

A hand is shown holding several colorful paper cutouts of human figures in various colors (yellow, green, blue, orange, purple, pink). The figures are standing on the palm of the hand, which is held out. The background is a blurred indoor setting with a bright light source. A solid pink square is in the top left corner. The text "DIVERSITY AND EQUAL OPPORTUNITY" is overlaid in white, bold, sans-serif font across the center of the image.

DIVERSITY AND EQUAL OPPORTUNITY

DIVERSITY AND EQUAL OPPORTUNITY

5

GENDER
EQUALITY

APPLICABLE POLICIES AND GUIDELINES

Code of Conduct

The rules and guidelines contained in the [Code of Conduct](#) apply to all employees of Deutsche Telekom Group and Magyar Telekom Group. In addition, the Code applies to all persons who are employed in a functionally equivalent way to employees, including, for example, leased labor force. It summarises the obligations of legal compliance and ethical conduct that ensure that Deutsche Telekom and Magyar Telekom Group are a transparent and monitorable company for all. Deutsche Telekom and Magyar Telekom Group therefore expects its suppliers and consultants to respect the standards of conduct set out in the Code of Conduct and will endeavor to contractually commit them to do so.

Code of Human Rights and Social Principles

Magyar Telekom Group's [Code of Human Rights and Social Principles](#), as well as its Equal Opportunities Plan in force at any given time, set out the Group's general human rights principles and the provisions for the implementation of these principles. Magyar Telekom Group's decision-makers are aware that the diversity of the workforce is a prerequisite for sustainable and equal opportunities-based operations, while at the same time it represents a competitive advantage and increases business effectiveness.

The Code of Human Rights and Social Principles has been developed in accordance with the following international norms, guidelines and standards:

- basic international human rights treaties
- the core conventions of the International Labour Organisation
- the OECD Guidelines
- the UN Global Compact
- the International Labour Organisation's Trilateral Declaration on Multinational Enterprises and the Principles concerning Social Policy (Multinational Enterprises Declaration)
- the UN Guiding Principles on Business and Human Rights

Group Policy on diversity, equal opportunities and inclusion

As an affiliate of Deutsche Telekom Group, Magyar Telekom Group renewed its diversity, equal opportunities and inclusion policy in December 2021, which remains unchanged in 2023. The [renewed policy](#) sets out their global vision for diversity, equal opportunities and inclusive interactions in their employee relations, with the aim of providing a consistent working, learning and development experience for all employees across the Group and fostering a sense of inclusion, acceptance and inclusion. The key elements of the renewed policy detail and clarify the company's views on diversity, equality and inclusion and cover all relevant aspects of the whole employee lifecycle related to company culture. It also extends to the Group's social and business responsibility by setting out a global framework for an equal opportunities and inclusive workplace, respecting the flexibility to adapt to different local regulations, legal contexts and cultural imperatives according to cultural and local specificities.

Supplier Compliance

Magyar Telekom Group expects its business partners to be committed to respecting human rights. Magyar Telekom HU's supplier partners are required to register their business online in the Group's Procurement and Logistics Hub before being awarded a contract. (More detailed information can be found in the Suppliers section of the Stakeholders chapter.)

Employee relations policy of Deutsche Telekom Group and Magyar Telekom Group

Digitalization, globalization and the opening up of markets have increasingly led to a world of knowledge-based work. New forms of collaboration and networking are changing communication, public impact, reputational and compliance challenges, and other key elements of corporate governance. The company has recognised the need to redefine the characteristics of the shared values that characterise its employee relationships in order to provide a consistent workplace experience for all its employees. As an affiliate of Deutsche Telekom Group, Magyar Telekom Group renewed its Group Policy on Employee Relations in December 2021. The [renewed policy](#) sets out the key elements of the people policy and lays down the values that characterise the relationship with employees. These values are derived from Deutsche Telekom's shared set of values and other corporate rules and policies. Sustainability is a key driver of this Group Policy and details the industry-relevant aspects of employee life.

Equal Opportunities Plan

Magyar Telekom Group's priority is to ensure non-discrimination and equal opportunities in the workplace. Based on the possibility provided for in Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities and the Group's practice introduced since September 2010, the Company has adopted an Equal Opportunities Plan for the fifth time in cooperation with the employee representative bodies in order to respect the principles of equal treatment, promote equal opportunities and monitor and improve the employment position of specific disadvantaged groups of employees. The current [Equal Opportunities Plan](#) of Magyar Telekom HU covers a five-year period.

In implementing the plan, the company plans measures to continuously improve the situation of disadvantaged groups of employees, in particular women, employees with families, employees on parental leave, employees with reduced working capacity or disabilities, young people starting their careers and employees over 50 years of age. The progress of each action and the results of the action plan is discussed once a year between the equal opportunities unit of the company and the employee representative bodies. A number of employee surveys are carried out each year to help ensure that improvements are tailored to current employee needs and requirements. The action points of the Equal Opportunities Plan have been set out in a way that is aligned with and complementary to the objectives of the diversity pillar of the Sustainability Strategy.

