships with Deutsche Telekom.

Material revenues, receivables, and liabilities from or to **joint ventures** and **associates** are as follows:

On February 1, 2023, Deutsche Telekom sold 51.0 % of the shares in the cell tower business companies in Germany and Austria (**GD tower companies**). Since then, the stake retained by Deutsche Telekom of 49.0 % has been included in the consolidated financial statements as a joint venture using the equity method. Once the transaction was consummated, Deutsche Telekom leased back the majority of the sold passive network infrastructure in Germany and Austria under a sale-and-leaseback agreement with a non-cancelable lease term of eight years. As of December 31, 2024, there were lease liabilities to the GD tower companies of EUR 4.6 billion (December 31, 2023: EUR 4.8 billion). Additionally, there were revenues of EUR 58 million (2023: EUR 68 million), receivables of EUR 20 million (December 31, 2023: EUR 40 million), and liabilities of EUR 44 million (December 31, 2023: EUR 45 million) from or to the companies. Furthermore, Deutsche Telekom AG granted the GD tower companies a shareholder loan of EUR 79 million (December 31, 2023: EUR 312 million).

Revenue generated with the joint venture **GlasfaserPlus** totaled EUR 375 million (2023: EUR 386 million, 2022: EUR 180 million), in particular from the build-out and maintenance of the FTTH network, data processing, telecommunications, as well as consulting services. As of December 31, 2024, receivables amounted to EUR 122 million (December 31, 2023: EUR 98 million) and liabilities to EUR 0 million (December 31, 2023: EUR 3 million). In addition, capitalized contract costs of EUR 72 million (December 31, 2023: EUR 6 million) were recognized.

Revenue generated with the joint venture **Glasfaser NordWest** totaled EUR 69 million (2023: EUR 87 million, 2022: EUR 98 million), in particular from the build-out of the FTTH network and maintenance services as well as data processing services. As of December 31, 2024, receivables amounted to EUR 40 million (December 31, 2023: EUR 40 million) and liabilities to EUR 3 million (December 31, 2023: EUR 2 million). In addition, capitalized contract costs of EUR 56 million (December 31, 2023: EUR 65 million) were recognized. Furthermore, Telekom Deutschland GmbH granted Glasfaser NordWest a shareholder loan of EUR 125 million (December 31, 2023: EUR 125 million).

Glasfaser NordWest concluded loan agreements with banks for a total volume of EUR 1.4 billion. As a shareholder of Glasfaser NordWest, Telekom Deutschland GmbH assumes liability for these loans with its shares in the company by securing liens on these shares and by assigning pro rata (50 %) entitlements arising under the originated shareholder loan. In the event of conditions precedent arising, the shareholders each have also agreed to grant a loan to repay Glasfaser NordWest's existing liabilities of up to EUR 760 million. Utilization is unlikely, since Glasfaser NordWest is expected to meet its obligations and it is unlikely that the conditions precedent of the loan agreement will arise.

There are no material revenues, receivables, or liabilities from or to the associate **DIV II**.

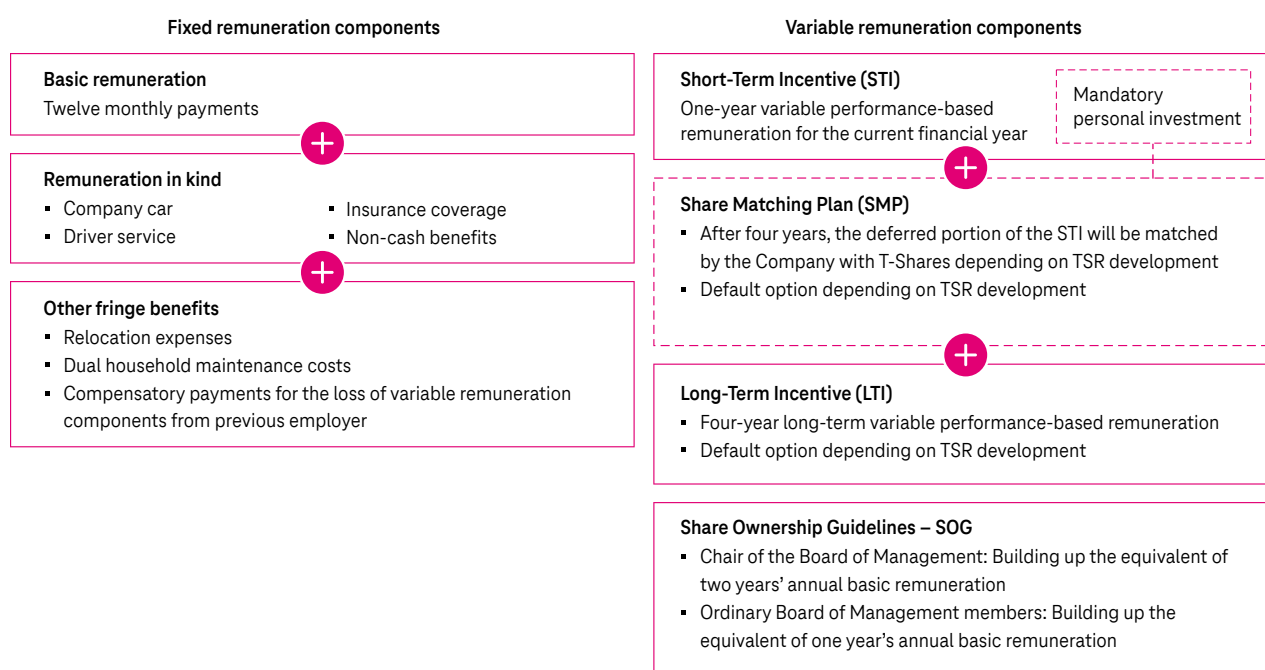
## Related individuals

At the Supervisory Board meeting on February 25, 2021, the Supervisory Board adopted a new Board of Management remuneration system which takes into account the updates to the German Corporate Governance Code as amended on December 16, 2019 and the amendments to the German Stock Corporation Act (ARUG II, the Act Implementing the Second Shareholder Rights Directive). This remuneration system was submitted to a vote at the Shareholders' Meeting of Deutsche Telekom AG on April 1, 2021 and was approved. After this Shareholders' Meeting, the Supervisory Board looked into the remuneration system once again and decided on individual modifications, which were presented to the Shareholders' Meeting on April 7, 2022 and approved by this meeting with a high rate of approval. The detailed presentation of the system for Board of Management and Supervisory Board remuneration, disclosures on the remuneration of each individual Board of Management and Supervisory Board member, and other individual disclosures, form part of the Remuneration Report published separately by the Board of Management and Supervisory Board in accordance with § 162 of the German Stock Corporation Act (Aktiengesetz – AktG).

Detailed information on the remuneration of the Board of Management and the Supervisory Board is published in the separate [Remuneration Report](#).

The following graphic provides a simplified, schematic representation of fixed and variable remuneration components:

## Remuneration of the Board of Management



In the reporting year, expenses for short-term benefits payable to members of the Board of Management and the Supervisory Board amounted to EUR 24.4 million (2023: EUR 23.6 million). These include, as Board of Management remuneration, the basic remuneration, the fringe benefits, and the Short-Term Incentive (STI), as well as Supervisory Board remuneration in the form of fixed remuneration, committee remuneration, and meeting attendance fees.

### Components of the Short-Term Incentive

Group financial targets	+	Segment financial targets	+	ESG targets	×	Performance factor
1/3 of the target amount		1/3 of the target amount		1/3 of the target amount		Personal strategic target + value adherence
Service revenues	30 %	Service revenues <sup>a</sup>	33 %	CO <sub>2</sub> emissions	50 %	
EBITDA AL	30 %	EBITDA AL <sup>b</sup>	33 %	Energy consumption	50 %	
Free cash flow AL	40 %	OPEX ratio (adjusted) <sup>c</sup>	33 %			
0 %–150 %		0 %–150 %		0 %–150 %		
						0.8–1.2

<sup>a</sup> Instead of service revenues, external revenue is used for the Systems Solutions operating segment.

<sup>b</sup> Instead of EBITDA AL, EBIT is used for the Systems Solutions operating segment.

<sup>c</sup> Instead of the (adjusted) OPEX ratio, the (adjusted) EBITDA AL margin is used for the Systems Solutions operating segment.

For details on the financial and non-financial performance indicators relevant for the Short-Term Incentive, please refer to the section “[Management of the Group](#)” in the combined management report.

In 2024, income of EUR 0.6 million (2023: expenses of EUR 2.4 million) was recorded as long-term benefits. In addition, expenses for share-based remuneration for Board of Management members were incurred in the amount of EUR 21.3 million (2023: EUR 12.0 million), which related to participation in the Share Matching Plan (SMP) and in the Long-Term Incentive Plan (LTI). The LTI, granted for the first time in 2021, is based on the share price and is set out in detail together with the SMP as part of the disclosures on share-based payment.

For further information, please refer to Note 47 “[Share-based payment](#).”

Service cost of EUR 0.3 million (2023: EUR 0.3 million) was recorded for Board of Management pensions. No termination benefits were expensed in 2024 or 2023.

