

**MAGYAR TELEKOM PLC.
T-SYSTEMS HUNGARY LTD. CO.**

Magyar Telekom Central Works Council
T-Systems Works Council
Telecommunications Trade Union
T-Net Trade Union

**EQUAL OPPORTUNITIES PLAN OF
MAGYAR TELEKOM PLC. AND
T-SYSTEMS HUNGARY LTD. CO
JANUARY 01, 2021 – DECEMBER 31, 2025**

AGREEMENT ON THE EQUAL OPPORTUNITIES PLAN OF MAGYAR TELEKOM PLC. AND T-SYSTEMS HUNGARY LTD. CO. FOR THE PERIOD JANUARY 01, 2021 – DECEMBER 31, 2025

Concluded by and between Magyar Telekom Telecommunications Plc. and T-Systems Hungary Ltd. Co. (hereinafter the Employer/s or the Company/ies or Magyar Telekom Plc. and/or T-Systems Hungary Ltd. Co.), represented by: Friedl Zsuzsanna Chief People Officer,

and

Magyar Telekom Plc.'s employee representative bodies:

- the trade unions established at Magyar Telekom Plc:
- Telecommunications Trade Union (hereinafter: TÁVSZAK), represented by: Radvánszki Ilona

TÁVSZAK President,

- T-Net Trade Union (hereinafter: T-Net), represented by: Szatmári Lajos President
- the Central Works Council (hereinafter: CWC), represented by: Bereznai Gyula President

T-Systems Hungary Ltd. Co.'s employee representative bodies:

- T-Systems's Works Council (hereinafter: WC), represented by: Szabó Péter President
- Telecommunication Trade Union (hereinafter: TÁVSZAK), represented by: Kalmár László TÁVSZAK T-Systems President

hereinafter collectively referred to as the Parties

PREAMBLE

On the basis of the possibility provided for in Act CXXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities and the practice introduced at Magyar Telekom Plc. since September 2010, the Parties adopt an Equal Opportunities Plan in order to respect the principles of equal treatment, to promote equal opportunities and to monitor and improve the employment position of certain socially disadvantaged groups of employees.

SCOPE OF THE EQUAL OPPORTUNITIES PLAN

1.1. Temporal scope

The Equal Opportunities Plan is adopted by the Parties for a fixed term from 1 January 2021 to 31 December 2025.

The Parties shall endeavour to implement the commitments in the Equal Opportunities Plan by December 31, 2025. The Parties may jointly decide to amend or supplement the deadlines for individual measures as necessary.

1.2. Personal scope

The Equal Opportunities Plan covers all employees in employment with the Companies and, along certain principles, objectives and measures, with regard to the form of employment, taking into account the derogations provided for by law, the persons involved in the pre-employment procedure.

1.3. Material scope

The Equal Opportunities Plan contains the definition of the target groups of employees of the Companies for equal opportunities measures, as well as the objectives, tasks and responsible departments and persons for the improvement of their situation for the given period.

2. PRINCIPLES

In accordance with the Fundamental Law of the Republic of Hungary, Act CXXV of 2003 on equal treatment and the promotion of equal opportunities, Act I of 2012 on the Labour Code, Act V of 2013 on the Civil Code, the Act on the Rights of Nationalities, Act XXVI of 1998 on the rights of disabled persons and ensuring their equal opportunities, the policy of Deutsche Telekom Group and Magyar Telekom Group on employee relations No.1396, Magyar Telekom Group's Diversity and Equal Opportunities Policy, the Code of Human Rights and Social Principles and the principles set out in our corporate guidelines, the Company considers it necessary to apply the following principles in the implementation of the Equal Opportunities Plan in order to ensure equal treatment and equal employment opportunities.

For an explanation of the concepts of equal opportunities and equal treatment and a collection of terms relevant to the Equal Opportunities Plan, as well as the scope of different types of conduct that violate the requirement of equal treatment and forms of discrimination, see Annex I of the Equal Opportunities Plan.

2.1. Enforcing the requirement of non-discrimination and equal treatment

The Employers must ensure equal treatment in employment, prevent and combat discrimination against workers, refrain from any conduct which may lead to direct or indirect discrimination, retaliation, harassment or unlawful segregation (see Annex I, points 3-8) against certain workers or groups of workers on the basis of their specific characteristics (see Annex I, point 4).