European Union Diversity Charter

In 2016, Hungary joined the European Union's [Diversity Charter](#), and Magyar Telekom Plc. was one of the 50 signatory companies to declare its commitment to diversity as a core value. Every year thereafter, including in 2023, it was among the signatories.

UN Guiding Principles on Business and Human Rights

In the spirit of the United Nations "Guiding Principles on Business and Human Rights", Magyar Telekom Group considers the principles set out in the International Bill of Human Rights and the International Labour Organization's (ILO) "Fundamental Principles and Rights at Work" to be binding on the Group in relation to its commitment to human rights.

UN human rights treaties ratified by Hungary

As a business registered in Hungary, Magyar Telekom operates in accordance with the human rights principles guaranteed by the UN conventions ratified by Hungary.

In 2009, the company joined the [UN Global Compact](#) initiative and committed to the 10 principles in the areas of working conditions, environmental protection and anti-corruption. All its actions to promote equal opportunities for women and men will be guided by the principles of the next Global Compact:

- (1) Promotion of and respect for internationally proclaimed human rights
- (2) Ensuring that human rights are not violated in their activities
- (4) To eliminate all forms of forced and compulsory labour
- (6) Elimination of discrimination in respect of employment and occupation

Applied review procedures

Magyar Telekom Group's Code of Conduct summarises the Group's corporate compliance requirements, sets out the Group's shared values and is also an underlying factor in Telekom's strong position, reputation and successful future. The Code of Conduct applies to everyone within Magyar Telekom Group, from employees to members of the Board of Directors. Furthermore, Magyar Telekom Group's contractual partners must also acknowledge and accept these values when registering on the procurement website.

As a member company of Deutsche Telekom, Magyar Telekom Group participates annually in the parent company's internal compliance review process on human rights and social principles. As of 2017, Deutsche Telekom's principles are set out by the Code of Human Rights and Social Principles, the Group Policy on Employee Relations and the Group Policy on Diversity, Equality and Inclusion. Compliance with these in the previous closed financial year is confirmed by Magyar Telekom Group's Chief People Officer, the senior executive responsible for the matter, in the form of a Social Responsibility Statement in January of each year.

For the purpose of compliance with the Code of Human Rights and Social Principles, participation in human rights training is mandatory for all Magyar Telekom Group employees.

As part of their orientation process, which takes place during the two months following their entry, employees of Magyar Telekom Group are familiarized with the above-mentioned policies and guidelines on social and employment issues and human rights, among others, and accept their contents as binding. The mandatory orientation training includes the Human Rights curriculum mentioned above and the e-learning on Increasing Awareness about Unconscious Bias. In line with the commitment to a non-discriminatory corporate culture,

the curriculum is available free of charge to all on the company's website.

Secure internal channels managed by the Corporate Compliance area are available for employees to share their complaints and comments about misconduct and violations through Magyar Telekom Group's Tell me! line or the Tell me! line managed by the Deutsche Telekom Group. They can also access a platform managed by a third party service provider to ensure full compliance with the law on whistleblowing and internal policies. The interfaces are available not only to employees but also to external partners and customers.

Employees can contact Magyar Telekom Group's Ask a Question line whenever they have a question or concern, or are unsure of the right course of action in any situation. If they have questions about human rights and equal opportunities, they can contact the company's equal opportunities officer. The main guidelines for the investigation of complaints and comments reported about abuse and misconduct, as well as the company's instructions on the process, are available on the company's internal employee platform. The key aspects of the policy are the protection of anonymity, confidentiality and personal security.

Diversity and Equal Opportunity

As one of the largest ICT employers in Hungary, Magyar Telekom HU believes that diversity contributes greatly to the success of businesses and any other organisation, to increasing innovation and creativity, to attracting new customers and business and other partners, to responding quickly to change, to maintaining a non-discriminatory culture in accordance with the law and ethical standards.

In 2023, the company continued to implement its corporate sustainability strategy, which was adopted in 2021 and runs until the end of 2030. One of its focus areas, alongside climate protec-

tion and digitalization, is the implementation of diversity and equal opportunities for employees and customers. The aim is for Magyar Telekom to maintain its dominant role as a company and ICT service provider by taking an increasing range of actions and enabling the widest possible range of people in society to use the opportunities of digitalization to advance their own lives. That is why the company aims to achieve a 100% inclusive employee experience by 2030 and, as a service provider, a 100% accessible customer experience by 2030 (100% WCAG compliance by 2025, 100% accessible services by 2030).

As a sign of the company's commitment to the above goals, two colleagues are dedicated to the areas of diversity, equality and inclusion and are responsible for their continuous development and focus.