Based on the explanations above, as of December 31, 2024, the obligations from short-term remuneration components for members of the Board of Management and Supervisory Board amounted to EUR 14.1 million (December 31, 2023: EUR 13.3 million) and those from long-term remuneration components to EUR 36.8 million (December 31, 2023: EUR 28.1 million). Furthermore, the present value of the defined benefit obligation (DBO) from the Board of Management pension amounts to EUR 20.9 million (December 31, 2023: EUR 19.8 million).

The remuneration of the Board of Management and the Supervisory Board totaled EUR 45.4 million in the reporting year (2023: EUR 38.3 million).

Since the introduction of the new Board of Management remuneration system in 2021, new members of the Board of Management are no longer entitled to receive a Board of Management pension. Current members of the Board of Management with a contribution-based pension commitment did not receive any contributions for 2024. The pension credit accrued up to December 31, 2020 is fixed and non-forfeitable. Upon retirement, these Board of Management members shall receive their pension credit in the form of a lump sum. A special arrangement applies for the pension commitment of Timotheus Höttges, which is structured as defined benefits and upon his retirement will be paid out in the form of life-long pension payments with a pension for surviving dependents in the form of entitlements for widows and orphans. The pension commitment may be in the form of a life-long retirement pension upon reaching the age of 62 or in the form of an early retirement pension upon reaching the age of 60. Opting for the early retirement pension scheme is connected with actuarial deductions. The maximum pension level of 50 % of annual basic remuneration was reached in 2018. Since then, an annual dynamic increase of 2.4 % has been applied to this level. The reference variable for both the pension level and the dynamic increase is the basic remuneration applicable as of December 31, 2018. The pension payments to be made upon retirement increase dynamically, at a rate of 1 % per year. In the event of a permanent incapacity for work (invalidity), the beneficiary is also entitled to the pension credit accrued. The 2022 Shareholders' Meeting approved the extension of the pension commitment for Timotheus Höttges to include the option for up to 50 % of the vested pension benefits to be paid as a lump sum, instead of a lifetime retirement pension.

Employees elected to the Supervisory Board of Deutsche Telekom AG continue to be entitled to a regular salary as part of their employment contract. The amount of the remuneration is the adequate compensation for their job or activity within the Company. Besides this, no major transactions took place with related individuals.

The members of the Board of Management and Supervisory Board of Deutsche Telekom AG are members of supervisory boards or management boards of other companies or are shareholders of other companies with which Deutsche Telekom AG maintains relations in the ordinary course of business.

All related-party transactions are performed on an arm's length basis. The arm's length principle is documented and monitored on an ongoing basis and any necessary adjustments are made in a timely manner.

## 46 Remuneration of the Board of Management and the Supervisory Board

The disclosure of the total remuneration of current and former members of the Board of Management and the Supervisory Board of Deutsche Telekom AG is made in accordance with the provisions of § 314 (1) No. 6 of the German Commercial Code (Handelsgesetzbuch – HGB).

### Board of Management remuneration for the 2024 financial year

Total remuneration of the members of the Board of Management for the 2024 financial year amounted to EUR 31.7 million (2023: EUR 40.1 million). This includes a total of 163,801 entitlements to matching shares with a fair value of EUR 3.1 million on the grant date (2023: EUR 2.9 million). Since 2021, the members of the Board of Management participate in a share price-based Long-Term Incentive Plan (LTI), under which entitlements were granted to a pool of 367,208 (2023: 382,248) phantom shares with a fair value of EUR 8.0 million (2023: EUR 7.8 million).

### Former members of the Board of Management

A total of EUR 9.1 million (2023: EUR 9.1 million) was included for payments to and entitlements for former members of the Board of Management as well as any surviving dependents. Provisions (measured in accordance with IAS 19) totaling EUR 150.0 million (2023: EUR 150.2 million) were recognized for current pensions and vested rights to pensions for this group of persons and their surviving dependents.

### Supervisory Board remuneration for the 2024 financial year

Total remuneration of the members of the Supervisory Board for 2024 amounted to EUR 3.9 million (plus VAT) (2023: EUR 3.5 million (plus VAT)) and comprised fixed annual remuneration plus meeting attendance fees.

### Other

The Company has not granted any advances or loans to current or former Board of Management members or to current or former Supervisory Board members, nor were any other financial obligations to the benefit of this group of people entered into.

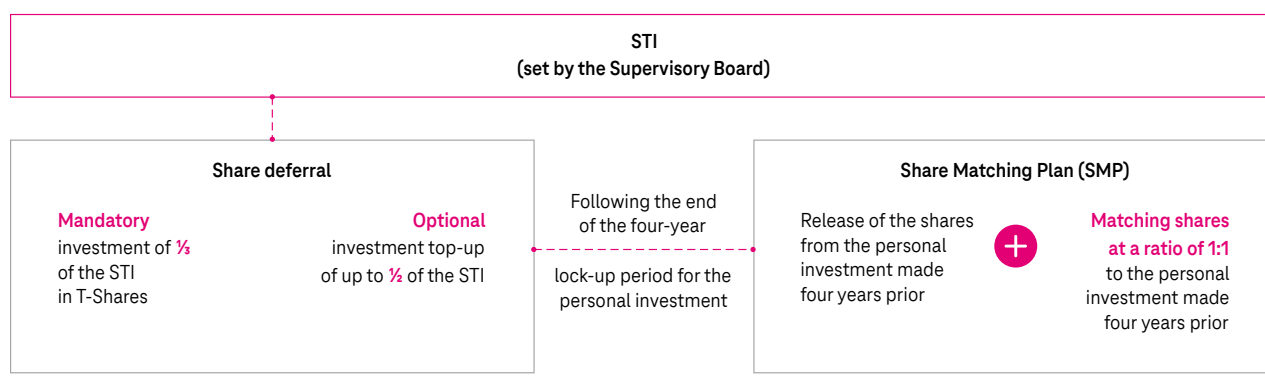
Detailed information on the remuneration of the Board of Management and the Supervisory Board is published in the separate [Remuneration Report](#).

## 47 Share-based payment

### Share Matching Plan

Members of the Board of Management have a contractual obligation to invest one third of the Short-Term Incentive (STI) set by the Supervisory Board in shares of Deutsche Telekom AG. There is an option to voluntarily increase the investment volume to up to 50 % of the STI. Deutsche Telekom AG will transfer one additional share for every share acquired as part of this Board of Management member's aforementioned personal investment (Share Matching Plan – SMP) on expiration of the four-year lock-up period starting from the date of purchase. The functioning of STI and SMP is set out in the following chart.

## Functioning of the Share Matching Plan and the Short-Term Incentive for Board of Management members



Specific executives are contractually obligated to invest between a minimum of 10 % and a maximum of 50 % of the gross payment amount of their short-term variable remuneration component, which is based on the achievement of targets set for each person for the financial year (Short-Term Incentive), in Deutsche Telekom AG shares. Target achievement is generally determined based on the collective targets set for the respective organizational unit. Deutsche Telekom AG will award one additional share for every share acquired as part of this executive's aforementioned personal investment (SMP). These shares will be allotted to the beneficiaries of this plan on expiration of the four-year lock-up period.

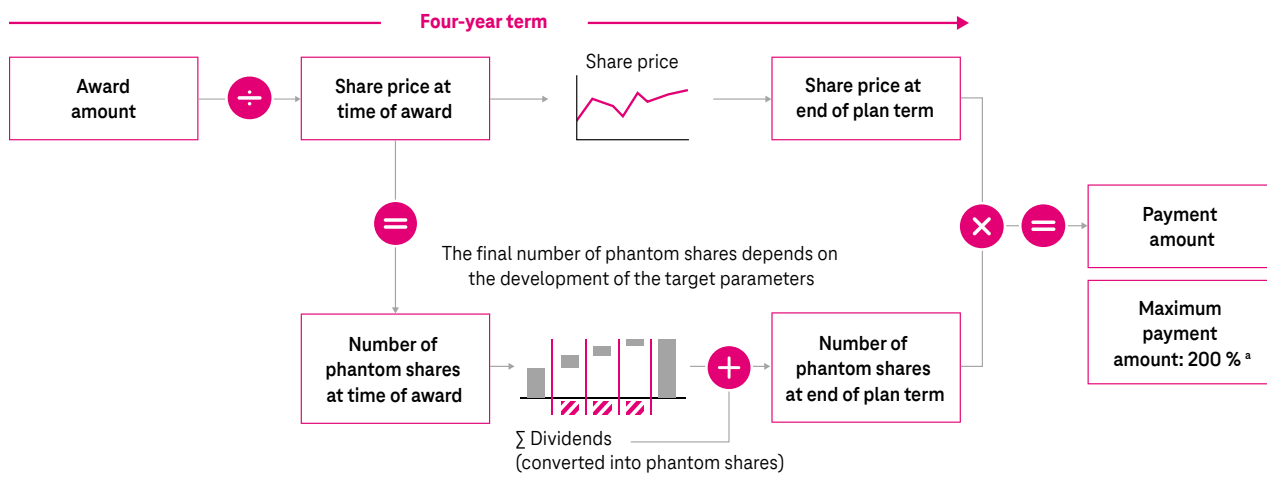
Other executives in specific management groups who were not contractually obligated to participate in the SMP are given the opportunity to participate on a voluntary basis. This offer is only made when the Group's free cash flow target for the preceding year has been achieved. To participate, the executives invest between a minimum of 5 % or 10 % and a maximum of 50 % of the target amount (100 %) of the short-term variable remuneration component (STI) in shares of Deutsche Telekom AG. Deutsche Telekom AG will award one additional share for every two shares acquired as part of this executive's aforementioned personal investment (SMP). The additional shares will be allotted to the beneficiaries of this plan on expiration of the four-year lock-up period.