Our guiding principle "Respect and ethics are fundamental" means that we expect all employees, regardless of their position, to show mutual respect, recognition and appreciation in their relationships. We do not tolerate any form of discrimination, harassment or exclusion and are explicitly committed to promoting equal opportunities and diversity of employees. The Parties stipulate that necessary discrimination clearly arising from the characteristic features or nature of the employment and based on a legitimate condition is permitted under the law.

2.2. Fair and flexible treatment, diversity

The Parties stipulate that compliance with the principle of non-discrimination and equal treatment does not in itself ensure the elimination of all possible inequalities that may affect persons in employment or other relationships aimed at performing work with Magyar Telekom Plc and T-Systems Hungary Ltd. Co. We believe that diversity is a business asset, so it is the skills and personalities of our employees that drive our technological innovation and, through it, our business success. Our human resources, talent management policies and practices value the potential and experience of diverse individuals. Magyar Telekom Group's Corporate Sustainability Strategy and Brand Strategy are closely aligned with our ambition to make EVERYONE a winner in their own lives through digitalisation and to build a digital Hungary. Our responsibility includes the digital inclusion of vulnerable groups in society. This goal is best served by diversity and equal opportunities in our workforce, which reflect our social diversity.

Therefore, the Parties to this Equal Opportunities Plan shall develop positive, fair and flexible measures and operate bodies and forums to identify potential problems and to promote the improvement and preservation of the position of the persons concerned. They shall jointly seek to identify further equal opportunities objectives and tasks, and to introduce and apply possible advantages and measures.

2.3. Respecting human dignity, ensuring a healthy and safe working environment

The Employers shall respect the dignity, interests and individuality of workers in the course of their employment. The Employers shall endeavour, taking into account and reconciling their own interests and those of their employees, to create working conditions, circumstances and an atmosphere which contribute to the preservation and strengthening of these fundamental values. We take responsibility for protecting our employees and our environment. We believe that health and safety are important prerequisites for the success of the Companies, they play a role in employee satisfaction and well-being, the quality of their work, the company culture, but they can also have an impact on cost-effectiveness. Protecting the physical safety and lives of our employees takes priority over economic considerations. We therefore think ahead and study the relevant national legislation and standards, which we regard as a minimum expectation but often exceed. We strive not only to protect the health of our employees, but also to promote their mental well-being. We are constantly working to improve health and safety and actively involve our employees in these measures. We aim to maintain a modern management system that ensures that our health and safety policy is implemented effectively.

2.4. Partnership, cooperation

The Employers also seek to apply the principle of partnership in the employment relationship. To this end, they shall establish transparent contractual relations, with a view to simultaneously ensuring mutual benefits. The Companies shall respect the rights of employees and employee representatives and shall respect the freedom of association and collective action. They shall not interfere with, restrict or coerce their employees in the exercise of these rights. In addition, they are committed to working together on the basis of mutual trust and respect, so the employers will also work with employee representatives to successfully implement the Equal Opportunities Plan.

2.5. Social solidarity

No worker of any age, sex, gender identity, nationality, religion, marital status, disability, health or other protected characteristic is more valuable to society than another in the context of employment. It is in the interest of all members of our society to strengthen solidarity. Magyar Telekom Plc. and T-Systems Hungary Ltd. Co., as committed representatives of social responsibility, support the efforts of NGOs to achieve equal opportunities for disadvantaged social groups.

3. IN HARMONY WITH THE COMPANIES' OTHER PRINCIPLES AND STRATEGIC OBJECTIVES RELEVANT TO EQUAL OPPORTUNITIES

In defining the objectives of the Equal Opportunities Plan for the Companies for the period 2021-2025, an important aspect was to ensure consistency with the tasks defined in other policies and strategies affecting the operation of the company. The relevant documents for the alignment of the objectives and activities set out in the Equal Opportunities Plan were the following:

- Magyar Telekom Group Sustainability Strategy 2021-2025
- Equal Opportunities Plan of Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. for the period 2016-2020

In the present Equal Opportunities Plan, the objectives and tasks that are also included in the above-mentioned documents have been adopted and formulated in a harmonised and agreed manner.