Corporate Sustainability Strategy Diversity and Equal Opportunities targets 2021- 2025 - 2030 and 2023 results

Strategic Goals 2021 -2030

INCLUSIVE EMPLOYER

- Accessible work experience
- Increasing the proportion of female managers
- Reducing the gender pay gap
- Equal opportunities in care
- LGBTQI inclusive workplace
- Roma inclusion

ACCESSIBLE CUSTOMER EXPERIENCE

- Accessible customer care
- Accessible services

Details and 2023 results

1. INCLUSIVE EMPLOYER

SUCCESS STORY

Employee communities for diversity in the workplace

Magyar Telekom's employees are as diverse as the customers they serve, coming from a wide range of backgrounds and with a wide range of experience. The company believes that being yourself is essential for good performance, so that every employee can feel safe and secure at work. In today's world, it is increasingly important and essential for continuous innovation to bring together multiple perspectives, different experiences and different ways of thinking, and only a diverse and inclusive workplace can guarantee this.

To strengthen this, and bearing in mind that real change can only be achieved through employee involvement, the company encourages the creation of employee communities. 2023 was an important milestone for the company in this respect, as following preparatory work, 3 new employee communities were established and started operating at the company, in addition to Magenta Pride, which has been supporting the LGBTQ+ community since 2022. In March 2023, the Women in Telekom employee community was established, with the objectives of supporting women's career paths, highlighting women's health issues and supporting the reintegration of mothers. Separate working groups are working on these issues, with practical implementation starting in 2024.

The Accessible Telekom Employee Community was established in May 2023 to promote the integration of employees with a different work capacity or disability and to better understand and accept different groups of people with disabilities. In cooperation with Deutsche Telekom IT Solutions, the community organised the Accessible Day at the company's headquarters in Budapest. Through playful activities, presentations, round-table discussions, an inclusive brunch, and with the involvement of NGOs (Hungarian Association of the Deaf and Hard of Hearing, "Egy sima - Egy fordított" - Association for Inclusion), it brought the world and everyday challenges of people with disabilities closer to its colleagues.

Also in May 2023, the Telekom Families Community was established to support colleagues with families - parents, grandparents, caregivers to long-term sick relatives - and their first event was a Christmas arts and craft programme for children and adults at the headquarters during the Advent period. At the MagentaLand event organised for colleagues in September, the company dedicated a special section to presenting and promoting its employee communities.

Employee communities are voluntary, grassroots groups that aim to create a diverse and inclusive workplace in line with the company's goals. They are led by and involve employees who are connected by some common characteristic (e.g. gender, ethnicity, sexual orientation, physical condition, lifestyle or interests) or who are not affected themselves but who care about the group and/or issue and the diverse and inclusive company culture. The informal membership of the communities exceeds 200 people, with an active membership of currently 50. The company is proud that each community is sponsored by one (or even two) senior managers, signaling to employees their commitment and reinforcing the importance of the issue.



Accessible employee experience

Magyar Telekom Plc. strives to achieve an open and inclusive employee experience where everyone, regardless of background and ability, can make the most of their work in an accessible working environment. To this end, it strives towards a 100% accessible employee experience from recruitment through the entire employee lifecycle, in both digital and physical work environments.

Increasing the number of colleagues with disabilities and supporting this group within the company is a priority for Magyar Telekom Plc. To this end, a rehabilitation mentor has been supporting our employees since 2022. A company support package is also available for colleagues with disabilities, which includes an extra day of paid leave and a one-off cash benefit, making the rehabilitation process financially easier and helping the recovery of the affected employees.

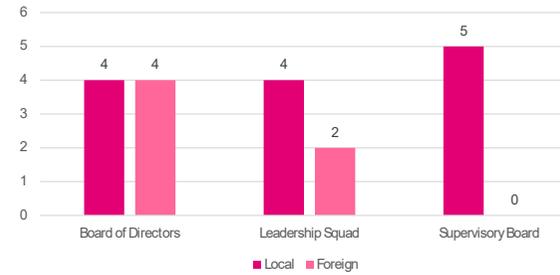
To help colleagues, a handbook containing all the relevant information on disability, compiled by the company's rehabilitation mentor, is also available to all employees on the company's intranet.

Women in management

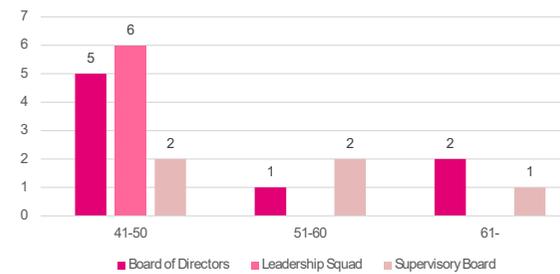
Magyar Telekom Plc., as an employer committed to diversity as a core value, attaches great importance to increasing the number of women in management. In line with the objective of the diversity pillar of its sustainability strategy, Magyar Telekom Plc. is committed to increasing the proportion of women in our overall management team to at least 40%. The company aims to achieve this target in line with the EU Directive 2022/2381 on the 40% female quota on the boards of listed companies, adopted in 2022. In 2023, the proportion of female executives in Magyar Telekom Plc. was 27.27%.