The individual Share Matching Plans are each recognized for the first time at fair value on the grant date. To determine the fair value, the expected dividend entitlements are deducted from Deutsche Telekom AG's share price, as there are no dividend entitlements until the matching shares have been allocated. In the 2024 financial year, a total of 0.8 million (2023: 0.9 million) matching shares were allocated to beneficiaries of the plan at a weighted average fair value of EUR 19.55 (2023: EUR 17.75). The cost is to be recognized against the capital reserves pro rata temporis until the end of the service period and amounted to EUR 13 million in total for all tranches as of December 31, 2024 (December 31, 2023: EUR 11 million). In the reporting year, shares with a total value of EUR 12 million (2023: EUR 8 million) were transferred to plan participants. The capital reserves recognized for the SMP as of December 31, 2024 amounted to EUR 30 million (December 31, 2023: EUR 29 million).

## Long-Term Incentive Plan

Since the introduction of the new Board of Management remuneration system in 2021, Board of Management members also participate in the Group's existing Long-Term Incentive Plan (LTI). The amount of the annual participation is contractually defined individually for each Board of Management member. The functioning of the LTI is summarized below:

### Functioning of the Long-Term Incentive Plan for Board of Management members



<sup>a</sup> For members of the Board of Management, the maximum payment amount is set at 200 %.

Executives from the Deutsche Telekom AG Group also participate in the LTI, provided the achievement of the collective targets (financial, strategic, and ESG targets) of the organizational unit to which the executive belongs is 100 % or higher, or they have an individual contractual commitment. For executives who are offered the option of voluntary participation in the SMP, investment in the SMP is a necessary condition for participation in the LTI. At the inception of the plan, the participating executives receive a package of phantom shares of Deutsche Telekom AG, the value of which is contingent on the management group to which they have been assigned. The value of the phantom shares received lies between 15 % and 43 % of the participant's annual target salary.

The initial number of phantom shares is contingent on the share price in a reference period at the inception of the plan. Over the term of the four-year plan, the value of the phantom shares changes in line with Deutsche Telekom AG's share price development. The number of phantom shares will change in line with the achievement of the targets for four equally weighted key performance indicators (ROCE, adjusted earnings per share, employee satisfaction, and customer satisfaction), to be determined at the end of each plan year. In addition, a dividend is granted for the phantom shares over the term of the plan. This dividend is reinvested in phantom shares, increasing the number of phantom shares held by each plan participant. At the end of the four-year plan term, the final number of phantom shares will be converted on the basis of a share price calculated in a reference period at the end of the plan and paid out in cash together with the dividend for the last year of the plan, which is not converted into phantom shares.

The individual LTIs are each recognized for the first time at fair value on the grant date. The fair value of a plan is calculated by multiplying the number of phantom shares by Deutsche Telekom AG's share price at the measurement date discounted to the reporting date. For members of the Board of Management of Deutsche Telekom AG, the fair value is calculated on the grant date taking into account a discount for a maximum payment amount of 200 %. This maximum payment amount does generally not apply for other executives. In the 2024 financial year, a total of 3.30 million (2023: 3.84 million) phantom shares were granted at a weighted average fair value of EUR 21.65 (2023: EUR 18.92). A plan must be remeasured at every reporting date until the end of the service period and expensed pro rata temporis. The cost of the LTI plans amounted to EUR 192 million for all tranches in the reporting year (2023: EUR 140 million). In 2024, the provision was utilized in the amount of EUR 110 million (2023: EUR 90 million). In addition, the carrying amount increased by EUR 7 million as a result of discounting. The provision amounted to EUR 391 million as of December 31, 2024 (December 31, 2023: EUR 302 million).

For detailed information on Board of Management member remuneration, please refer to the [Remuneration Report](#) published separately by the Board of Management and the Supervisory Board.

### "Shares2You" shares program for employees

Since the 2021 financial year, employees of Group companies in Germany, and since the 2022 financial year, also employees of some Group companies outside Germany have been given the option to voluntarily invest an amount of between EUR 50 and EUR 1,000 per year in shares in Deutsche Telekom. Each participating employee receives one additional free share in Deutsche Telekom AG for every two shares acquired by way of this personal investment (Shares2You). Participation is subject to a short minimum service period. The

shares acquired by the participants, including the free shares, are subject to a four-year lock-up period and are blocked during this time, for example with regard to sale.

The cost for the free shares must be recognized against the capital reserves at the inception of the plan. In the 2024 financial year, a total of 0.7 million (2023: 0.9 million) free shares were granted to plan participants. A corresponding expense of EUR 19.6 million was recognized as of December 31, 2024 (2023: EUR 18.2 million). In total, 2.1 million shares at a fair value of EUR 27.90 were transferred to plan participants in the 2024 financial year.

### Stock-based compensation at T-Mobile US

In June 2023, the shareholders of T-Mobile US approved the “2023 Incentive Award Plan,” which replaces the Omnibus Incentive Plan from 2013. Under T-Mobile US’ 2023 Incentive Award Plan, up to 33 million T-Mobile US shares are authorized for stock options, stock appreciation rights, restricted stock units (RSUs), and performance awards to employees, consultants, and non-employee directors. As of December 31, 2024, there were around 29 million T-Mobile US shares available for future grants under this incentive plan.

T-Mobile US grants RSUs to eligible employees and certain non-employee directors, and performance-based restricted stock units (PRSUs) to eligible key executives of the company. RSUs entitle the grantee to receive shares of T-Mobile US’ common stock at the end of a vesting period of up to three years. PRSUs entitle the holder to receive shares of T-Mobile’ US common stock at the end of a vesting period of up to three years if a specific performance goal is achieved. The number of shares ultimately received is dependent on the actual performance of T-Mobile US measured against a defined performance target.

The RSU and PRSU plans resulted in the following share-related development:

#### Time-based restricted stock units and restricted stock awards (RSUs)

	Number of shares	Weighted average grant-date fair value USD
<b>Non-vested as of January 1, 2024</b>	<b>7,755,943</b>	<b>136.67</b>
Adjustment of prior year amount	(351)	142.60
Granted	3,775,434	163.72
Vested	(4,375,499)	135.88
Forfeited	(518,292)	149.33
<b>Non-vested as of December 31, 2024</b>	<b>6,637,235</b>	<b>151.55</b>

#### Performance-based restricted stock units (PRSUs)

	Number of shares	Weighted average grant-date fair value USD
<b>Non-vested as of January 1, 2024</b>	<b>689,806</b>	<b>145.32</b>
Granted	146,154	164.65
Adjustments <sup>a</sup>	95,503	131.26
Vested	(372,099)	127.55
<b>Non-vested as of December 31, 2024</b>	<b>559,364</b>	<b>159.79</b>

<sup>a</sup> Relates to PRSUs granted before 2024, for which the vesting period had expired in 2024 and which resulted in the issue of additional shares. These PRSUs are also included under PRSUs vested in 2024 and as such are a component of the item “Vested.”



The program is measured at fair value on the grant date and recognized as expense, net of expected forfeitures, following a graded vesting schedule over the related service period. The fair value of stock awards for the RSUs is based on the closing price of T-Mobile US' common stock on the date of grant. The fair value of stock awards for the PRSUs was determined using the Monte Carlo model. Stock-based compensation expense was EUR 701 million as of December 31, 2024 (December 31, 2023: EUR 674 million).

## 48 Declaration of conformity with the German Corporate Governance Code in accordance with § 161 AktG

In accordance with § 161 AktG, the Board of Management and the Supervisory Board of Deutsche Telekom AG have submitted the mandatory declaration of conformity and made it available to shareholders on Deutsche Telekom AG's website. The full text of the Declaration of Conformity is available on the Deutsche Telekom website.

<https://www.telekom.com/en/company/management-and-corporate-governance/details/declaration-of-conformity-pursuant-to-161-aktg-479770>

## 49 Events after the reporting period

**Deutsche Telekom AG's share buy-back program.** In the period from January 3, 2025 to February 18, 2025, Deutsche Telekom AG bought back around 8 million shares with a total volume of EUR 0.2 billion under the share buy-back program.

For further information, please refer to the section "[Other transactions that had no effect on the composition of the Group](#)" under "[Summary of accounting policies](#)."

**T-Mobile US' 2025 shareholder return program.** In the period from January 1, 2025 to January 24, 2025, T-Mobile US bought back around 3 million shares with a total volume of around USD 0.6 billion (EUR 0.6 billion) under the share buy-back program.

