

A large, leafy tree stands in a grassy field under a clear blue sky. A person is sitting on a branch of the tree on the right side. The tree's shadow is cast on the grass in the foreground.

SUSTAINABILITY REPORT

2022



Együtt.
Veled

LIST OF ABBREVIATIONS

ABBREVIATION	FULL NAME	ABBREVIATION	FULL NAME
ACP	Act on Criminal Procedures	DT	Deutsche Telekom
AG	Aktiengesellschaft (Company limited by shares)	E2E	End-to-end testing
AGV	Automated Guided Vehicle	ÉFOÉSZ	Hungarian Association for Persons with Intellectual Disability
AIB	Allied Irish Banks	EHS	Environmental, Health és Safety
AOSZ	National Association of autism	EMF	Electromagnetic Fields
BCM	Business Continuity Management System	ÉOFÉSZ	National Association for the Protection of the Interests of People with Intellectual Disabilities and Their Assistants
BREEAM	Building Research Establishment Environmental Assessment Method	ERP	enterprise resource planning
CAPEX	Capital expenditures	ESG	Environmental Social Governance aspects
CDP	Carbon Disclosure Project	ESzCsM	Ministry of Health, Welfare and Family Affairs
CEERIUS	Central and Eastern European Responsible Investment Universe	ETNO	European Telecommunications Network Operators' Association
CEO	chief executive officer	EU	European Union
CER	Certified Emission Reduction	FTSE4GOOD	Financial Times Stock Exchange sustainability index
CES	customer effort score	GB	Gigabyte
CEX	Complete Entertainment eXchange	Gbit	gigabit (10 ⁶ bit)
CO	carbon monoxide	GDPR	General Data Protection Regulation
CO ₂	carbon dioxide	GEI	Gender Equality Index
CO _{2e}	carbon dioxide equivalence	GeSI	Global e-Sustainability Initiative
CPE	Customer Premise Equipment	GHG	Green House Gases
CPEx	Customer Profile Exchange	GJ	giga Joule
CFO	Chief Financial Officer	GmbH	Gesellschaft mit beschränkter Haftung
CV	Curriculum Vitae	GoO	Guarantee of Origin
DE&I	Diversity, Equal Opportunity and Inclusion	GPON	Gigabit Passive Optical Network
DNFP	Digital National Development Program	GRI	Global Reporting Initiative

ABBREVIATION	FULL NAME	ABBREVIATION	FULL NAME
GSM	Global System for Mobile Communication	ITM	Ministry of Innovation and Technology
GTC	General Contract Terms and Conditions	ITU	International Telecommunication Union
GVH	Hungarian Competition Authority	IUCN	International Union of Conservation of Nature
GWh	gigawatt-hour	IVSZ	ICT Association of Hungary
GYED/GYES	Employees on maternity leave or childcare benefit	JAC	Joint Audit Cooperation
HLBF	Hungarian Business Leaders Forum	JVSZ	Joint Venture Association
HÉT	Telecommunication Reconciliation Council	Kft.	limited liability company
HGW	digital distribution device	kg	kilogramm
HQ	Headquarters	km	kilometer
HR	Human Resources	KPI	key performance indicators
HTE	Scientific Association for Infocommunications	kWh	kilowatt-hour
HUF	Hungarian Forints	L	litre
HUF M	million forints	LLC	limited liability company
ICCA	International Congress and Convention Association	LS	Leadership Squad
ICNIRP	International Commission on Non-Ionising Radiation Protection	Ltd.	private company limited by shares
ICT	Information and communication technology	LTE	long term evolution
ICS	Internal Control System	M	million
ID	identification card	m ³	cubic metre
ILO	International Labour Office	MASIT	Macedonian IT Chamber
IoT	internet of things	Mbit	Megabit
IPCC	Intergovernmental Panel on Climate Change	MEBIR	Occupational Health and Safety Management System
ISO	International Organization for Standardization	MEOSZ	National Federation of Disabled Persons' Associations
ISS	Institutional Shareholder Services	MHz	megahertz
IT	Information Technology	MNO	Mobile Network Operator

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ABBREVIATION	FULL NAME	ABBREVIATION	FULL NAME
MSCI	Morgan Stanley Capital International	PSTN	Public Switched Telephone Network
MT	Magyar Telekom	Ptk.	Civil code / Polgári Törvénykönyv
MVGYOSZ	Hungarian Federation of the Blind and Partially Sighted	PV	photovoltaic system
MWh	megawatt-hour	Q&A	question and answer
NAIH	National Authority for Data Protection and Freedom of Information	R&D	Research and Development
NAV	National Tax and Customs Administration of Hungary	RADMAN	personal radiation detector
NG ICCA	Next Generation International Customer Contact Analysis	RPF	Reverse-path forwarding
NGO	Non Governmental organization	RTLS	Real Time Locating System
NMHH	National Media and Infocommunications Authority	SAR	Specific Absorption Rate
NOx	nitrogen-oxide	SAT	Satellite
NPS	Net Promoter Score	SBP	Share benefit program
NSS	Net Satisfaction Score	SBTi	Science Based Target initiative
ODS	ozone-depleting substances	SC	Sustainability Committee
OECD	Organisation for Economic Co-operation and Development	SDG	Sustainable Development Goals
OGYÉI	National Institute of Pharmacy and Nutrition	SI	System Integrator
OPEX	operating expenses	SLA	Service Level Agreement
OSS/BSS	Operations Support System / Business Support System	SMB	Small and medium-sized business
PDH	Pleziokron digitális hierarchia	SME	Small and medium-sized enterprises
Plc.	(Plc.) public limited company	SNOC	Service and Network Operations Center
PoC	Proof of Concept	SOHO	Small office home office
PSL system	Related on the network-based real estate assets and the tool area of the technology area	SOx	Sulfur oxide

ABBREVIATION	FULL NAME	ABBREVIATION	FULL NAME
STEM	Science, Technology, Engineering, Mathematics	UMTS	Universal Mobile Telecommunications System
SZIP	SuperFast Internet Program	UN	United Nations
T	ton	UNEP	United Nations Environmental Programme
T-Labs	Telekom Innovation Laboratories	UNFCCC	United Nations Framework Convention on Climate Change
TCFD	Task Force on Climate related Financial disclosure	UX/UI	User Experience / User Interface
tCO ₂	total carbon dioxide	WCAG	Web Content Accessibility Guidelines
TRI*M Index	a standardized indicator system to explore customer satisfaction and customer loyalty	WHO	World Health Organization
TSM	T-Systems Hungary	WHOIARC	International Agency for Research on Cancer