



LIFE IS FOR SHARING.



BE SMARTER

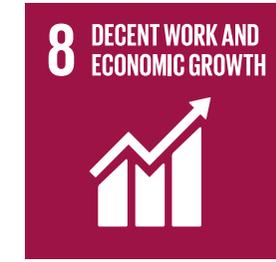
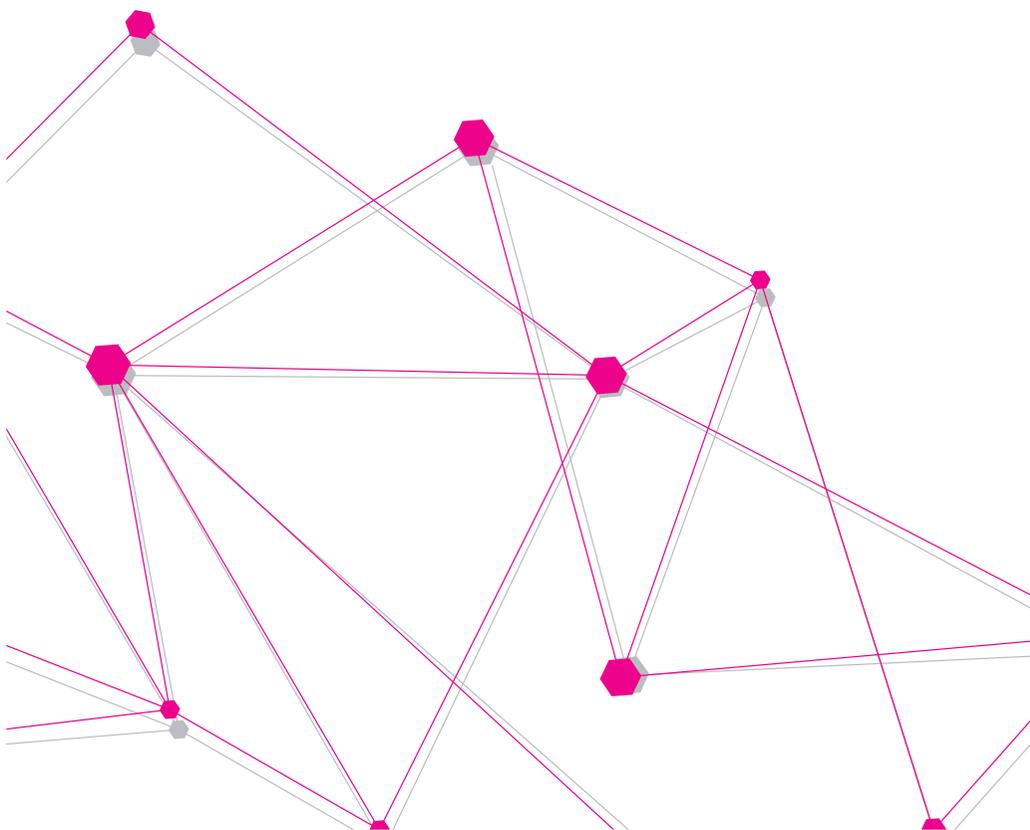
Embrace the potentials of the digital world
in service of the Sustainable Development Goals