4. DEFINITION OF THE EQUAL OPPORTUNITIES MEASURES' EMPLOYEE TARGET GROUPS

In the present Equal Opportunities Plan for the years 2021-2025, the Companies - based on the experience of the previous Equal Opportunities Plans of Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. - intend to make efforts to improve equal opportunities for the following target groups of employees, with the understanding that there may be overlaps between the groups identified and the list of groups does not represent any ranking. The list is neither exhaustive nor exclusive, as there are a number of other criteria (see Annex I, point 4) on the basis of which the employees of the Companies may be disadvantaged. The Employers will therefore take care to keep under constant review all aspects and, on this basis, the development of the situation of the groups of employees concerned, which may lead to a disadvantage or discrimination and will endeavour to take the necessary measures to prevent it.

In the implementation of the 2021-2025 Equal Opportunities Plan, the Employers plan measures to improve the situation of the following target groups of employees in particular:

- a. Women
- b. Employees providing care for others, in particular:
 - Employees with families, including all employees with children, employees involved in adoption or assisted reproduction
 - Employees with a child with a disability
 - Employees caring for a relative with a long-term illness
- c. Employees on childcare leave (GYES/GYED/maternity leave)
- d. Employees with reduced working capacity or disability
- e. People starting their careers, particularly:
 - - people from Roma or other socially disadvantaged minorities
- f. Employees above 50 years of age
- g. Women in management positions
- i. LMBTQI (Lesbian, Gay, Bisexual, Transgender, Queer, Intersexual) employees

5. EQUAL OPPORTUNITIES TARGET GROUP SURVEY

Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. have prepared a statistical summary on some of the target groups concerned on the basis of the data of the personnel registration system (SAP HR) of July 2021 and the information of the equal opportunities survey conducted in January 2020 in order to establish the basis for the Equal Opportunities Plan 2021-2025 and to evaluate its implementation.

5.1. Statistical data

Magyar Telekom Plc Target group	Headcount (FTE) 5090	Ratio to total headcount (%)	Internal proportions (%)	
			Men	Women
Number of female employees	1793	35,23%	-	100%
Employees with families	2045	40,18%	68,86%	31,14%
Persons on childcare leave (GYES, GYED, CSED)	325	6,38%	1,55%	98,45%
New entrants to the labour market	346	6,80%	62,43%	37,57%
Trainees	19	0,37%	68,42%	31,58%
50+ employees - employees aged 50 and over	1140	22,40%	72,63%	27,37%
Workers with reduced capacity for work or disability	14	0,27%	42,85	57,15%
	Headcount	Ratio within the reference group	Men (%)	Women (%)
Number of women managers in the job categories defined centrally (DT)	76	21,17%	-	100%
" in addition to the 19 Kickstarter trainees, 121 more trainees will be employed by Telekom in 2021 through a student agency	121	-	67,77%	32,23%

5.2.1. Assessment – Magyar Telekom Plc.

Among the target groups defined in the Equal Opportunities Plan, the available registration data show that the largest group of employees in the company is made up of employees with care responsibilities, including employees with families (40,18%). In this document, employees with families are defined as employees with at least one child under the age of 18. It is likely that measures, processes and programmes targeting these groups will have the most tangible, visible and resonant positive impact, and may have the greatest impact on job satisfaction and employer brand. Support to employees with families and colleagues on parental leave (6.38%) has been the target of most of the measures in recent years, so the primary focus for this target group will be to sustain and where possible continue those measures. Our aim for the period 2021 - 2025 is to maintain our recognized Family Friendly status and to support our staff in reconciling their work and responsibilities to care for others in line with social and labour market changes. Process-based tools, atypical forms of employment, the available employee health and well-being programme and the range of extraordinary benefits available are the most appropriate ways to achieve this.

Our female employees (35.23%) represent the second largest target group in terms of numbers for the definition of our Equal Opportunities Plan. Magyar Telekom Group is committed to promoting equal opportunities for women and men in the labour market. It is our explicit objective to continue the practice of the past years, whereby we have taken steps to address the phenomena affecting female employees at the social level, like

- the gender pay gap (the difference between the average earnings of all female and all male workers),

- the so-called 'career deficit' (the career-related inequality that typically exists between employees who take parental leave and employees who do not experience a similar career break), which makes it more difficult for employees who are on parental leave to cope with the situation, and
- the elimination of the glass ceiling (a social phenomenon that refers to the difficulty women have in gaining access to senior positions) within our Company.

We aim to maintain a gender balance in our senior management and strive to bring the proportion of female managers up to the proportion of female employees.