The company is not only internally committed to the cause of women leaders, but also supports it through partnerships. In 2023, Magyar Telekom's Budapest headquarters once again hosted the Equalizer Foundation's Women's Day conference, whose motto was "Let's break the glass ceiling". The event, which featured two of the company's female leaders as invited speakers, explored what organisations can do to increase female representation in leadership and how they can support the women leaders of the future.

Magyar Telekom Group's breakdown of management by place of origin in 2023



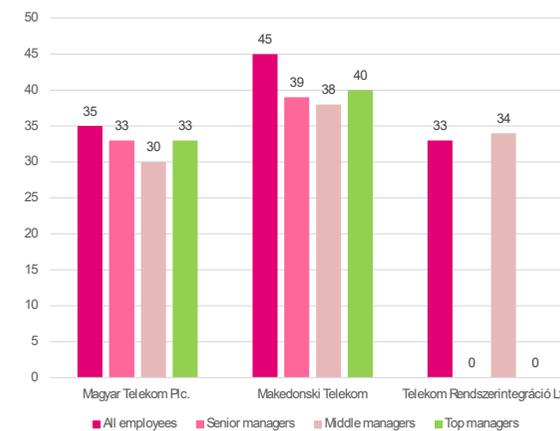
Magyar Telekom Group's age breakdown of management in 2023



Gender breakdown of Magyar Telekom Group's management in 2023



Ratio of women in the affiliates in 2023.



Reducing the gender pay gap

Magyar Telekom Plc.'s employees want security, stability, development opportunities and a competitive income. As a company committed to equal opportunities, Magyar Telekom Plc. attaches great importance to wage harmonisation and the elimination of unjustified wage differences. Its remuneration system is transparent and therefore its pay bands and the relevant regulations are available to all employees in the Collective Agreement. The dimensions of the job classification system are based on the competence levels of the agile organisations and there are some organisations where the job is defined on the basis of the Hay levels, as these organisations do not operate according to an agile methodology. The company takes particular care to ensure that there is no unjustified pay gap between colleagues performing similar types of work and that pay ratios between those performing different types of work are genuinely based on differences in actual work performance, while at the same time being aware as an employer of the gender pay gap in society and committed to eliminating the causes of this gap. The company tracks the causes of the pay gap and ways to reduce it through its proprietary pay gap dashboard, which provides insight into potential hotspots across 9 indicator groups. In July 2020, the company conducted a complex gender pay gap analysis, which identified an equal opportunities action plan to reduce the maternity deficit and the female career gap.

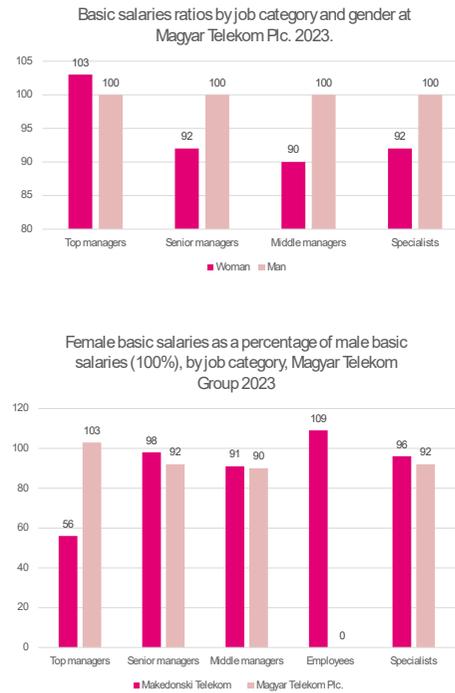
In 2020, it pledged to join Amnesty International Hungary's 'One Step Closer' campaign to publish annually the gender pay gap - the difference between the average pay of women and men - within their companies, thus contributing to raising awareness and reducing the pay gap within companies and society as a whole. Between 2019 and 2023, the average pay gap within the company decreased from 18.5% to 16%. (It is important to note that in 2020-22 the organisation gradually moved to agile operations (from the former Hay levels), which also entailed, among other things,

the elimination of middle management levels, where women have traditionally been more represented.)

The company reduced the gender pay gap by the following measures:

- a. **Pay gap dashboard as part of compensation processes** - provides continuous monitoring through 9 sets of indicators, which is an integral part of compensation planning processes. With HR Business Partner support, managers also have a transparent view of gender comparisons for their area, which experience has shown to contribute significantly to pay equity.
- b. **Equal opportunities focus in the nomination system** - the company strives to achieve a balanced female-male leadership ratio in its in-house succession planning and nomination processes, as well as during the course of organisational changes. It is actively involved in promoting female STEM careers.
- c. **Reform of the maternity leave and return to work process** - through conscious career planning, contact during absence, the availability of training and development solutions and the provision of up to 100% teleworking after return, the company has made the reconciliation of having children and working life a more plannable and predictable process, thereby significantly reducing the so-called 'maternity deficit' and the gap between the average wages of women and men by age group, the so-called 'generation gap'.