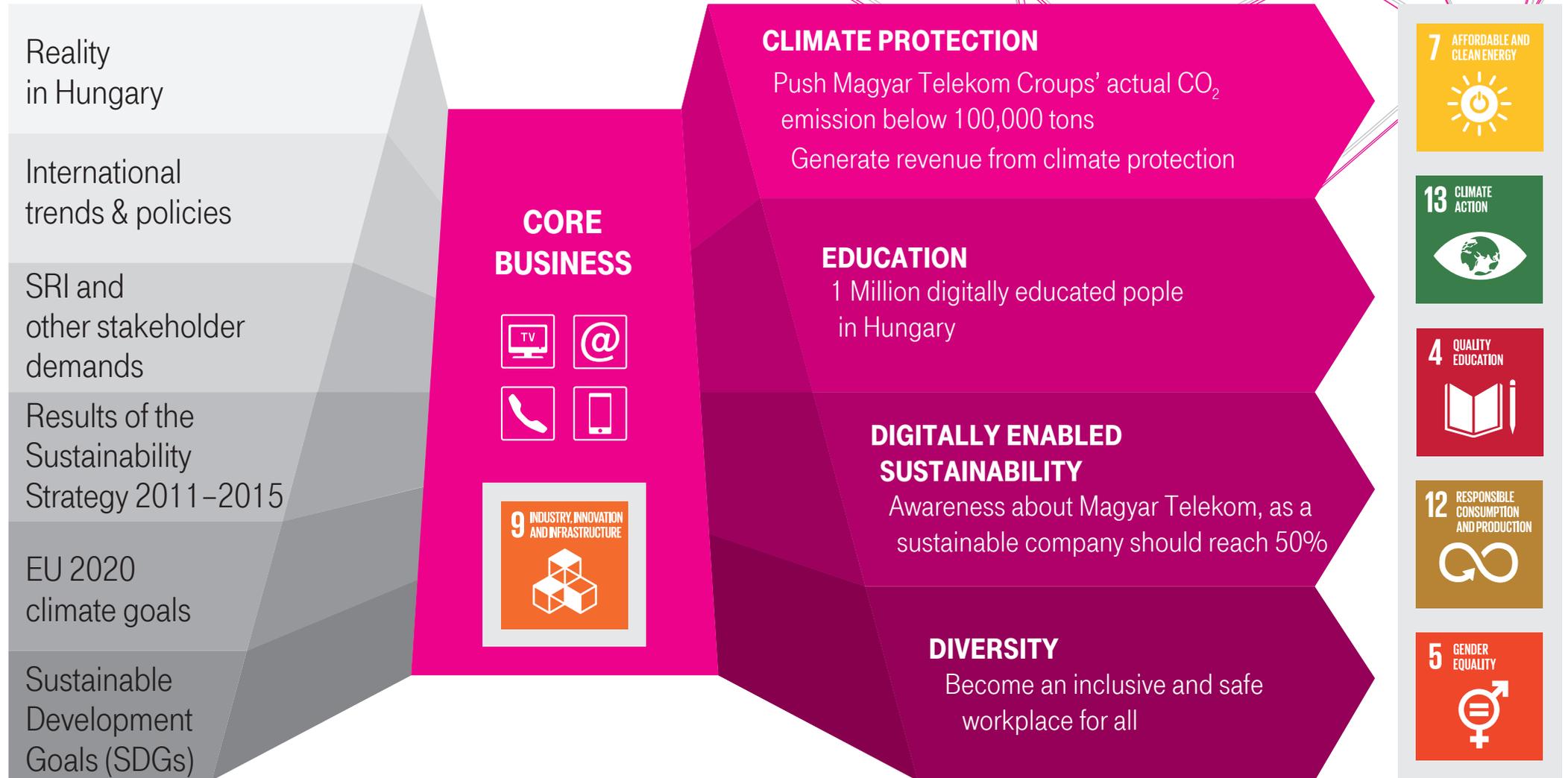
SUSTAINABLE DEVELOPMENT GOALS (SDG)

in 2015, the UN adopted its sustainable development blueprint to be implement by 2030. These 17 goals and 169 targets determine the main direction towards resolving the most urgent problems posing a threat to humanity and the planet.

Magyar Telekom elaborated its Sustainability Strategy encompassing the period from 2016 through 2020 along these SDGs.



SUSTAINABILITY STRATEGY 2016–2020 OF MAGYAR TELEKOM GROUP



BE SMARTER! - RESULTS OF THE 4. SUSTAINABILITY STRATEGY



CLIMATE PROTECTION

By the end of 2020, the Magyar Telekom Group managed to reduce its actual emissions to below the target of 100,000 tons of CO₂ (85,400 t CO₂), and in parallel, in 2019 we introduced the ExtraNet Green 1GB data extension option, the first explicitly-green service on the market.

EDUCATION

Magyar Telekom's education programmes reached more than 2.5 million people in Hungary.

DIGITALLY ENABLED SUSTAINABILITY

In 2020, 35.6% of Magyar Telekom's revenue came from products and services assessed as sustainability indicators, and we are proud that nearly 100% of our innovation spending last year was socially and/or environmentally beneficial. Magyar Telekom Group employees volunteered more than 45,000 hours nationwide, making a contribution in principle to Hungarian society worth more than HUF 140 million over the 5-year period, and the company supported the widespread use of digitalisation opportunities in Hungary with more than 50 smart city and smart agriculture solutions.

