



MAGYAR TELEKOM PLC.'S WORKPLACE HEALTH AND SAFETY POLICY

Magyar Telekom Group, being a market leading IT and telecom service provider and system integrator, is committed to sustainable growth, in line with its mission. In line with the expectations of our customers and shareholders, Magyar Telekom Plc.'s top management assumes responsibility for the prevention of injuries and illnesses imputable to our activities, and consequently it establishes, maintains and continuously improves its Workplace Health and Safety Management System based on the MSZ ISO 45001:2018 standard, as part of the company's integrated management system.

In order to achieve and implement the goals defined,

- we assume responsibility for ensuring that our activities comply with the relevant labor, fire and health safety laws and other requirements, as well as for continuously monitoring the changes of the aforementioned,
- we define the labor safety risks associated with our operations, and adopt the necessary measures to mitigate, eliminate and prevent them,
- we pay special attention to minimizing the risk of any workplace injuries and illnesses imputable to our activities,
- we assign jobs to our employees in line with their individual expertise, knowledge and overall medical condition,
- we elaborate and implement a health plan, as well as organize preventive health programs in line with our strategy,
- we pay special attention to the satisfaction, training and mentality of our employees focusing on healthy and safe work practices,
- we run an Epidemic Control Center, have the relevant prevention strategy in place and adopt measures to safeguard the health of our employees in case of epidemics,
- we ensure that our employees, subcontractors and all stakeholders access the content of the policy and be aware of their relevant individual responsibilities.

Budapest, 21.03.2024.

Rékasi Tibor
Chief Executive Officer