In the graphs presented in this chapter, the share of base wages by gender is presented in accordance with the GRI standard.



As a member of Deutsche Telekom Group, Magyar Telekom Plc. has also contributed by its equal opportunity achievements to the Group's inclusion in the Bloomberg Gender Equality Index (GEI) in 2023



Longer absence and return due to having children Magyar Telekom Plc. 2023

For years, one of the key elements of Telekom's diversity concept has been to improve the situation of employees on maternity/childcare leave, to support their contact to and reintegration into the labour market. Preparing for absence is supported by an internal process that helps both the employee and the manager to plan smoothly for the tasks ahead. Employees can access the company intranet throughout their absence, so they can stay up-to-date with company news, continue to have full access to HR information that affects them and have their questions answered, including via the live employee HR chat function. In addition, the company's free training and development portfolio is available throughout the period of absence, and can be accessed via a mobile app or desktop environment.

Work-life balance is also facilitated by the Children's Corner, a childcare facility for employees with families, open during school holidays and operated at Telekom's Budapest headquarters, and the optional tax-free nursery and kindergarten allowance, which also contributes to reducing the burden on parents with young children.

The company adds 5 days to the statutory paternity leave, giving them a total of 15 days (17 days for twins). In addition, the company is more flexible than the Labour Code in the use of the 5 days of paternity leave: the 5+5 days of paternity leave can be taken within 6 months from the 6th day after birth, with 100% pay for the whole period, and they can also work in a 100% telework setup for a limited period.

Longer absence and return due to having children	Men	Women	Total
On longer absence	16	294	310
Returns from longer absence	12	87	99
Ratio of further employment of people returning from longer absences	75%	70%	70%

*The Associate category has been merged with the Expert, work coordinator category from 2021, so no separate data is available.

Anti-discrimination, labor market integration

LMBTQI inclusive workplace

Magyar Telekom Plc.'s goal is to create a diverse and inclusive workplace, and therefore the strategic objective is to reduce identity-based discrimination within the company. This is measured by the results of the biennial anonymous diversity culture survey, in which employees voluntarily and anonymously provide information on the extent of any identity-based discrimination they experience.

The Magenta Pride employee community, the first of Magyar Telekom Plc.'s employee communities to be established in 2022, is made up of members of the LGBTQI+ community and the employees who support them. In 2023, the community continued to work on providing an LGBTQI+ inclusive employee experience: their main events were the Living Library event in May and the discussion and film screening around the Coming Out Day in October. As in previous years, the company took part in the Budapest Pride Festival 2023, organised by Magenta Pride and the Deutsche Telekom IT Solutions employee community.

The company continues to operate trans-inclusive measures to ensure that affected colleagues are able to use their own name in all internal company access interfaces where possible. In addition, affected colleagues are supported through a buddy system, and their managers and teams receive support through inclusive training and personalised counselling as needed throughout the coming-out and transition process.

Roma integration

In line with its strategic goal, the company is working to reduce any experience of discrimination within the company against its employees who identify themselves as Roma, which is also monitored through the anonymous diversity survey above.

In 2023, Magyar Telekom Plc. continued to participate as a mentor company in Integrom's labour market integration programmes, supporting participating young people with mock interviews.

In 2023, the company entered its second year of cooperation with the Hungarian Business Leaders Forum (HBLF) Romaster programme, which supports the further education of two talented young people for 4 years with scholarships and mentoring support, the latter provided by its employee volunteers.

2. ACCESSIBLE CUSTOMER EXPERIENCE

SUCCESS STORY

Join our forces for society-wide accessibility: KONTAKT sign language interpreter services available at Telekom shops Magyar Telekom Plc.'s employees work every day to help everyone to take a step forward digitally, wherever they are in the digitalization process, and to make the company's products and services available to everyone.

In this spirit, as an equal opportunities and responsible service provider, the company aims to provide a 100% accessible customer experience and services to all its customers by 2030.

On September 24, 2023, World Deaf Day, the company, in cooperation with SINOSZ (Hungarian Association of the Deaf and Hard of Hearing,) and Samsung Electronics Hungary, made KONTAKT sign language interpretation services available in 29 designated stores and on its call centre nationwide. Developed and operated by SINOSZ, the video-based sign language interpretation system, called KONTAKT, is a video-based application that provides a great help in the everyday life of people with hearing impairment (deaf, hard of hearing and deaf-blind), via an internet connection.

