

Human Resources indicators.

Employee commitment.

	2004	2005	2006
Employee commitment on a scale from 2 to 10, with 10 being the highest possible rating	7.0 ^a	7.2 ^b	7.0 ^c

^a Deutsche Telekom AG in Germany.

^b Deutsche Telekom Group (by comparison: figure for Deutsche Telekom AG: 7.1).

^c Deutsche Telekom Group.

The employee commitment rating is one of the results from the employee survey. It represents an average of the employee response to five commitment questions. The scale ranges from 2 to 10.

The 2006 survey was held in the third quarter of the year. At 7.0 points, the result coincides with the benchmark level for large international enterprises. Among the concrete topics included in the survey, employees saw above all an urgent need to improve the quality of service.

Deutsche Telekom takes regular polls to ascertain how employees assess the current change process taking place within the Group. To this end, we added regular "pulse surveys" addressing individual target groups to the employee survey instrument in 2007. In the future, the complete employee survey will only be held every two years, the next in 2008. The results of the pulse surveys do not supply representative data for the whole Group. Management simply uses it to determine the current mood and need for action in individual areas and projects.

Health rate at the Deutsche Telekom Group in Germany.

%	2004	2005	2006	June 30, 2007
Mobile Communications	95.5	94.8	95.2	94.8
Broadband/ Fixed Network	94.4	94.4	93.5	93.2
Business Customers	97.5	96.7	96.5	95.8
Group Headquarters & Shared Services	92.9	91.2	92.2	93.1
Total	94.7	94.6	94.3	94.0

Despite the ongoing personnel restructuring process within the company, the health rate of our employees has remained at a constant high level. Key factors in achieving this result are the activities launched by the company's health management unit.

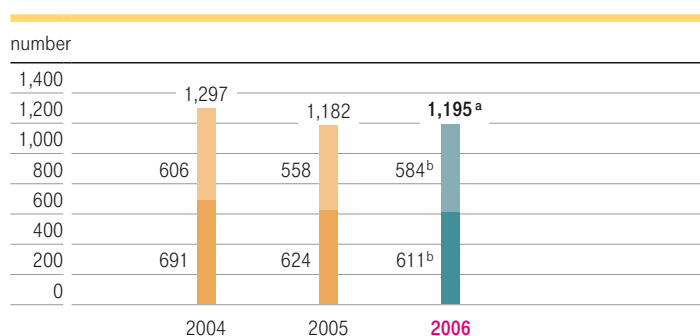
Company pension schemes at the Deutsche Telekom Group in Germany.

	2004	2005	2006	June 30, 2007
Telekom Pension Fund contracts (figures rounded)	29,900	33,600	39,400	39,500
Telekom Pension Fund assets Deutsche Telekom pension fund (€ million)	53.5	120.1	158.2	176.7
Capital account obligations (Deutsche Telekom's employer-financed pension scheme)	125,626	126,143	115,690	n.a.

n.a. = not available

The number of employees participating in the national Telekom Pension Fund (TPF) continued to rise during this period. At the same time, the Fund's financial position underwent a positive development. In Deutsche Telekom's employer-financed pension scheme, the number of capital account obligations has fallen. One reason for this is the decrease in headcount in Germany.

Accident development at Deutsche Telekom AG in Germany.



The number of accidents subject to a reporting obligation rose slightly in 2006. However, the accident rate remains at a lower level than in comparable enterprises. This trend confirms that the processes and actions introduced by the company's occupational health and safety unit have been successful. The accident development figures are determined on an annual basis at the end of each year.

- Accidents at work subject to reporting obligations
- Accidents on the journey to work subject to reporting obligations

^a The total number of accidents is no longer presented since accidents involving up to 3 days off work are no longer recorded.

^b In 2006 there were no fatal accidents at work or on the journey to work.

Ideas management.

	2004	2005	2006	June 30, 2007
Suggestions for improvement	7,737	7,821	8,600	3,474
Savings in € million	87	98	74	47
Patent applications *	374	412	557	n.a.

n.a. = not available

* The number of patent applications is determined at the end of each year.

Although the number of suggestions for improvement rose between 2005 and 2006, it had fallen below the previous year's figure by June 30, 2007 (4,626 on June 30, 2006). Deutsche Telekom concludes that ideas management does not do enough to reveal the potential of our employees. It is therefore launching a bigger and therefore longer project to validate the ideas management system. Deutsche Telekom is aiming at increasing the number of ideas, improving idea quality, streamlining and simplifying the processes involved in ideas management, making them transparent and eliminating bureaucracy. In addition, we launched our special "Ideas for Service" competition in September 2007 in order to improve service orientation.

Workforce development in the Deutsche Telekom Group.