For further information, please refer to the section "[Other transactions that had no effect on the composition of the Group](#)" under "[Summary of accounting policies](#)."

**Issue of bonds by Deutsche Telekom AG.** On January 20, 2025, Deutsche Telekom issued EUR bonds with a volume of EUR 1.5 billion, consisting of two tranches with a term beginning on February 3, 2025 and ending between 2032 and 2045, and bearing interest of between 3.000 % and 3.625 %.

**Agreement of a credit facility by T-Mobile US.** On January 31, 2025, T-Mobile US entered into a credit facility with certain financial institutions for up to USD 1.0 billion (EUR 1.0 billion) with a term maturing in March 2036 to finance network equipment-related purchases. The credit facility has not yet been drawn.

**Issue of EUR bonds by T-Mobile US.** On February 4, 2025, T-Mobile US issued EUR bonds (senior notes) with a total volume of EUR 2.8 billion, consisting of three tranches with a term beginning on February 11, 2025 and ending between 2032 and 2045 and bearing interest of between 3.150 % and 3.800 %.

**Acquisition of Vistar Media in the United States.** On December 20, 2024, T-Mobile US entered into an agreement on the acquisition of 100 % of the outstanding capital stock of Vistar Media, Inc. The transaction was consummated on February 3, 2025.

For further information, please refer to the section "[Changes in the composition of the Group and other transactions](#)" under "[Summary of accounting policies](#)."

## 50 Auditor's fees and services in accordance with § 314 HGB

Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, member of the German Chamber of Public Accountants in Berlin, has been the independent auditor of the Company since the 2022 financial year. The responsible auditor at Deloitte is Prof. Dr. Tim Hoffmann.

The following table provides a breakdown of the auditor's professional fees recognized as expenses in the 2024 financial year:

millions of €	
	2024
Auditing services	16
Other assurance services	1
Tax advisory services	0
Other non-audit services	0
	17

Professional fees for auditing services include in particular fees for the statutory auditing of annual and consolidated financial statements and the subsidiaries included in the consolidated financial statements, fees for the review of the interim financial statements, and fees for other auditing services.

The fees recognized under other assurance services mainly relate to services in the context of assurance engagements with regard to the combined sustainability statement.

In the 2023 financial year, the fees for the auditor of the consolidated financial statements included EUR 19 million for auditing services, EUR 1 million for other assurance services, EUR 0 million for tax advisory services, and EUR 0 million for other services.

Bonn, February 18, 2025

Deutsche Telekom AG  
The Board of Management

Timotheus Höttges

Dr. Ferri Abolhassan

Birgit Bohle

Srini Gopalan

Dr. Christian P. Illek

Thorsten Langheim

Dominique Leroy

Claudia Nemat

# Responsibility statement

To the best of our knowledge, and in accordance with the applicable reporting principles, the consolidated financial statements give a true and fair view of the assets, liabilities, financial position, and profit or loss of the Group, and the Group management report, which is combined with the management report of Deutsche Telekom AG, includes a fair review of the development and performance of the business and the position of the Group, together with a description of the principal opportunities and risks associated with the expected development of the Group.

Bonn, February 18, 2025

Deutsche Telekom AG  
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# Independent auditor's and practitioner's reports

To Deutsche Telekom AG, Bonn/Germany

## REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS AND OF THE COMBINED MANAGEMENT REPORT

### Audit Opinions

We have audited the consolidated financial statements of Deutsche Telekom AG, Bonn/Germany, and its subsidiaries (the Group) which comprise the consolidated balance sheet as at December 31, 2024, the consolidated statement of profit and loss, the statement of other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the financial year from January 1 to December 31, 2024, and the notes to the consolidated financial statements, including material accounting policy information. We have not audited the content of the remuneration report, which is referred to in the notes to the consolidated financial statements under numbers 45 to 47. In addition, we have audited the combined management report for the parent and the group of Deutsche Telekom AG, Bonn/Germany, for the financial year from January 1 to December 31, 2024. In accordance with the German legal requirements, we have not audited the content of the combined sustainability statement included in the combined management report as well as the statement on corporate governance according to Sections 289f and 315d German Commercial Code (HGB), included in the section "Corporate Governance Statement and Declaration of Conformity as well as Updated Declaration of Conformity for 2024" within the chapter "Governance and other disclosures", including the respective declaration of conformity according to Section 161 German Stock Corporation Act (AktG). In addition, we have not audited the content of the remuneration report according to Section 162 AktG, which is referred to in the combined management report, nor the content of the disclosures marked as unaudited and extraneous to management reports specified in section "Introductory remarks".

In our opinion, on the basis of the knowledge obtained in the audit,

1. the accompanying consolidated financial statements comply, in all material respects, with the IFRS® Accounting Standards issued by the International Accounting Standards Board (IASB) (hereinafter "IFRS Accounting Standards") as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB and, in compliance with these requirements, give a true and fair view of the assets, liabilities and financial position of the Group as at December 31, 2024 and of its financial performance for the financial year from January 1 to December 31, 2024; our audit opinion on the consolidated financial statements does not cover the content of the remuneration report; and
2. the accompanying combined management report as a whole provides an appropriate view of the Group's position. In all material respects, this combined management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the combined management report does not cover the content of the statements referred to above nor the content of the disclosures extraneous to management reports.

Pursuant to Section 322 (3) sentence 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the combined management report.

### Basis for the Audit Opinions

We conducted our audit of the consolidated financial statements and of the combined management report in accordance with Section 317 HGB and the EU Audit Regulation (No. 537/2014; referred to subsequently as "EU Audit Regulation") and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW). We performed the audit of the consolidated financial statements in supplementary compliance with the International Standards on Auditing (ISA). Our responsibilities under those requirements, principles and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the consolidated financial statements and on the combined management report.

## Key Audit Matters in the Audit of the Consolidated Financial Statements

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year from January 1 to December 31, 2024. These matters were addressed in the context of our audit of the consolidated financial statements as a whole and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In the following, we present the accounting for sales revenue that we have determined as the key audit matter in the course of our audit.

Our presentation of this key audit matter has been structured as follows:

- a) description (including reference to corresponding information in the consolidated financial statements)
- b) auditor's response

### Revenue recognition

a) Deutsche Telekom AG, Bonn/Germany, recognizes revenue of bEUR 115.8 (prior year: bEUR 112.0) in the consolidated statement of profit and loss for the financial year 2024. This revenue is particularly generated with the rendering of services, i.e. rendering mobile and fixed-network voice and data services and ICT services as well as with the sale of goods and merchandise. Due to the business model and its wide range of services, the accurate recognition of this revenue in the consolidated statement of profit and loss in compliance with the applicable International Financial Reporting Standard "Revenue from Contracts with Customers" (IFRS 15) requires the coordinated interaction of a variety of complex IT systems, in which a high number of transactions are initiated, processed and invoiced in an automated manner.

In view of the dynamic development of these complex services, the recognition of revenue with the necessary IT systems was of particular significance in the scope of our audit.

The disclosures of the executive directors concerning revenue are included in sections "Accounting policies" and "Judgments and estimates" of the "Summary of accounting policies" chapter and in section "20 – Net revenue" of the "Notes to the consolidated statement of profit and loss" chapter of the notes to the consolidated financial statements.

b) In order to assess risks of material misstatement, we first obtained an understanding of the process flows and the internal control related to the recognition of revenue by taking into account the corporate environment and the applicable accounting standards.

To the extent that identified controls were relevant to our audit of revenue, we tested the controls for design and implementation. This testing of design and implementation covered both manual controls and automated controls in the IT systems used for the purposes of revenue recognition (system-integrated input, processing and output controls for transaction processing). In the IT systems that are important to the implementation of controls, we also tested the general IT controls – particularly those that secure authorized access, ensure system operation and changes in relation to these IT systems – for design and implementation by calling in IT specialists.

On the basis of the risks of material misstatement identified in the scope of these audit procedures, we selected manual and automated controls as well as related general IT controls from the controls relevant to the audit with respect to revenue recognition. Subsequently, these controls were tested for operating effectiveness to assess their effectiveness in the reporting year. In this context, too, we involved IT specialists.

Apart from testing the operating effectiveness, we performed, inter alia, the following substantive procedures in response to identified risks of material misstatement:

- By involving IFRS specialists, we assessed for selected business models as to whether the accounting policies defined for these models by the executive directors of Deutsche Telekom AG, Bonn/Germany, result in revenue recognition according to the requirements of the relevant IFRS 15 financial reporting standard.
- We tested the reconciliation of transaction data recorded in the upstream systems to the revenue reported in the general ledger for accuracy and completeness. This also included the examination of manual adjustment postings for revenue cut-off.
- To further audit revenue, we used data analysis tools to generate evaluations of different revenue flows over time and analyzed deviations from expected customer and revenue trends. We examined the customer and contract data used in the analyses by comparing the related contracts with the corresponding data in the master data systems on a sample basis.