DIVERSITY & INCLUSION

In 2020, we have achieved a balanced 50% gender ratio in our senior management. However female representation in overall management did not reach higher than 27% by the end of 2020. In 2020 our employees worked a total of 610,269 days remotely, saving nearly 20 million kilometres or 108 years of travel. In 2020, Magyar Telekom continued to be a proud holder of the Disability-Friendly Workplace award.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote sustainable industrialization and foster innovation.

9.1

Develop quality, reliable, sustainable and resilient infrastructure.

9.4

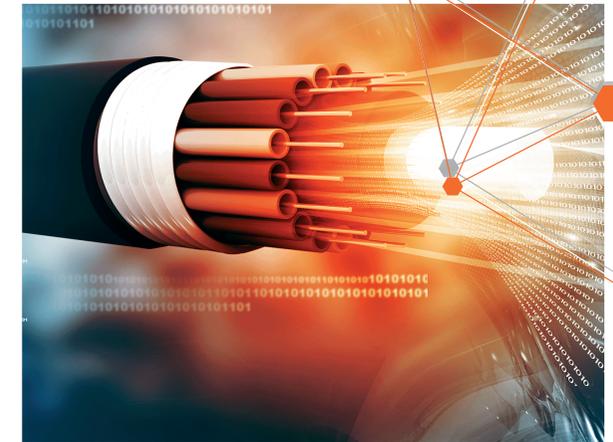
By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

9.5

Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries

In March 2020, Magyar Telekom acquired further spectrum rights in the 700 MHz and 3,5 GHz bands, allowing the company to launch its 5G service.

The rollout of the 5G-related networks increases the interest of communities in the topic of electromagnetic fields, which will also increase the importance of the company's strategy in addressing the issue.



We put into operation the two millionth access point as part of our gigabit network development program in the first half of 2020, thus making gigabit access available on 45% of all points of demand in Hungary.

The digital welfare basic package provides high-quality internet access to those beginner users of the net who have not subscribed to mobile or fixed-line internet, so far, (mainly) for financial reasons. Where fixed-line internet networks are not yet in place, users can subscribe to so-called "SZIP" mobile internet tariff packages in the framework of the **Super fast Internet Program**.

13 CLIMATE ACTION



SDG 13 – CLIMATE ACTION

Take urgent action to combat climate change and its impacts

13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



Magyar Telekom Group has conducted **carbon-neutral**. We will continue to include our residential and business customers in our climate protection efforts with the **ExtraNet Green 1 GB data extension** service.



Our company is dedicated to the **Science Based Targets initiative (SBTi)** and has committed an **emmission decrease to be achieved by 2030**.

In 2020, **25.8% of our fleet consisted of hybrid and electric cars.**

In 2020, we already had three solar panel systems in operation, replacing 57 MWh of grid electricity with clean renewable energy.

Over the period of the strategy, **more than 90,000 tonnes of carbon dioxide** will be saved by increasing our **energy efficiency**, while renewable electricity purchases we have saved nearly **400,000 tonnes of carbon dioxide**.

Since 2015, the energy intensity of our data traffic has increased by nearly fivefold.

7 AFFORDABLE AND CLEAN ENERGY



SDG 7 – AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy

7.2

By 2030, increase substantially the share of renewable energy in the global energy mix.

7.3

By 2030, double the global rate of improvement in energy efficiency.

Magyar Telekom provides **100%** of its Hungarian subsidiaries' electric power from **renewing energy sources**.

We were the first in Hungary to launch a **community solar panel project**, in the framework of which 100 colleagues can rent solar panels from us each year. In 2020, the solar panel system generated **33.8 MWh clean energy from a renewing source**.

We measure our energy efficiency through 3 indicators: the energy efficiency of data transmission, the fuel consumption of vehicles and energy consumption per revenue. In terms of all three indicators, **our energy-intensity concinuously decreases**.

Choosing the **Green 1GB** data extension option, **more than 95 000 of our customers contributed to the production of renewing energy**.



4 QUALITY EDUCATION



SDG 4 – QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.3

By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education.

4.5

By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable.

4.7

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development.

Our child protection website informs children and their parents about the inherent threats of using digital interfaces by providing verified content, advice and education.