	2005	2006	June 30, 2007
Full-time employees			
Total employees	243,695	248,800	242,703
Of these: Deutsche Telekom AG	106,604	92,575	59,996
Mobile Communications	51,410	60,429	61,715
Broadband/Fixed Network ^a	109,256	101,594	98,459
Business Customers ^a	52,827	57,538	56,178
Group Headquarters & Shared Services ^a	30,202	29,239	26,351
Germany ^b	168,015	159,992	153,822
International	75,680	88,808	88,881

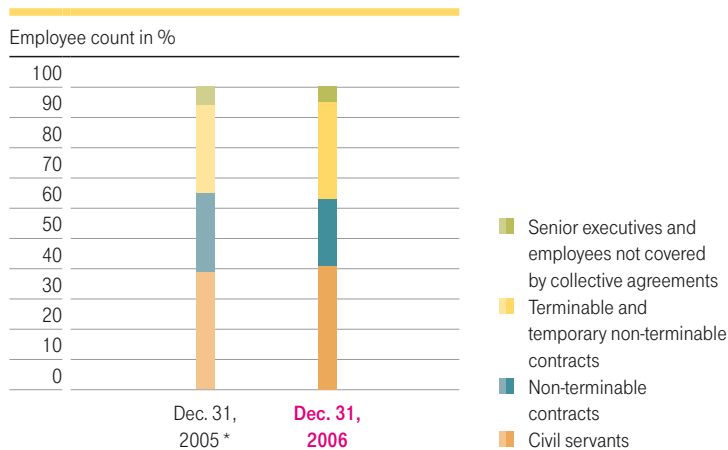
^a Since January 1, 2007, reporting of Magyar Telekom has included a further breakdown of results into the business areas Business Customers and Group Headquarters & Shared Services. In previous periods, these results were reported under Broadband/Fixed Network. Prior-year figures have been adjusted accordingly.

^b Complete Scout Group in Germany (restatement up to 2005).

Deutsche Telekom now faces huge challenges, first and foremost in Germany. These stem from high competitive pressure in the telecommunications markets, rapid technology development and a regulatory policy that aims to distribute Deutsche Telekom market share among our competitors. Our company is therefore compelled to continually adapt to real business and customer volumes, and to develop and exploit new competitive advantages.

The workforce figures reflect the fact that most of the Group's personnel reductions are taking place in Germany. In most places in the international arena, and in particular at T-Mobile USA, we are expanding our workforce.

Workforce structure at the Deutsche Telekom Group in Germany.

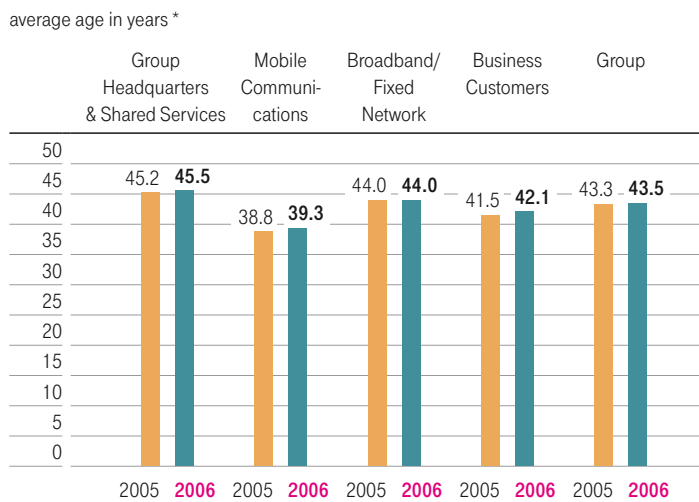


Due to historical developments, the employment structure at Deutsche Telekom in Germany features a large number of staff with non-terminable employment contracts. Of these, the percentage of civil servants had risen at the end of 2006 (ratio to total headcount had shifted due to the personnel cutbacks in Germany). This is largely accounted for by the fact that the law passed to improve the staff structure of the successor companies to the former Deutsche Bundespost came into force in November 2006. With this law, the legislator enabled civil servants of the Bundespost successor companies to take early retirement in certain circumstances. The law will not actually result in staff reductions among the civil servant base until 2007.

The employment structure is determined on an annual basis at the end of the year and projected on the basis of data from the Group units.

* Changed reporting structure, therefore slight divergences from the data published in the 2006 Human Resources and Sustainability Report.