Thanks to the cooperation, hearing impaired customers can use the KONTAKT app on a tablet provided by Magyar Telekom Plc. and Samsung to access free live sign language interpretation services at the designated stores. To do this, they can take a number by pressing the KONTAKT logo on the top right of the customer

caller line in the store. During the face-to-face service, the hearing-impaired customer and the receptionist are in the same place in the store, and the remote sign language interpreter can be reached via the KONTAKT app on the tablet. The sign language interpreter is virtually present in the conversation: information spoken in the video link is translated into sign language or converted into text on the tablet for the customer, and questions and answers spoken in sign language by the hearing impaired person are translated into spoken language.

The company believes it is important to support its customer-facing colleagues in gaining the right knowledge about how to deal with people with different disabilities and how best to help them in stores and in customer service. To this end, the launch of the service was preceded by a multi-stage training session, where, in addition to comprehensive knowledge about people with disabilities, two training videos produced with the help of a sign language interpreter from SINOSZ helped staff to learn more about the world and everyday life of deaf and hard of hearing people, and to learn how to provide accessible customer service using the KONTAKT app.



Accessible customer care and accessible services

In 2022 Magyar Telekom Plc. joined the Recommendation on the Accessibility of Electronic Communications Services for Disabled End-Users, established by the Telecommunications Stakeholder Council (HÉT). The aim of the Recommendation is to ensure that people with disabilities have equal access to all electronic communications services, whether digital customer access points or face-to-face services, before the 2025 deadline for accessibility set by the European Union.

With the participation and support of the main stakeholder organisations - SINOSZ (Hungarian Association of the Deaf and Hard of Hearing.), AOSZ (National Association of Autistic People), MGYOSZ (National Association of the Blind and Visually Impaired), MEOSZ (National Association of Disabled People) - the company has gathered the experiences of its disabled customers, which are the main determinants of their daily access to its services.

The Accessibility UX virtual squad, composed of employees from the customer-side expert areas, has the primary task of developing solutions based on the experience gathered, which, once implemented, can ensure full accessibility for customers with disabilities in all Magyar Telekom Plc. service segments.

In the spirit of inclusiveness, from September 24, 2023 Magyar Telekom Plc. will provide subtitles for all its television and online advertisements, and new episodes of its popular series Marsra Magyar! will also be available with subtitles. In addition, it has redesigned its processes to make door-to-door SIM card replacement available to its customers with reduced mobility.

In addition to its strategic priorities, the company continued the following practices to meet its Equal Opportunities Plan in 2023:

Increasing the proportion of women in science and technology careers

In April 2023 Magyar Telekom Plc. once again joined the Girls' Day initiative with great success. At Telekom's headquarters, 15–18 year old girls were given an insight into what makes a career in technology attractive to them through inspiring discussions and digital solutions. They were given the opportunity to meet female role models and explore different career paths in a round table discussion, followed by a tour of the headquarters, including Telekom's innovative Future Zone.

Work-life balance

Magyar Telekom Plc.'s primary obligation to its employees is to minimise the risks of stress, overwork and burnout at work. In addition to providing the conditions for employees to lead a healthy lifestyle, the company provides training and coaching, as well as an Employee Assistance Program to help them develop effective and successful ways to manage their responsibilities. In 2023, continuing the practice of previous years, the company continued to provide its colleagues with physical, mental and emotional support, ranging from expert presentations, coaching and thematic Teams sessions to personal training sessions in the TGym gym at Telekom's Budapest headquarters, and activities to promote a fitter lifestyle and build community through the Magenta Tour.

By increasingly using atypical forms of employment, the company supports work-life balance and offers opportunities to reduce overtime. Its internal policies and methodologies for part-time (4 or 6 hours), flexitime and flexible working hours help colleagues to choose the most optimal solutions. The concepts of flexitime, worktime reallocation or compressed working week are clarified in the collective agreement, the timeframe for part-time work is set out in the employment contract, and employees can manage their working time through an internal time management

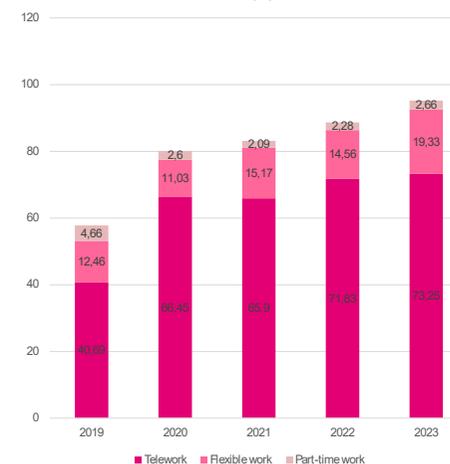
interface. Teleworking and hybrid working have become part of the corporate culture.