## Other Information

The executive directors and/or the supervisory board are responsible for the other information. The other information comprises

- the report of the supervisory board,
- the combined sustainability statement, which contains the disclosures of the non-financial reporting according to Sections 289b to 289e as well as Sections 315b and 315c HGB,
- the corporate governance statement including the declaration of conformity according to Section 161 AktG,
- the remuneration report,
- the content of the disclosures extraneous to management reports marked as unaudited specified in section “Introductory remarks” in the combined management report,
- the executive directors’ confirmations pursuant to Section 297 (2) sentence 4 and Section 315 (1) sentence 5 HGB regarding the consolidated financial statements and the combined management report, and
- all other parts of the annual report,
- but not the consolidated financial statements, not the audited content of the disclosures in the combined management report and not our auditor’s report thereon.

The supervisory board is responsible for the report of the supervisory board. The executive directors and the supervisory board are responsible for the statement according to Section 161 AktG concerning the German Corporate Governance Code, which is part of the corporate governance statement in the chapter “Governance and other disclosures” of the combined management report, and the remuneration report. Otherwise the executive directors are responsible for the other information.

Our audit opinions on the consolidated financial statements and on the combined management report do not cover the other information. Consequently, we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information identified above and, in doing so, to consider whether the other information

- is materially inconsistent with the consolidated financial statements, with the audited content of the disclosures in the combined management report or our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Financial Statements and the Combined Management Report

The executive directors are responsible for the preparation of the consolidated financial statements that comply, in all material respects, with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB, and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities, financial position and financial performance of the Group. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, the executive directors are responsible for assessing the Group’s ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, the executive directors are responsible for the preparation of the combined management report that as a whole provides an appropriate view of the Group’s position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a combined management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the combined management report.

The supervisory board is responsible for overseeing the Group’s financial reporting process for the preparation of the consolidated financial statements and of the combined management report.

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the combined management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the consolidated financial statements and on the combined management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Section 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) and in supplementary compliance with the ISA will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this combined management report.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also

- identify and assess the risks of material misstatement of the consolidated financial statements and of the combined management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures relevant to the audit of the combined management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of internal control or these arrangements and measures of the Group.
- evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.
- conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the consolidated financial statements and in the combined management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.
- evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with IFRS Accounting Standards as adopted by the EU and with the additional requirements of German commercial law pursuant to Section 315e (1) HGB.
- plan and perform the audit of the consolidated financial statements in order to obtain sufficient appropriate audit evidence regarding the financial information of the entities or of its business activities within the Group, which serves as a basis for forming audit opinions on the consolidated financial statements and on the combined management report. We are responsible for the direction, supervision and inspection of the audit procedures performed for the purposes of the group audit. We remain solely responsible for our audit opinions.
- evaluate the consistency of the combined management report with the consolidated financial statements, its conformity with German law, and the view of the Group's position it provides.
- perform audit procedures on the prospective information presented by the executive directors in the combined management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, the actions taken or safeguards applied to eliminate independence threats.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements for the current period and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes public disclosure about the matter.

## OTHER LEGAL AND REGULATORY REQUIREMENTS

### Report on the Audit of the Electronic Reproductions of the Consolidated Financial Statements and of the Combined Management Report Prepared for Publication Pursuant to Section 317 (3a) HGB

#### Audit Opinion

We have performed an audit in accordance with Section 317 (3a) HGB to obtain reasonable assurance whether the electronic reproductions of the consolidated financial statements and of the combined management report (hereinafter referred to as "ESEF documents") prepared for publication, contained in the file, which has the SHA-256 value 75f9a097ee98de3046bed87818562ad6134f6d9b8ad81f37428e01c10ca17e13, meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB ("ESEF format"). In accordance with the German legal requirements, this audit only covers the conversion of the information contained in the consolidated financial statements and the combined management report into the ESEF format, and therefore covers neither the information contained in these electronic reproductions nor any other information contained in the file identified above.

In our opinion, the electronic reproductions of the consolidated financial statements and of the combined management report prepared for publication contained in the file identified above meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB. Beyond this audit opinion and our audit opinions on the accompanying consolidated financial statements and on the accompanying combined management report for the financial year from January 1 to December 31, 2024 contained in the "Report on the Audit of the Consolidated Financial Statements and of the Combined Management Report" above, we do not express any assurance opinion on the information contained within these electronic reproductions or on any other information contained in the file identified above.

#### Basis for the Audit Opinion

We conducted our audit of the electronic reproductions of the consolidated financial statements and of the combined management report contained in the file identified above in accordance with Section 317 (3a) HGB and on the basis of the IDW Auditing Standard: Audit of the Electronic Reproductions of Financial Statements and Management Reports Prepared for Publication Purposes Pursuant to Section 317 (3a) HGB (IDW AuS 410 (06.2022)). Our responsibilities in this context are further described in the "Group Auditor's Responsibilities for the Audit of the ESEF Documents" section. Our audit firm has applied the requirements of the IDW Quality Management Standards (IDW QMS).

#### Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the parent are responsible for the preparation of the ESEF documents based on the electronic files of the consolidated financial statements and of the combined management report according to Section 328 (1) sentence 4 no. 1 HGB and for the tagging of the consolidated financial statements according to Section 328 (1) sentence 4 no. 2 HGB.

In addition, the executive directors of the parent are responsible for such internal control that they have considered necessary to enable the preparation of ESEF documents that are free from material intentional or unintentional non-compliance with the requirements for the electronic reporting format pursuant to Section 328 (1) HGB.



The supervisory board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

### Group Auditor's Responsibilities for the Audit of the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also

- identify and assess the risks of material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinion.
- obtain an understanding of internal control relevant to the audit on the ESEF documents in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.
- evaluate the technical validity of the ESEF documents, i.e., whether the file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815, in the version in force at the balance sheet date, on the technical specification for this electronic file.
- evaluate whether the ESEF documents enable an XHTML reproduction with content equivalent to the audited consolidated financial statements and to the audited combined management report.
- evaluate whether the tagging of the ESEF documents with Inline XBRL technology (iXBRL) in accordance with the requirements of Articles 4 and 6 of the Delegated Regulation (EU) 2019/815, in the version in force at the balance sheet date, enables an appropriate and complete machine-readable XBRL copy of the XHTML reproduction.

### Further Information Pursuant to Article 10 of the EU Audit Regulation

We were elected as group auditor by the general meeting on April 10, 2024. We were engaged by the supervisory board on May 15, 2024. We have been the group auditor of Deutsche Telekom AG, Bonn/Germany, without interruption since the financial year 2022.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

## OTHER MATTER – USE OF THE AUDITOR'S REPORT

Our auditor's report must always be read together with the audited consolidated financial statements and the audited combined management report as well as with the audited ESEF documents. The consolidated financial statements and the combined management report converted into the ESEF format – including the versions to be submitted for inclusion in the Company Register – are merely electronic reproductions of the audited consolidated financial statements and the audited combined management report and do not take their place. In particular, the ESEF report and our audit opinion contained therein are to be used solely together with the audited ESEF documents made available in electronic form.

## GERMAN PUBLIC AUDITOR RESPONSIBLE FOR THE ENGAGEMENT

The German Public Auditor responsible for the engagement is Prof. Dr. Tim Hoffmann.

Düsseldorf/Germany, February 24, 2025

### Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

Signed:

Christoph Schenk

Wirtschaftsprüfer (German Public Auditor)

Signed:

Prof. Dr. Tim Hoffmann

Wirtschaftsprüfer (German Public Auditor)

To Deutsche Telekom AG, Bonn/Germany

## **ASSURANCE REPORT OF THE INDEPENDENT GERMAN PUBLIC AUDITOR ON AN ASSURANCE ENGAGEMENT TO OBTAIN LIMITED AND REASONABLE ASSURANCE IN RELATION TO THE COMBINED SUSTAINABILITY STATEMENT**

### **Assurance Conclusion and Opinion**

We have conducted a limited assurance engagement on the sustainability statement of Deutsche Telekom AG, Bonn/Germany, combining the consolidated sustainability statement and the non-financial statement of the parent, included in section “Combined sustainability statement” of the combined management report for the parent and the group, (“the Combined Sustainability Statement”) for the financial year from January 1 to December 31, 2024. In addition, we have performed a reasonable assurance engagement on the disclosures regarding the indicator “Total energy consumption” in section “ESRS E1-5 – Energy consumption and mix” and regarding the indicator “GHG gross emissions Scopes 1 and 2 (market-based)” and “t CO<sub>2</sub>e emissions Scope 2 (location-based)” in section “ESRS E1-6 – Gross Scopes 1, 2 and 3 and total GHG emissions” included in the Combined Sustainability Statement. The Combined Sustainability Statement was prepared to fulfill the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, CSRD) and Article 8 of Regulation (EU) 2020/852 and Sections 289b to 289e, 315b and 315c German Commercial Code (HGB) for a combined non-financial statement.