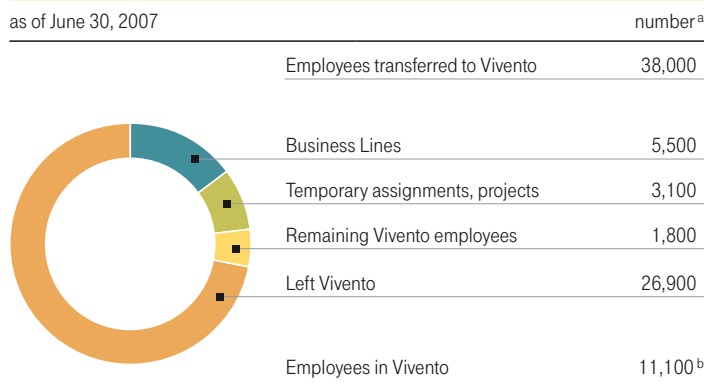
Age structure in the Deutsche Telekom Group in Germany.



The demographic structure at Deutsche Telekom peaks with today's 40 to 50 year-old age group. This spread has arisen over time, with birth rates as one of its main influence factors. Other impacts were felt as a result of the restrictive recruitment policy in recent years and staff cutbacks avoiding compulsory redundancies, many of which were based on human resources instruments such as partial retirement and therefore involved the older age groups. In 2006, Deutsche Telekom successfully launched human resources adjustment instruments that targeted specific groups and slowed down the continuing rise in the age of the workforce: the average age of employees rose only from 43.3 years at the end of 2005 to 43.5 years at the end of 2006. If the natural aging process had been left to its own devices and no human resources instruments used, the average age would have increased to 44.3 years.

* All data as of December 31.

Vivento.



^a Figures rounded; including Vivento Management.

^b Including approximately 600 employees at Vivento Management.

Vivento is an internal service provider that handles staff surplus and placement management, with responsibilities that include developing business models and creating its own new jobs.

At the end of June 2007 Vivento had 11,100 employees, 600 of them in Vivento Management, 5,500 in the Vivento Business Lines (call centers and Technical Services) and 5,000 transfer employees. Of these, around 3,100 were working on a temporary basis on the above date.

In the first half of 2007 around 3,600 staff left Vivento. All told, some 26,900 employees have left Vivento since the company was founded, 16,400 of them have found jobs outside the Group. Since 2002, Vivento has taken over a total of 38,000 employees from the Group, 1,200 in the first half of 2007. The rate of employees (excluding permanent and management staff) in employment or training during this period was 84 percent and thus at a constant high level.

Training and development data.

	2004	2005	2006	June 30, 2007
Seminars	13,001	12,826	16,100	7,949
Participants	116,837	122,379	150,500	54,828
Participant days	332,588	403,178	393,962	164,892
Access to Global Teach *	744,299	555,696	707,743	226,243

* Global Teach is an in-house e-learning platform.

The first half of 2007 saw a major decline in the number of seminars, seminar days and participant figures in the area of training and development. The main reason for this was the labor dispute on Telekom Service. Deutsche Telekom succeeded in reaching a collective agreement with the employee representatives in June 2007. Now that the service companies have gained their legal independence, we can expect a massive increase in demand-based training measures in the second half of the year.

Trainees and training occupations.

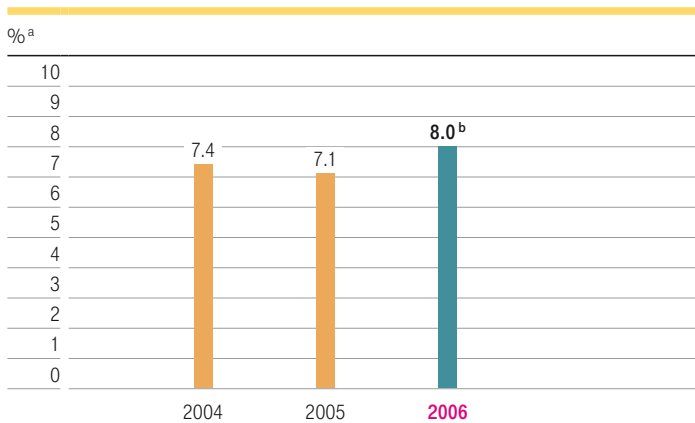
	2005	of these female	2006	of these female	Oct. 1, 2007*	of these female
Total of all three trainee years						
IT occupations						
Systems electronics technician	2,990	149	2,809	126	2,625	92
IT technician/applications development	271	32	271	23	291	15
IT technician/system integration	1,539	103	1,446	70	1,426	80
Systems business administrator	2,029	604	1,833	515	1,623	493
	6,829	888	6,359	734	5,965	680
Industrial/technical occupations						
Electronics technician for building and infrastructure installations	114	7	128	7	144	8
	114	7	128	7	144	8
Commercial occupations						
Office communications administrator and office communications administrator with supplementary qualification as foreign language correspondent (Engl.)	3,360	2,634	2,570	2,021	2,181	1,896
Industrial business administrator	260	159	328	189	393	180
Retail sales assistant	489	248	1,408	789	1,877	1,277
Dialog marketing assistant	-	-	500	365	909	758
Real-estate administrator	73	48	71	52	80	38
	4,182	3,089	4,877	3,416	5,440	4,149
Degree courses with integrated practical phases						
incl. universities of applied science in Paderborn, Leipzig, Bergisch Gladbach, Darmstadt	300	88	350	99	371	94
	300	88	350	99	371	94
Total number of trainees	11,425	4,072	11,714	4,256	11,920	4,931

* Figures were projected for 2007.