The company is constantly developing the office services and the network to ensure stable remote access for day-to-day work. Employees undergo mandatory training on how to avoid potential data security risks during remote access. Where the nature of the work allows and supports focused working, staff work full-time teleworking (e.g. customer service call centre). Telework as an opportunity is limited in case of shift-working colleagues, but their schedules are adapted to take into account their personal commitments as required.

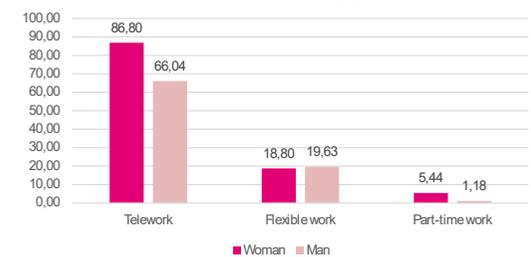
In 2023, 589,962 teleworking days were registered by the company's employees - an increase of 5.8% compared to 2022.

To prevent burn-out and to restore a potentially disrupted work-life balance, the company has been offering since 2016 a partly paid sabbatical of 1–6 months.

Atypical forms of employment as a percentage of the total number of employees at Magyar Telekom Plc. (%)



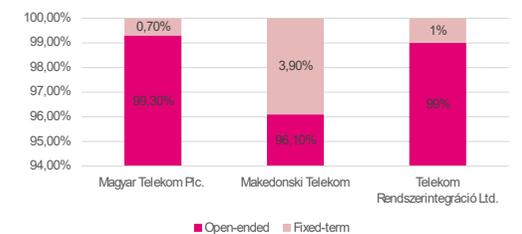
Atypical forms of employment by gender of employees at Magyar Telekom Plc. in 2023 (%)



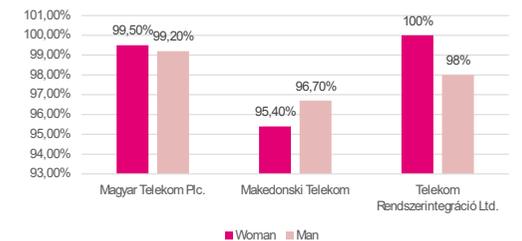
Ratio of fixed-term and open-ended employment contracts at Magyar Telekom Plc.



Ratio of fixed-term and open-ended employment contracts at Magyar Telekom Group



Ratio of open-ended employment contracts by gender at Magyar Telekom Group



Family-friendly Telekom

What we do today will shape the lives of future generations. With a responsible approach and sustainable solutions, Magyar Telekom Plc. is working to make the world as liveable as possible. That's why we provide solutions that support the balance between work and family life and help our employees to take care of the whole family.

On the first day of the school holiday, as part of the „Show me! Where do you work?” Day, an annual event organized for the second time, nearly 400 children visited the company's headquarters in Budapest to learn about the company's digital products and what their parents, grandparents, uncles and aunts do. For the first time in the history of the event, not only the children were invited, but also the adult relatives of the employees, who were given guided tours of the headquarters.

Since 2016 Magyar Telekom Plc. is the „Family Friendly Mentoring Company” of the Three Princes, Three Princesses Movement. Raising their cooperation to a higher level, the Group has entered into an open-ended strategic framework agreement with the movement to help create a family-friendly workplace culture by sharing good practices and mentoring companies that wish to improve their practices. Every year, a large number of the company's employees participate in the Compass - Family and Career lecture series organised by the Movement. The lectures, which cover topics such as relationships, self-awareness, mental health and family management, are given

in the spring and autumn by some of the country's leading professionals.

Children who start learning about science and IT from an early age are more likely to choose a career in science and IT and to succeed in a labour market that is changing as a result of digitalisation. In this spirit, and at the same time to help colleagues with families to find childcare solutions, the company has offered free participation for employees' children in 3 sessions in 2023, in partnership with the Edu&Fun Digital Experience Centre. The Edu&Fun camps provided a great opportunity for children to learn through play, as they were able to learn about the latest technological trends through organised programmes: they could meet humanoid robots, get experience in robot programming, 3D printing, have a look around a smart home, try out virtual reality tools. A total of 36 children of primary school age participated in 2 summer and one autumn session.

In addition, as in previous years, the company's employees were also eligible for a discounted summer camp subsidy in 2023 under the Family Assistance Programme of the Dimenzió Mutual Insurance and Self-Help Association.

In addition, the cafeteria scheme includes a tax-free nursery and kindergarten allowance as an optional element, which also contributes financially to reducing the burden on parents with young children.