Not subject to our assurance engagement are the references to information of the Company outside of the combined management report.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Combined Sustainability Statement is not prepared, in all material respects, in accordance with the requirements of the CSRD and Article 8 of Regulation (EU) 2020/852, Sections 289b to 289e, 315b and 315c HGB for a combined non-financial statement, and the specifying criteria presented by the executive directors of the Company. This assurance conclusion includes that nothing has come to our attention that causes us to believe

- that the consolidated sustainability statement included in the accompanying Combined Sustainability Statement does not comply, in all material respects, with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the entity to identify information to be included in the consolidated sustainability statement (the materiality assessment) is not, in all material respects, in accordance with the description set out in section “ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities” of the consolidated sustainability statement, or
- that the disclosures in the Combined Sustainability Statement do not comply, in all material respects, with Article 8 of Regulation (EU) 2020/852.

In addition, based on the procedures performed and the evidence obtained, the disclosures subject to a reasonable assurance engagement comply, in all respects material to the Combined Sustainability Statement, with the requirements of the CSRD and Sections 315b and 315c in conjunction with Sections 289c to 289e HGB for a consolidated non-financial statement, and the specifying criteria presented by the executive directors of the Company.

We do not express an assurance conclusion or assurance opinion on individual disclosures.

Furthermore, we do not express an assurance conclusion or assurance opinion on the above-mentioned parts of the Combined Sustainability Statement that were not covered by our assurance engagement.

### **Basis for the Assurance Conclusion and Opinion**

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information”, issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in section “German Public Auditor’s Responsibilities for the Assurance Engagement on the Combined Sustainability Statement”.

We are independent of the entity in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements of the IDW Quality Management Standards. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion and opinion.

### **Responsibilities of the Executive Directors and the Supervisory Board for the Combined Sustainability Statement**

The executive directors are responsible for the preparation of the Combined Sustainability Statement in accordance with the requirements of the CSRD and the applicable German legal and other European requirements as well as with the specifying criteria presented by the executive directors of the Company and for designing, implementing and maintaining such internal control as they have considered necessary to enable the preparation of a combined sustainability statement in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e., fraudulent reporting in the Combined Sustainability Statement) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the Combined Sustainability Statement as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Combined Sustainability Statement.

### **Inherent Limitations in Preparing the Combined Sustainability Statement**

The CSRD and the applicable German legal and other European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative comprehensive interpretations have yet been published. The executive directors have made interpretations of such wording and terms in the Combined Sustainability Statement. The executive directors are responsible for the reasonableness of these interpretations. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of the sustainability matters based on these interpretations is uncertain. The quantification of non-financial performance indicators disclosed in the Combined Sustainability Statement is also subject to inherent uncertainties.

These inherent limitations also affect the assurance engagement on the Combined Sustainability Statement.

### **German Public Auditor’s Responsibilities for the Assurance Engagement on the Combined Sustainability Statement**

Our objective is to express a limited assurance conclusion based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Combined Sustainability Statement has not been prepared, in all material respects, in accordance with the CSRD, the applicable German legal and other European requirements and the specifying criteria presented by the executive directors of the Company.

In addition, our objective is to express a reasonable assurance opinion based on the assurance engagement we have conducted, on whether the concerned disclosures of the Combined Sustainability Statement are prepared, in all material respects, in accordance with the CSRD, the applicable German legal and other European requirements and the specifying criteria presented by the executive directors of the Company.

Furthermore, our objective is to issue an assurance report that includes our assurance conclusion and opinion on the Combined Sustainability Statement.

As part of a limited and reasonable assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also

- obtain an understanding of the process used to prepare the Combined Sustainability Statement, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Combined Sustainability Statement. In respect of the disclosures subject to a reasonable assurance engagement, we also obtain an understanding of the controls that are relevant for preparing these disclosures.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. In respect of the disclosures subject to a reasonable assurance engagement, we identify and assess the risks of material misstatement due to fraud or error, and design and perform procedures to address these risks and obtain reasonable assurance for our assurance opinion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources not within the entity's control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the entity's control, as both the entity's executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

### Summary of the Procedures Performed by the German Public Auditor

A limited and reasonable assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Combined Sustainability Statement.
- Inquired of the executive directors and relevant employees involved in the preparation of the Combined Sustainability Statement about the preparation process, including the materiality assessment processes carried out by the entity to identify the disclosures to be reported in the Combined Sustainability Statement, and about the internal controls related to this process.
- evaluated the reporting policies used by the executive directors to prepare the Combined Sustainability Statement.
- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain.
- performed analytical procedures or tests of details and made inquiries in relation to selected information in the Combined Sustainability Statement.
- conducted site visits.
- considered the presentation of the information in the Combined Sustainability Statement.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Combined Sustainability Statement.

In performing our reasonable assurance engagement, we also

- obtained an understanding of internal controls also for control activities and monitoring of internal controls.
- conducted tests of design and implementation as well as of operating effectiveness for controls relevant to the assurance engagement.
- intensified substantive procedures by considering substantiated security of controls for obtaining reasonable assurance.
- conducted additional procedures to ascertain the estimates made by the executive directors.

## Restriction of Use

We issue this report as stipulated in the engagement letter agreed with the Company (including the “General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)” dated January 1, 2024 of the Institut der Wirtschaftsprüfer (IDW)). We draw attention to the fact that the assurance engagement was conducted for the Company’s purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other than the aforementioned purpose. Accordingly, the report is not intended to be used by third parties as a basis for making (financial) decisions based on it.

Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion and opinion are not modified in this respect.

Düsseldorf/Germany, February 24, 2025

### Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

Signed:

Christoph Schenk

Wirtschaftsprüfer (German Public Auditor)

Signed:

Prof. Dr. Tim Hoffmann

Wirtschaftsprüfer (German Public Auditor)

# Additional information

**370 Reconciliation for the organic development in the 2024 financial year**

**371 Glossary**

**375 Disclaimer**

**376 Financial calendar**

**376 Contacts**

## Reconciliation for the organic development in the 2024 financial year

For the organic presentation of figures, prior-period comparatives are adjusted for the effects of changes in the composition of the Group, exchange rate effects, and other effects. This improves the informative value of the prior-year comparatives by taking account of changes to the Company's structure or exchange rates.

millions of €

	2024	2023	Change	Change %	Reconciliation to organic figures		Organic change		
					Reconciliation 2023	Of which: exchange rate effects	Organic 2023	Change	Change %
<b>Revenue</b>	<b>115,769</b>	<b>111,985</b>	<b>3,784</b>	<b>3.4</b>	<b>127</b>	<b>(42)</b>	<b>112,112</b>	<b>3,657</b>	<b>3.3</b>
Germany	25,711	25,187	524	2.1	(4)	(4)	25,184	527	2.1
United States	75,046	72,436	2,611	3.6	203	10	72,639	2,407	3.3
Europe	12,347	11,790	557	4.7	(54)	(48)	11,735	612	5.2
Systems Solutions	4,004	3,896	108	2.8	8	(2)	3,904	100	2.6
Group Development	10	115	(106)	(91.8)	(99)	0	16	(7)	(40.8)
Group Headquarters & Group Services	2,226	2,305	(79)	(3.4)	0	0	2,306	(79)	(3.4)
<b>Service revenue</b>	<b>96,537</b>	<b>92,919</b>	<b>3,618</b>	<b>3.9</b>	<b>184</b>	<b>(49)</b>	<b>93,103</b>	<b>3,434</b>	<b>3.7</b>
Germany	22,480	22,096	384	1.7	(4)	(4)	22,092	388	1.8
United States	61,143	58,522	2,620	4.5	175	8	58,698	2,445	4.2
Europe	10,239	9,739	500	5.1	13	(53)	9,751	487	5.0
Systems Solutions	3,883	3,796	87	2.3	8	(2)	3,804	78	2.1
Group Development	0	0	0	n.a.	0	0	0	0	n.a.
Group Headquarters & Group Services	972	1,024	(51)	(5.0)	0	0	1,024	(52)	(5.0)
<b>EBITDA AL</b>	<b>43,815</b>	<b>51,160</b>	<b>(7,345)</b>	<b>(14.4)</b>	<b>(6)</b>	<b>(9)</b>	<b>51,153</b>	<b>(7,339)</b>	<b>(14.3)</b>
Germany	9,459	9,737	(278)	(2.9)	13	0	9,750	(291)	(3.0)
United States	30,890	24,840	6,050	24.4	66	1	24,906	5,984	24.0
Europe	4,360	4,020	340	8.5	(15)	(23)	4,005	356	8.9
Systems Solutions	251	177	73	41.3	7	7	185	66	35.9
Group Development	(36)	13,215	(13,251)	n.a.	(73)	0	13,142	(13,178)	n.a.
Group Headquarters & Group Services	(1,103)	(808)	(295)	(36.5)	(5)	2	(813)	(290)	(35.6)
<b>EBITDA AL (adjusted for special factors)</b>	<b>43,021</b>	<b>40,497</b>	<b>2,524</b>	<b>6.2</b>	<b>85</b>	<b>(11)</b>	<b>40,581</b>	<b>2,439</b>	<b>6.0</b>
Germany	10,516	10,238	278	2.7	13	0	10,251	265	2.6
United States	28,545	26,409	2,136	8.1	157	(1)	26,566	1,979	7.4
Europe	4,431	4,114	317	7.7	(15)	(23)	4,098	332	8.1
Systems Solutions	369	321	48	14.8	7	7	329	40	12.3
Group Development	(32)	45	(77)	n.a.	(73)	0	(27)	(4)	(15.0)
Group Headquarters & Group Services	(801)	(609)	(193)	(31.6)	(5)	2	(614)	(187)	(30.5)

## Glossary

**4G.** Refers to the fourth-generation mobile communications standard (see LTE).

**5G.** Refers to the mobile communications standard launched in 2020, which offers data rates in the gigabit range, mainly over the 3.6 GHz and 2.1 GHz bands, converges fixed-network and mobile communications, and supports the Internet of Things.