The treatment of employees over 50 (22.40%) and career-starter employees (6.80%) as separate target groups in the Equal Opportunities Plan is intended to ensure that the diversity of the employed workforce is maintained. The implementation of the Group's strategic objectives foresees that the proportion of young people starting their careers may increase in the future, a trend which justifies the need for employers to pay greater attention to the specific needs of different generations and to fostering intergenerational cooperation and knowledge flow.

In the 2021-2025 Equal Opportunities Plan, Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. continue to focus on the group of employees and applicants with a reduced work capacity or disabilities as a target group of particular importance in terms of making its employment policy more open and developing its employment practices that promote equal opportunities. We will continue to strive, and our planned measures will also serve this purpose, to ensure that the employment of employees with a reduced working capacity be an integral part of our general employment practices, people processes and tools, and that it be given special attention regardless of the number of employees and applicants concerned.

T-Systems Hungary Ltd. Co.	Headcount (FTE)	Ratio to total headcount (%)	Internal proportions (%)	
			Férfiak	Nők
Target group	743			
Number of female employees	218	29,34%	-	100%
Employees with families	345	46,33%	77,39%	22,61%
Persons on childcare leave (GYES, GYED, CSED)	37	4,98%	0,00%	100%
New entrants to the labour market	32	4,30%	50%	50%
Trainees	42		64,29%	37,71%
50+ employees - employees aged 50 and over	127	17,09%	82,68%	17,32%
Employees with reduced capacity for work or disability	0			
	Headcount	Ratio within the reference group	Men (%)	Women (%)
Number of women managers in the job categories defined centrally (DT)	4	8,51%	-	100%
" in addition to the 19 Kickstarter trainees, 121 more trainees will be employed by Telekom in 2021 through a student agency	55	-	56,36%	43,64%

5.2.2. Assessment - T-Systems Hungary Ltd. Co.

Among the target groups defined in the Equal Opportunities Plan, it can be established on the basis of the available registration data that the largest employee groups within the company are women (29.34%) and employees with families (46.33%). The employer pays special attention to measures concerning the equal opportunities and physical and mental well-being of these target groups and cooperates with similar programmes to be implemented in Magyar Telekom Plc. T-Systems Hungary Ltd. Co. continues and, where possible, develops its own family-friendly practices based on the needs of its employees and, where possible, tries to coordinate them with the processes of Magyar Telekom Plc.

Increasing the number of women in management is linked to Magyar Telekom's ambition as a parent company: to achieve effective and efficient operations, T-Systems Hungary Ltd. Co. recognises the diversity of management as an opportunity. T-Systems Hungary Ltd. Co. contributes to the promotion of equal opportunities for women and men in the labour market throughout the entire employee life-cycle by developing its processes, corporate culture and employee processes in line with its objectives.

The high proportion of employees over 50 (14.45%) and of young career-starters (9.32%) and trainees (11.08%) working in the same working environment, justifies – as in the parent company – the need to pay special attention to the effective and harmonious cooperation of these target groups. In the longer term, additional measures may be needed to ensure the continued diversity of the workforce.

6. SPECIFIC EQUAL OPPORTUNITIES OBJECTIVES, PLANNED MEASURES

In order to improve the situation of the more disadvantaged target groups of employees defined in this Equal Opportunities Plan, to continuously improve the systems and instruments related to equal opportunities and equal treatment and to eliminate any existing deficiencies, the Employers, with the cooperation of the employee interest representatives, undertake to implement the equal opportunities objectives and measures detailed in Annex II of this Equal Opportunities Plan.

7. DATA MANAGEMENT

In order to define the objectives of the Equal Opportunities Plan and to successfully implement the measures, the employers may keep and prepare statistical records containing aggregated (anonymous) data on employees and other people working for Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. with regard to the target groups defined in the Equal Opportunities Plan 2021-2025 (point 3).

In order to implement the measures set out in the Equal Opportunities Plan, efforts will be made to ensure that analyses and statements are prepared in a form that no longer contains data that can be linked to a specific natural person.

The Employers will process employees' personal data in the context of the implementation of the equal opportunities plan only to the extent necessary for the purposes for which they are processed, for purposes directly related to the processing, for the exercise of rights, the performance of obligations or the enforcement of claims arising from the employment relationship. The processing must comply with the purpose of the processing throughout the period of processing.

Special categories of personal data include personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs or trade-union membership, genetic data and biometric data revealing the identity of natural persons, health data and personal data concerning the sex life or sexual orientation of natural persons.