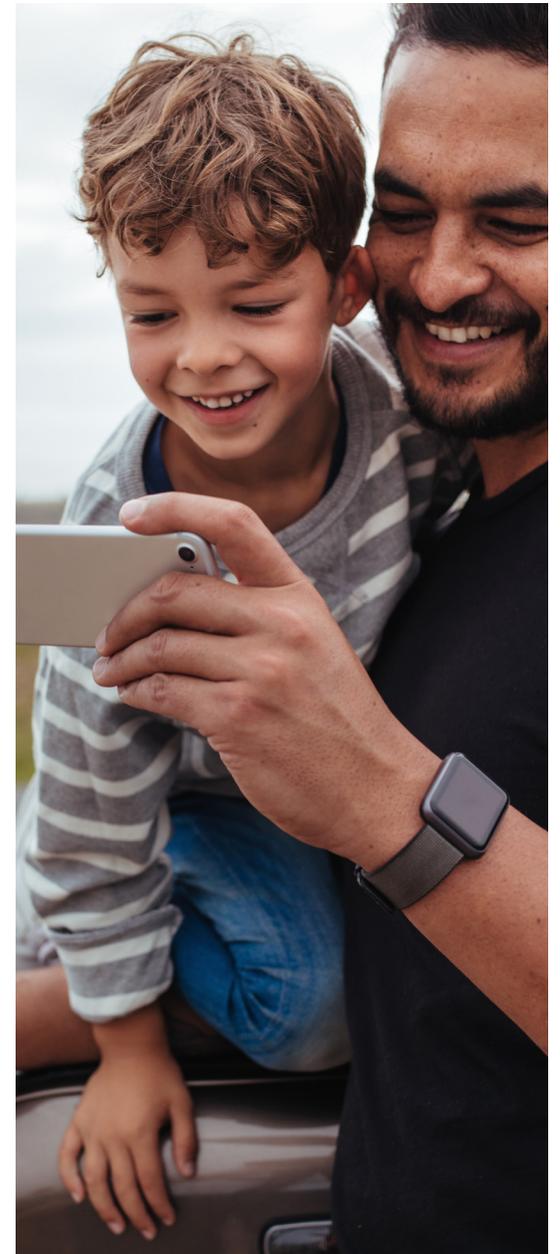
The EDU&FUN x Telekom Career Guidance Day, held in November 2023 at the company's headquarters in Budapest, helped parents and their

children to choose a career. On the first day of the event, the organisers welcomed secondary school students and their parents, while on the second day, the organisers helped young people in primary school grades 7–8 and their parents to answer the „What will I be when I grow up?” question. Using a special evaluation method, the young people were able to find out what personality traits, competences, skills, knowledge and abilities define them most. At the end of the one-and-a-half-hour assessment, they received a personalised analysis, supported by a professional discussion.

The high level of teleworking in the Group is a key factor in helping working parents and working grandparents to successfully reconcile their family and work roles.

Company employees may also be entitled to long-term unpaid leave under the Labour Code, due to their personal and family circumstances (e.g. to care for a sick or elderly relative at home). The facts justifying the leave must be provided to the employer and the maximum duration is 2 years. During the period of leave, the company continues to pay for the cost of the company mobile phone and home Telekom services.

Originally set up by CEO Tibor Rékasi to support employees who fell upon hardship due to the epidemic in 2020, Magenta Unity Foundation supported more than 100 employees with serious illnesses requiring long-term rehabilitation, and employees living with such relatives, in 2023, with grants totalling HUF 11 300 000.



Generations at Magyar Telekom

As a responsible employer, Magyar Telekom Plc. is committed to providing equal career opportunities for employees in different life situations.

In the next phase of the Internship Programme for young people, the Group offers a number of young people their first jobs. Magyar Telekom came in second overall in the Zyn-ternship Awards, which ranked the most popular employers among young people (16–28 year olds), and first among students studying IT and humanities. The Telekom Kickstart Programme was voted the most popular internship programme in the country by young people who completed the survey. The survey, which was completed by nearly 3,000 young people, included questions on young people’s job choice factors, their starting salary demand and the most attractive employers.

The group of experienced professionals, who make up the largest part of the company’s seniority, have a somewhat narrowing career path, and can gain marketable skills largely laterally, in other professional fields. This is supported by the company’s considerable resources devoted to external and internal training, with a large proportion of vacancies advertised internally. Magyar Telekom Plc. expresses its appreciation for its experienced employees’ dedication and loyalty through a number of awards (e.g. the Role Model Award, the Telekom Success Story, the Loyalty Award).

The company also promotes intergenerational cooperation, better understanding of each other through various programmes (lectures, workshops).

PwC Hungary carries out a comprehensive annual survey to identify the most important factors influencing job choice. As a result of the survey, Magyar Telekom Plc. won the Most Attractive Workplace Award in the telecommunications sector for the sixth consecutive year in 2023. In the survey, the opinions of young people aged 16 and over, career starters and experienced employees were gathered. The online preference questionnaire resulted in 15 focus areas. The survey shows that 16–28 year olds are less concerned about losing their jobs and more focused on factors such as increasing their base wage or finding a work-life balance.

Magyar Telekom Plc. won the Most Attractive Workplace in the Telecommunications Sector Award for the fifth time in a row at the Randstad Awards, which recognise the performance of the most attractive employers in Hungary, for the tenth time in 2023.