**6G.** The next-generation mobile communications standard, likely to use terahertz spectrum (0.11 THz to 0.17 THz) to offer increased capacities and lower latency. 6G is expected to launch commercially in 2030 and is being developed as a response to the increasingly distributed Radio Access Network (RAN).

**AI – Artificial Intelligence.** Artificial intelligence (AI) describes the ability of a machine or software to imitate human capabilities, such as logical thinking, learning, and planning. Generative Artificial Intelligence (also known as GenAI) – as a branch of artificial intelligence – is used to generate new content, such as text, images, music, or videos.

**AL – After Leases.** Since the start of the 2019 financial year, Deutsche Telekom has taken the effects of the first-time application of IFRS 16 “Leases” into account when determining financial performance indicators. “EBITDA after leases” (EBITDA AL) is calculated by adjusting EBITDA for depreciation of the right-of-use assets and for interest expenses on recognized lease liabilities. When determining “free cash flow after leases” (free cash flow AL), free cash flow is adjusted for the repayment of lease liabilities.

**API – Application Programming Interface.** A program component which is made available by a software system for other programs to connect with it.

**B4SI – Business for Societal Impact.** The B4SI framework enables companies to measure and assess their community investment and its social impact. B4SI provides a standardized methodology for measuring and reporting inputs, outputs, and impacts of business activities on society.

**Carrier.** A telecommunications network operator.

**CDP.** CDP is an initiative by institutional investors that aims to promote dialog between investors and companies on climate change issues. Participating companies disclose data on their greenhouse gas emissions and climate protection strategies. The CDP collects and publishes the data on an annual basis.

**Cloud computing.** Dynamic provision of infrastructure, software, or platform services online. Apart from a high level of automation and virtualization, the services provided have to be multi-tenant-capable and include standardized hardware and software. Customers source these services on demand and pay based on actual usage. The communication infrastructure may be the internet (public cloud), a corporate network (private cloud), or a mix of the two (hybrid cloud). Dynamic Services is a T-Systems product for the flexible procurement of ICT resources and services.

**CO<sub>2</sub>e – Carbon dioxide equivalents.** CO<sub>2</sub>e indicate the greenhouse gas potential of various climate-damaging gases and clarify how much a specific quantity of a greenhouse gas contributes to the greenhouse effect. The reference value used here is carbon dioxide (CO<sub>2</sub>).

**Cybersecurity.** Cybersecurity refers to security against internet crime.

**E2E – End-to-End.** End-to-end means from beginning to end, e.g., from the customer through systems, to the organization, and back to the customer. An action on the part of the customer must result in a response (to the customer).

**Ecoinvent database.** A database maintained by the Ecoinvent Association providing life cycle inventory (LCI) data for various products and processes. This comprehensive database contains detailed information on the environmental impacts of products and services throughout their entire life cycle.

**Edge computing.** Computing at the edge of the mobile communications network, i.e., not in remote data centers, but close to the customer, in the edge cloud. Application areas are where there is a need for rapid and secure processing of large amounts of data, such as augmented reality games.

**Fiber-optic lines.** Sum of all FTTx access lines (e.g., FTTC/VDSL, vectoring, and FTTH).

**Fixed-network lines.** In the combined management report, these include lines in operation, excluding internal use and public telecommunications, including IP-based lines. The totals and the changes in percent were calculated on the basis of precise figures and rounded to millions or thousands.

**FMC – Fixed-Mobile Convergence.** The merging of fixed-network and mobile rate plans for customers that have both fixed-network and mobile contracts with Deutsche Telekom.

**FTTB – Fiber to the Building or Fiber to the Basement.** In telecommunications, FTTB means that the fiber-optic cable is terminated in the user's house (basement).



**FTTC – Fiber to the Curb.** In the FTTC architecture the fiber-optic cable is not terminated inside users' homes (see FTTH) but in a cable distribution box (gray street cabinet). Existing copper technology is used for the last section of the connection to the user.

**FTTH – Fiber to the Home.** In telecommunications, FTTH means that the fiber-optic cable is terminated right in the user's home or apartment.

**FTTx.** This includes the different options for fiber-optic rollout: FTTB, FTTC, and FTTH.

**GHG Protocol.** The Greenhouse Gas Protocol divides emissions of greenhouse gases into the categories of Scope 1, Scope 2, and Scope 3, depending on their source.

- **Scope 1** includes all emissions directly generated in the Company, e.g., as a result of the consumption of fuel or fuel oil.
- **Scope 2** covers all indirect emissions associated with the generation of energy purchased by the Company from external sources, e.g., electricity and district heating.
- **Scope 3** applies to all other emissions generated along the corporate value chain. This comprises both indirect emissions in the company itself (e.g., business trips, commuting), and emissions from upstream value chain stages (e.g., procurement, logistics) and downstream stages (e.g., during customer use of products and services, during disposal).

**GeSI – Global Enabling Sustainability Initiative.** GeSI is a joint initiative established by the world's leading ICT organizations with the objective of improving sustainability in the ICT sector.

**Gold Standard.** The certificate is a prestigious distinction for projects that reduce greenhouse gas emissions and, at the same time, promote sustainable development. The Gold Standard was founded in 2003 by a group of leading NGOs, including the WWF, to ensure that climate change mitigation projects not only contribute to reducing emissions but also deliver a positive social and environmental impact.

**Hyper-personalization.** Hyper-personalization is the use of real-time data and artificial intelligence to offer products, services, and content targeted to the specific needs of the customer, with the data transmitted by smartphones, laptops or tablets used by the customer.

**ICT – Information and Communication Technology.**

**IoT – Internet of Things.** The Internet of Things enables the intelligent networking of things like sensors, devices, machines, vehicles, etc., with the aim of automating applications and decision-making processes. Deutsche Telekom's IoT portfolio ranges from SIM cards and flexible data rate plans to IoT platforms in the cloud and complete solutions from a single source.

**IPCC – Intergovernmental Panel on Climate Change.** The IPCC is the United Nations (UN) body for assessing the science related to climate change. It gathers and analyzes scientific, technical, and socioeconomic information on climate change, its potential impact, and possible adaptation and mitigation strategies.

**IP – Internet Protocol.** Non-proprietary transport protocol in layer 3 of the OSI reference model for inter-network communications.

**IPTV – Internet Protocol Television.** IPTV refers to the digital transfer of television programs and films over a digital data network using the Internet Protocol (IP).

**JAC – Joint Alliance for CSR.** An association of telecom operators dedicated to examining and improving the labor and social standards at suppliers. Deutsche Telekom is a founding member of this initiative. Joint audits and shared assessments are intended to identify risks in the supply chain so that action can be taken to improve working conditions.

**Latency.** Latency, or response time, describes the time period between the occurrence of an event and the appearance of a visible reaction to it. In telecommunications, latency limits are governed by the laws of physics – as a function of the length of the pathway that the data need to travel through the networks. One example of this is mobile virtual-reality experiences. Anyone experiencing a virtual world while wearing VR goggles will need to receive something back from a remote server: namely an image that corresponds to the virtual explorer's expectations. The rule of thumb is simple: The shorter the delay, the more realistic the user's experience of the virtual worlds is likely to feel. The same goes for online gaming.

**LkSG – Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz).** A German act requiring companies to implement human rights and environmental due diligence in their supply chains.

**LTE – Long-Term Evolution.** 4G mobile communications technology that uses, for example, wireless spectrum on the 800 MHz band freed up by the digitalization of television. Powerful TV frequencies enable large areas to be covered with far fewer radio masts. LTE supports speeds of over 100 Mbit/s downstream and 50 Mbit/s upstream.

**M2M – Machine-to-Machine.** M2M refers to communication between machines. The information is automatically sent to the recipient. For example, in an emergency, alarm systems automatically send a signal to security or the police.

**Mobile customers.** In the combined management report, one mobile communications card corresponds to one customer (see also SIM card). The totals and the changes in percent were calculated on the basis of precise figures and rounded to millions or thousands.

**MPLS – Multiprotocol Label Switching.** Refers to a protocol-agnostic routing technique designed to speed up and control the traffic flow across wide area networks (WANs). Various labels are assigned to IP data packages that enable routers to forward packages through the network very quickly using the best possible route.

**MVNO – Mobile Virtual Network Operator.** A Mobile Virtual Network Operator is a company that offers mobile minutes at relatively low prices without subsidized handsets. A mobile virtual network operator does not have its own wireless network, but uses the infrastructure of another mobile operator to provide its services.