Special personal data that may be processed by the employers, in particular in cases of mandatory processing provided for by specific legislation, in the context of employment and in order to fulfil the employer's or employee's obligations and exercise his or her rights under legal provisions.

Personal data or special categories of personal data which are not indispensable for the purposes of developing the objectives of the equal opportunities plan and implementing the measures, or for which other conditions for processing are not met, may not be collected from the data subject and may not be processed. In the context of the implementation of the equal opportunities plan, personal data may be processed only until the last day of the period covered by this equal opportunities plan, unless a legal obligation on the employers provides for a different retention period. Employers shall fully comply with the rules on the protection of personal data; the Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (the "General Data Protection Regulation") and the provisions of Magyar Telekom's Employee Data Protection and Data Security Policy issued by Group Directive No. 1262. The Employers have appointed a Data Protection Officer.

8. MONITORING THE IMPLEMENTATION OF THE EQUAL OPPORTUNITIES PLAN

The current Head of Diversity and Equal Opportunities of Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. represents employers in the development and implementation of the Equal Opportunities Plan and coordinates with the employee representative bodies. In 2021 the responsible area is the Corporate Communications HUB - People Unit. At least annually, the Equal Opportunities Officer will prepare a report on the fulfilment of the tasks, which will be discussed by the Parties, who may initiate further objectives and measures. During the period covered by the Equal Opportunities Plan, the Parties shall decide jointly on any necessary modification of the objectives, measures and tasks included in the Equal Opportunities Plan at the initiative of either Party. At least once a year, the Equal Opportunities Officer will provide the Chief People Officer of the Company with information on the status of the Equal Opportunities Plan and the Company's activities related to equal opportunities and diversity.

9. ENABLING COMPLAINTS REGARDING BREACHES OF EQUAL TREATMENT PRINCIPLES

In the event of a breach of the requirement of equal treatment, direct or indirect discrimination, retaliation, harassment or unlawful segregation (for an explanation of the terms see Annex 1), individual employees or groups of employees may -prior to launching proceedings established by the Equal Treatment and Equal Opportunities Act 2003. CXXV of 2003 (e.g. personal lawsuit, labour lawsuit, consumer protection, labour or infringement proceedings) - file complaints with Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. within the framework of the "Tell us!" ethical complaints channel maintained by the Group Compliance area.

How to contact the Magyar Telekom Plc. and T-Systems Hungary Ltd. Co. „Tell us!” ethical complaints channel:

Address: Head of Group Compliance 1097 Budapest Könyves Kálmán krt. 36.

Telephone: +361 458 7780

E-mail: mondd.el@telekom.hu

Complaints may be submitted anonymously. Complaints may be submitted in Hungarian or (in the case of foreign employees) in English.

The main guidelines for investigating complaints and comments reported on abuse and misconduct are as follows:

- Magyar Telekom Group guarantees that the identity of the employee filing the complaint will remain confidential during and after the procedure.
- Any person involved in these procedures shall, in accordance with his or her obligations under these procedures and to the fullest extent possible, maintain the confidentiality and anonymity of all complaints and comments and of all information, documents and actions arising from the handling of such complaints and comments.
- Magyar Telekom Group will not take any legal action against any employee who files a complaint based on suspected misconduct.
- The Head of Group Compliance will oversee all incoming comments and accounting complaints.

More detailed information on the investigation of incoming comments/complaints and its rules (deadlines, procedure etc.) can be found in the Code of Conduct and Group Directive No 79. ([426 \(telekom.intra\); 79 \(telekom.intra\)](#)).

The Group Compliance area will also involve the relevant staff in the People Unit in the investigation of complaints of equal treatment violations.

At the request of the Equal Opportunities Officer or the Parties, the Head of Group Compliance will provide information on the nature of complaints of equal treatment violations in the complaints handling system and the outcome of their investigation.

The Parties agree that the submission of a complaint shall not restrict the employee's right to pursue the matter through the legal channels available to him/her.

10. CLOSING STIPULATIONS

The Parties agree that the Employer shall ensure the publication and dissemination of this Equal Opportunities Plan to employees after its signature.

The Parties agree to endeavour to adopt the next Equal Opportunities Plan for the period after 2025 by December 31, 2025.

The representatives of the Parties have read this Agreement concluded to ensure equal opportunities and equal treatment at the workplace, have jointly interpreted its provisions and have signed it as one being in complete agreement with their intentions.