Since the launch of our Strategy in 2016, more than **2 500 000 people have become more conscious, responsible, informed and digital** due to our mindset changing efforts.



Telekom Kickstart Program

A total of 20 interns were hired as part of the fully online Kickstart selection process. They represent the full operational scope of Magyar Telekom from finance to network development, legal, marketing, HR, product development etc.

With **Become a member of Generation NOW!** program, Magyar Telekom's goal is to not only provide network access, but also enable anyone in any age group to benefit from digitisation by developing his or her digital competences.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.8

By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

In 2020, **vendors representing 51.04% of our total purchase volumes held valid sustainability certifications** thanks to our sustainable supply chain management process.

We have made sure that our product development processes take into account sustainability aspects. **In 2020, 35.6% of Magyar Telekom's revenue came from products and services assessed as sustainability indicators.**

In 2020, **we recycled 62% of our non-municipal waste**, and by 2030, **we shall decrease our waste by 3%.**



The **hello holnap! sustainability consciousness mobile app** exceeded **27 000 downloads**, since the launch of the strategy in 2016, **users donated huf 10 million using this platform** to NGOs working for a sustainable future.

5 GENDER EQUALITY



SDG 5 – GENDER EQUALITY

Achieve gender equality and empower all women and girls

5.1

End all forms of discrimination against all women and girls everywhere.

5.2

Eliminate all forms of violence against all women and girls in the public and private spheres.

5.4

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

5.5

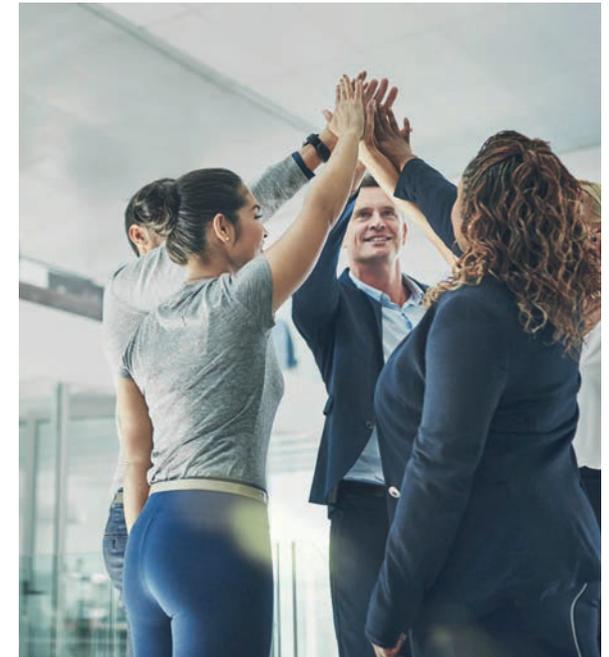
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

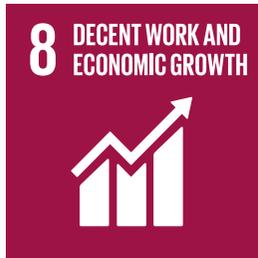
We were the first Hungarian major corporation to create its very own, local environment-based **unconscious bias course to raise awareness on fighting discrimination.**

Our **carework support program** aims to reduce the threats of possible career backlash for women, who often still carry the majority of emotional labor.



In Magyar Telekom Plc.'s senior management, **the ratio of women was 50% in 2020.**





8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6

By 2020, substantially reduce the proportion of youth not in employment, education or training.

We apply a scaled wage structure transparent for every employee and continuous monitoring to avoid any potential **unjustified wage differences**. The average wage difference **decreased to 7%** (the average in Hungary is 14%, in the EU it is 16%).

The group offers many **youth new to the job market** their first workplace as part of an Intern Program developed for them.



10.2

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

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Our diversity and equal opportunity concept was developed on the basis of an anonymous employee surveys.