**Net zero emissions.** Net zero refers to the point at which anthropogenic greenhouse gas emissions are no longer accumulating in the atmosphere. To achieve this balance, greenhouse gas emissions must be reduced to a minimum and any remaining emissions must be offset through measures that remove carbon from the atmosphere.

**Offshore.** Offshoring describes collaboration with partners in other countries. A company outsources activities to other countries. The term nearshore (or nearshoring) refers to a special kind of offshoring. From a European perspective, it generally means outsourcing to countries further to the east.

**Optical fiber.** Channel for optical data transmission.

**OTT – Over-The-Top.** IP-based, platform-independent services, e.g., messaging (text) or streaming (TV).

**Postpaid.** Customers who pay for communication services after receiving them (usually on a monthly basis).

**PPA – Power purchase agreement.** PPAs are individually negotiated, long-term electricity supply contracts between producer and consumer. Contracts may be concluded for electricity generated both from fossil fuels or from renewable sources. However, this term is more commonly used for agreements to purchase electricity generated from renewable sources. A more precise term in this case is green PPAs. By entering into long-term PPAs, energy-intensive companies in particular can protect their operations against volatility on the electricity markets and achieve competitive advantages through long-term price stability. Green PPAs also help companies to align their electricity requirements with their climate-related targets.

**Prepaid.** In contrast to postpaid contracts, prepaid communication services are services for which credit has been purchased in advance with no fixed-term contractual obligations.

**PSA – Privacy and Security Assessment process.** A PSA process safeguards compliance with security and data privacy requirements in development projects. The process provides for support and advice from experts and serves to ensure approval of systems from a security and data privacy law perspective.

**PUE – Power Usage Effectiveness.** PUE is the ratio of the entire electrical energy consumed in a data center or network node to the energy delivered to the computing equipment.

**RECs – Renewable energy certificates.** RECs are tradable certificates that represent proof that a certain amount of electricity has been generated from renewable energy sources such as wind, solar, or biomass. RECs are used to document and market the environmental benefits of renewable energy generation.

**Retail.** The sale of goods and services to end users. By contrast, the business with wholesale services for other telecommunications companies is referred to as wholesale business

**Roaming.** Refers to the use of a communication device or just a subscriber identity in a visited network rather than one's home network. This requires the operators of both networks to have reached a roaming agreement and switched the necessary signaling and data connections between their networks. Roaming comes into play, for example, when cell phones and smartphones are used across national boundaries.

**Router.** A coupling element that connects two or more sub-networks. Routers can also extend the boundaries of a network, monitor data traffic, and block any faulty data packets.

**SBTi – Science Based Targets initiative.** SBTi helps companies to set climate goals that comply with emissions budgets determined based on scientific data. Companies can forward their goals to the initiative for review. The initiative was set up jointly by several organizations: CDP, United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

**SDG – Sustainable Development Goal.** SDGs form the core of the 2030 Agenda, which the member states of the United Nations adopted in 2015 to ensure sustainable global development. The aim is to enable economic development and prosperity – in line with social justice and taking account of the ecological limits of global growth. The Agenda applies equally to all nations of the world. The 17 SDGs define goals to reduce poverty and hunger, promote healthcare and education, enable equality, protect the environment and climate, and make consumption sustainable.

**SD-WAN – Software-Defined Wide Area Network.** SD-WAN simplifies the management and operation of a WAN by decoupling the network hardware from its control mechanism. This concept is similar to the way in which software-defined networking implements virtualization technology in order to improve the management and operation of data centers. A key application of SD-WAN is to allow companies to build higher-performance WANs using lower-cost and commercially available internet access. This would enable companies to partially or wholly replace private WAN connection technologies.

**SIM card – Subscriber Identification Module card.** A SIM card is a chip card that is inserted into a cell phone to identify it in the mobile network. Deutsche Telekom counts its customers by the number of SIM cards activated and not churned. Customer totals also include the SIM cards with which machines can communicate automatically with one another (M2M cards). The churn rate is determined and reported based on the local market.

**Sovereign Cloud.** Data sovereignty is the central goal of the European initiative Gaia-X. With a European concept, companies of all sizes should be able to take advantage of the flexibility and innovative power of the complete cloud stack, while at the same time having the security of always remaining the master of their data. The Sovereign Cloud from Gaia-X relies on an open software ecosystem for its technical implementation, which on the one hand enables digital solutions and on the other hand can be operated on a wide range of infrastructures.

**Spatial computing.** This technology is focused on enabling advanced user interaction at higher standards for various customer segments by using next-generation XR technologies and human-computer interfaces.

**Termination rates.** Termination refers to the transportation of a call, for example, from the competitor's network to the Deutsche Telekom network. When a call is transported to the mobile communications network, this is referred to as mobile termination. If the call is transported to the fixed network, this is called fixed-network termination, or often also interconnection (IC). Termination rates are the fee a telephone company must pay for network interconnection when a call is terminated in a third-party network.

**ULL – Unbundled Local Loop.** Competitors whose own networks do not reach into customers' premises can rent unbundled local loop lines from Deutsche Telekom. Their networks end at the local exchanges. The ULL bridges the distance between the local exchange and the termination point on the customer's premises or in their home, so it is also known as the "last mile."

**Vectoring.** This is a noise-canceling technology that removes the electro-magnetic interference between lines, enabling higher bit rates. This requires the operator to have control over all lines, which means that other operators cannot install their own technology in the street cabinets.

**Verra.** This certificate is awarded by Verra, a leading non-profit organization that operates standards in environmental and social markets. Verra's best-known standard is the Verified Carbon Standard (VCS), the world's most widely used crediting program for emission reduction projects.

**Wholesale.** Refers to the business of selling services to telecommunications companies which sell them to their own retail customers either directly or after further processing.

**XR – Extended Reality.** Covers the entire virtuality spectrum: augmented reality, virtual reality, mixed reality, and simulated reality, as well as potential future developments.

- **AR – Augmented Reality.** The computer-generated enhancement of the real world with perceptual information. The information can address all the human senses. However, augmented reality often only encompasses the visual representation of information, i.e., the augmenting of images or videos with additional computer-generated information or virtual objects using overlaying/superimposition.
- **VR – Virtual Reality.** Virtual reality is a simulated experience of the real world and its physical characteristics in real time in a computer-generated, interactive virtual environment. Unlike AR, which focuses on enhancing the real world with visual representations of additional data, VR fully immerses the user in a virtual world.

## Disclaimer

This Report (particularly the section “[Forecast](#)”) contains forward-looking statements that reflect the current views of Deutsche Telekom’s management with respect to future events. They are generally identified by the words “expect,” “anticipate,” “believe,” “intend,” “estimate,” “aim,” “goal,” “plan,” “will,” “seek,” “outlook,” or similar expressions and include generally any information that relates to expectations or targets for revenue, adjusted EBITDA AL, or other performance measures.

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In addition to figures prepared in accordance with IFRS, Deutsche Telekom presents alternative non-GAAP performance measures, e.g., service revenue, EBITDA, EBITDA AL, adjusted EBITDA, adjusted EBITDA AL, adjusted core EBITDA AL, adjusted EBITDA AL margin, adjusted EBIT, EBIT margin, adjusted net profit/loss, adjusted earnings per share, free cash flow, free cash flow AL, gross and net debt, and net debt AL. These measures should be considered in addition to, but not as a substitute for, the information prepared in accordance with IFRS. Alternative performance measures are not subject to IFRS or any other generally accepted accounting principles. Other companies may define these terms in different ways.

For further information on alternative performance measures, please refer to the section “[Management of the Group](#)” in the combined management report and our [Investor Relations website](#).

The figures shown in this report were rounded in accordance with standard business rounding principles. As a result, the total indicated may not be equal to the precise sum of the individual figures.

Our Annual Report (PDF and online) includes references and links to websites with additional information not contained in the Annual Report. These references and links are purely of a supplementary nature and are only intended to simplify access to this information. Please note that this information is not part of the Annual Report.

## Financial calendar

February 26, 2025	April 9, 2025	May 15, 2025
Press conference on the 2024 financial year and publication of the 2024 Annual Report	2025 Shareholders' Meeting	Publication of the Interim Group Report as of March 31, 2025
August 7, 2025	November 13, 2025	February 26, 2026
Publication of the Interim Group Report as of June 30, 2025	Publication of the Interim Group Report as of September 30, 2025	Press conference on the 2025 financial year and publication of the 2025 Annual Report

All dates are subject to change.

For more dates, an updated schedule, and information on webcasts, please visit our [Investor Relations website](#).

## Contacts

Deutsche Telekom AG  
Friedrich-Ebert-Allee 140  
53113 Bonn, Germany  
[www.telekom.com](http://www.telekom.com)

Media inquiries:  
Corporate Communications  
Phone +49 228 181 49494  
Email [media@telekom.de](mailto:media@telekom.de)

Inquiries relating to the T-Share:  
Investor Relations  
Phone +49 228 181 88880  
Email [investor.relations@telekom.de](mailto:investor.relations@telekom.de)

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