Budapest, January, 2022

On behalf of the Employer:

Friedl Zsuzsanna, Chief People Officer

Magyar Telekom Plc.'s employee representative bodies:

TÁVSZAK Telekom VSZ Central Works Council
President President

T-Net Trade Union President

T-Systems Hungary Ltd. Co.'s employee representative bodies:

T-Systems Works Council President

TÁVSZAK T-Systems VSZ President

GLOSSARY

1. Equal treatment:

The requirement of equal treatment requires the duty-holders to refrain from any conduct that directly or indirectly discriminates, retaliates, harasses or unlawfully segregates individuals or groups of individuals on the basis of certain characteristics. In essence, therefore, the requirement of equal treatment implies a negative obligation on the one hand: duty-holders must not violate the equal human dignity of others. On the other hand, it can lead to a legitimate enforceable right for all to be treated as persons of equal dignity. (Explanation of Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities)

2. Equal opportunities:

However, formally treating people who are inherently disadvantaged as equals would perpetuate disadvantage. To enable disadvantaged people to overcome this disadvantage, it is not enough to ensure that they enjoy the same rights as others, but positive measures are needed to reduce or eliminate the disadvantages they suffer as a result of their situation. (Explanation of Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities)

3. Behaviour that breaches the requirement of equal treatment:

Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities defines the scope of conduct that violates the requirement of equal treatment:

- direct discrimination,
- indirect discrimination,
- harassment,
- unlawful segregation
- retaliation,

and any instruction to be involved in the above conduct.

4. Direct (open) discrimination

Any measures as a result of which a person or a group of persons receives a less favourable treatment than other persons or groups of persons in a comparable situation based on their actual or perceived

- a.) sex,
- b.) race,
- c.) skin color,
- d.) nationality,
- e.) belonging to a national or ethnic minority,
- f.) mother tongue,
- g.) disability,
- h.) health condition,
- i.) religious or philosophical beliefs,
- j.) political or other opinions,
- k.) marital status,
- l.) maternity (pregnancy) or paternity,
- m.) sexual orientation,
- n.) gender identity,

o.) age,
p.) social origin,
q.) financial situation,
r.) the part-time or fixed-term nature of his/her employment or other legal relationship aimed at work,
(s) membership in an employee representative body,
t.) other status, qualities or characteristics (hereinafter together referred to as "his/her qualities")
constitutes direct discrimination.

(Explanation of Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities)

5. Indirect (concealed) discrimination

Indirect discrimination shall be deemed to be a measure which does not constitute direct discrimination and which appears to meet the requirement of equal treatment, if it places certain persons or groups of persons with the characteristics defined in § 8 (see previous point) in a significantly more disadvantaged position than that in which another person or group in a comparable position was, is or would be in a significantly greater proportion.

(Explanation of Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities)

The essence of indirect discrimination is that the discrimination is based on an apparently neutral ground, yet it affects a significantly higher number of people with certain protected characteristics. The requirement of equal treatment does not appear to be infringed by the provision in question, so there is no direct discrimination, but a situation arises where a substantially higher proportion of individuals or groups are disadvantaged.

In this case, the provision in question must also satisfy the reasonableness test in relation to persons with the protected characteristic in order to be exempted from the requirement. In other words, the provision must be objectively justified by a reasonable justification directly related to the employment relationship (e.g. an unjustified requirement of height as a condition of employment may place women at a disadvantage compared to men).

6. Harassment

Harassment is defined as conduct of a sexual or other nature that is offensive to human dignity, which is related to the characteristic of the person concerned as defined in § 8, and which has the purpose or effect of creating an intimidating, hostile, humiliating, degrading or offensive environment towards a person (Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities, Art.10 (1))

7. Unlawful segregation

Unlawful segregation is a provision which, on the basis of the characteristics defined in § 8, segregates certain persons or a group of persons from persons or a group of persons in a comparable situation to them, without being expressly permitted by law.

(Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities, § 10 (2))

8. Retaliation

Retaliation is conduct which causes, seeks to cause or threatens to cause legal harm to a person who objects to, initiates or participates in proceedings for breach of the requirement of equal treatment.

(Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities, Section 10 (3))

9. Person living with a disability:

A person who has a long-term or permanent sensory, communication, physical, intellectual, psychosocial impairment, or any accumulation of these, which, in interaction with environmental, social and other significant barriers, limits or prevents effective and equal participation in society.

(Act XXVI of 1998 on the Rights of Persons with Disabilities and Ensuring their Equal Opportunities, § 4)