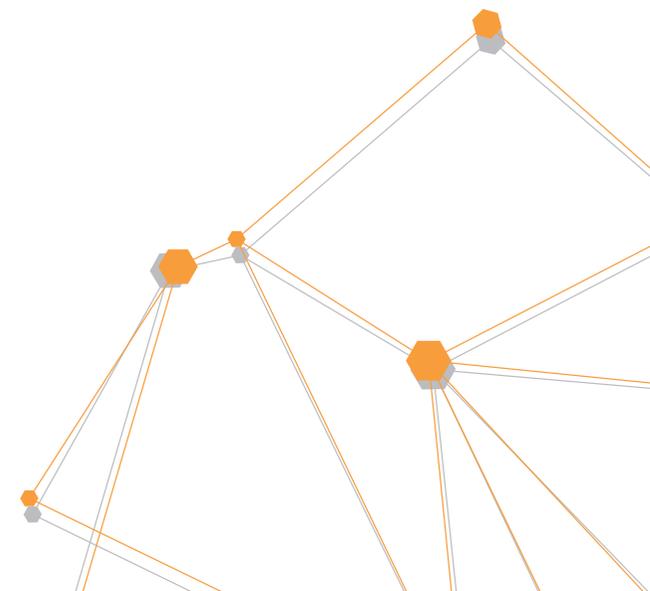
Our equal opportunity principles are laid down in the Code of Human Rights and Social Principles.



11.6

By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

The company supported the widespread use of digitalisation opportunities in Hungary with more than **50 smart city and smart agriculture solutions**.



IMPRESSUM

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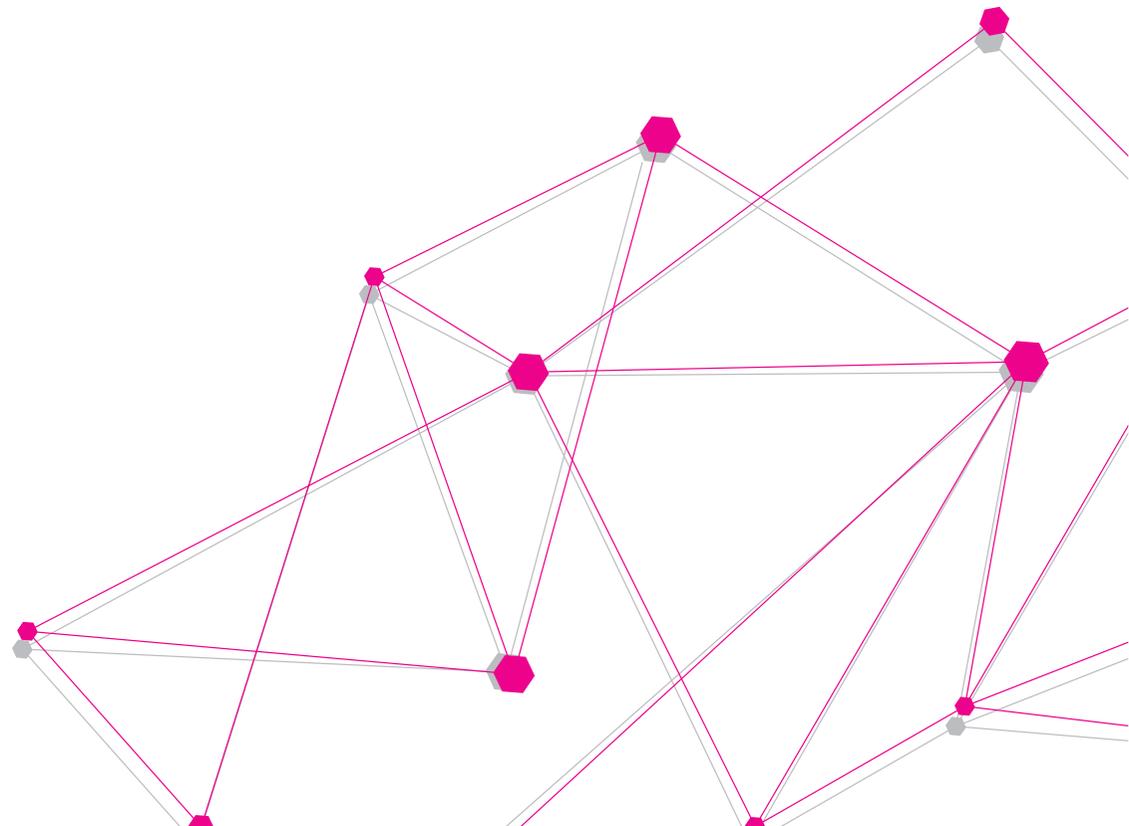
Planet Fanatics' Network LLC

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HELLO
HOLNAP!

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