On September 1, 4,000 young people started their vocational training with Deutsche Telekom. We are therefore again the biggest training provider in Germany this year. At the same time, trainees' prospects for transfer to permanent employment at the end of their courses are now excellent.

In June 2007, we reached an agreement with the German United Services Union ver.di to transfer over 4,000 trainees to full employment up to the end of 2009. Over 1,000 trainees will be given permanent jobs in 2007.

Trainee ratio in the Deutsche Telekom Group in Germany.



Deutsche Telekom currently employs a total of 12,000 trainees in Germany. This means that we achieve a trainee ratio of around 8 percent. Around 96 percent of each year's trainees complete their training successfully.

Since the Deutsche Telekom training year starts in September, the trainee ratio is always determined on an annual basis at the end of the year.

^a Reference factor: headcount in Germany without Vivento staff.

^b Figures rounded, comparable with Annual Report 2006, page 100.

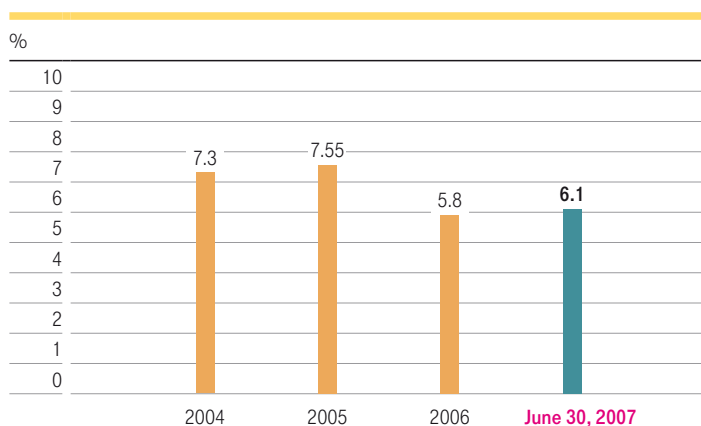
Percentage of women employed at Deutsche Telekom AG in Germany.

%	2004	2005	2006	June 30, 2007
Percentage of overall workforce	33.8	32.4	31.6*	31.5
Percentage in senior management	10.2*	11.3*	11.4*	12.3
Percentage in middle and senior management	17.3*	19.3*	15.2*	15.8

In a comparison with the previous year, the percentage of women employed at Deutsche Telekom AG in Germany remained virtually constant. However, the number of female staff who work in the company's top management has risen slightly.

* Figures as of June 30.

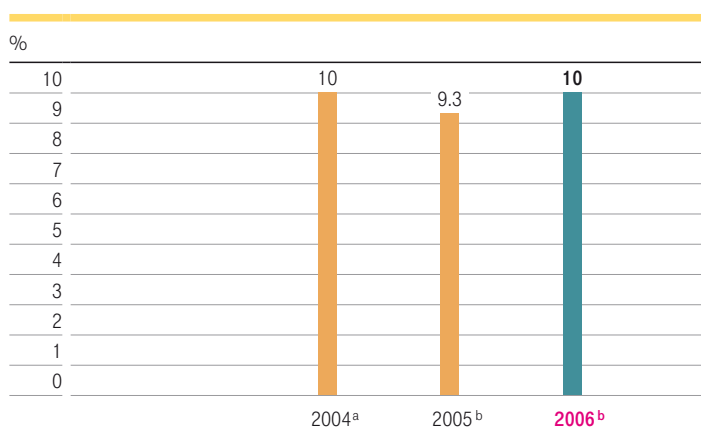
Percentage of severely disabled persons employed in the Deutsche Telekom Group in Germany.



Germany's Disabled Persons Act obliges private and public employers with a minimum of 20 workplaces to reserve a minimum of 5 percent of these jobs for severely disabled persons. Disabled women must be given preferential consideration.

Deutsche Telekom is committed to fulfilling its social responsibility and promoting the employment of severely disabled persons. This is demonstrated in the fact that it does more than simply meet its legal obligation each year. On June 30, 2007 the number of severely disabled employees employed in the company remained at the constantly high level that it had reached in previous years.

Percentage of part-time employees.



The part-time employee rate lies at around 10 percent. This figure has largely remained constant in recent years.

The number of part-time employees is determined on an annual basis at the end of each year.

^a Deutsche Telekom AG in Germany.
^b Deutsche Telekom Group in Germany.