


# GRI CONTENT INDEX

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DISCLOSURE NUMBER	DISCLOSURE TITLE	CHAPTER IN SUSTAINABILITY REPORT (PAGE NUMBER)	URL	DIRECT ANSWER	SASB CODE	SDG TARGET														
<b>GRI 2: GENERAL DISCLOSURES 2021</b>																				
<b>1. The organization and its reporting practices</b>																				
2-1	Organizational details		<a href="https://www.telekom.hu/about_us/imprint">https://www.telekom.hu/about_us/imprint</a> <a href="https://www.telekom.hu/about_us/investor_relations/financial">https://www.telekom.hu/about_us/investor_relations/financial</a> <a href="https://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/ownership_structure">https://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/ownership_structure</a>	<p>The registered company name of Magyar Telekom Plc. is Magyar Telekom Telecommunications Public Limited Company, and its abbreviated name is Magyar Telekom Plc. The registered company name of Telekom Rendszerintegráció Ltd. is Telekom Rendszerintegráció Private Limited Company. The registered company name of Makedonski Telekom is Makedonski Telekom AD.</p> <p>The headquarters of Magyar Telekom HU are located in Budapest (1097 Budapest, Könyves Kálmán krt. 36.). The Group's area of operation: Hungary, North Macedonia, Bulgaria and Romania.</p> <table border="1"> <thead> <tr> <th>SHAREHOLDERS</th> <th>OWNERSHIP (%)</th> </tr> </thead> <tbody> <tr> <td>Deutsche Telekom Europe B.V.</td> <td>63,55%</td> </tr> <tr> <td>Other foreign institutions</td> <td>12,36%</td> </tr> <tr> <td>Domestic institutions</td> <td>7,35%</td> </tr> <tr> <td>Domestic individuals</td> <td>7,84%</td> </tr> <tr> <td>Treasury shares</td> <td>4,30%</td> </tr> <tr> <td>Other</td> <td>4,60%</td> </tr> </tbody> </table>	SHAREHOLDERS	OWNERSHIP (%)	Deutsche Telekom Europe B.V.	63,55%	Other foreign institutions	12,36%	Domestic institutions	7,35%	Domestic individuals	7,84%	Treasury shares	4,30%	Other	4,60%		
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2-2	Entities included in the organization's sustainability reporting			<p>This Sustainability Report presents the results of Magyar Telekom Plc., Telekom Rendszerintegráció Ltd. (Formerly T-Systems Magyarország Ltd.) and Makedonski Telekom as Magyar Telekom Group. In the Sustainability Report, Magyar Telekom HU refers to Magyar Telekom Plc. and Telekom Rendszerintegráció Ltd. Magyar Telekom Group reports its Sustainability report on a voluntary basis, and it does not contain information on all consolidated subsidiaries. In the report, it is indicated to which entities the disclosed data or process is relevant. The data provided in the report can be compared on a historical basis.</p> <p>When defining the material topics, no difference was made per entity.</p>		TC1-520a, 2														
2-3	Reporting period, frequency and contact point		<a href="https://www.telekom.hu/about_us/society_and_environment/sustainability-reports/">https://www.telekom.hu/about_us/society_and_environment/sustainability-reports/</a>	<p>The sustainability report of Magyar Telekom Group is published on an annual basis, at the same time and similarly as the separate and consolidated financial statements. The period reported for the Sustainability Report is 1st of January 2023 to 31st of December 2023. The figures in the report correspond to the situation on 31 December 2023.</p> <p>Questions and queries on the report could be sent to the following e-mail address: <a href="mailto:sustainability@telekom.hu">sustainability@telekom.hu</a></p>																

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2-4	Restatements of information	Climate and Environment Protection (18)		In the report, the group's emissions figures changed compared to the previous report. Reason: - Update of emission factors. Magyar Telekom HU reports the recalculated data for the entire time series in terms of consistency purposes. - Magyar Telekom Group's electricity consumption changed in 2023 due to methodological reasons. - In the case of scope 3 emissions, on the one hand, the emission factors have changed, and on the other hand, more precise methodologies have been applied this year. The categories of purchased goods and services and capital goods show the greatest growth because the available data has expanded.		
2-5	External assurance	Assurance statement (63)		In order to ensure credibility and transparency, the Company continued to rely upon the support of an experienced and respected, external, independent third party. The purpose of the assurance procedure that they conducted is to determine the compliance, authenticity, comprehensiveness, structural integrity, justifiability and verifiability of the Sustainability Report. The report has been audited by PricewaterhouseCoopers Könyvvizsgáló Kft. and they assure the information contained therein to be reliable. The auditor was selected through a simplified procurement procedure and the bids received were evaluated on the basis of financial and professional criteria. The contract was concluded following due diligence of the partner's suppliers. The relevant internal regulation requires an annual audit of the sustainability report by an independent organization. The responsible senior manager ensures regular information about the activity at least once a year to the Board of Directors and the Leadership Squad.  The assurance process has been designed and conducted in accordance with the ISAE3000 and ISAE3410 standards, defined by the International Federation of Accountants. The respective limited assurance engagement report can be found in the 'Assurance Statement' chapter 4 focus areas were assessed, namely: - Scope 1 emissions (GRI 305-1) - Scope 2 emissions (GRI 305-2) - Scope 3 emissions (GRI 305-3) - Local procurement rate (GRI 204-1)		



**2 Activities and workers**

2-6	Activities, value chain and other business relationships	Stakeholders – Suppliers (48,49)	<a href="https://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group">https://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group</a>	Magyar Telekom Group's activities cover three basic business areas: - fixed line and mobile communications services for residential customers (Telekom brand) - services for SMB customers (Telekom brand) - corporate services provided to enterprise customers (previously T-Systems brand, from February 2023 Telekom brand)  Under the corporate Telekom brand are also comprised Magyar Telekom's employer and HR, financial and investor relations, legal and corporate affairs, sustainability and corporate responsibility, non-core businesses, technology and network activities. The Magyar Telekom Group's member companies operating in Hungary are managing content, media and other, non-access services provided under various brands. The Group's international member companies are operating in the markets of the South-East European region as integrated and alternative telecommunications service providers.  The total number of suppliers that Magyar Telekom Plc. contacted with procurement orders in 2023 was 1135. The total number of suppliers of Telekom Rendszerintegráció Ltd. was 702, and the total number of suppliers of Makedonski Telekom was 326 in 2023. The table lists the types of supplier by procurement areas in terms of Magyar Telekom Plc. and Telekom Rendszerintegráció Ltd., if suppliers are involved in the procurement processes of multiple areas than the above table lists them in all areas concerned.		
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Number of suppliers at different procurement areas Magyar Telekom Plc. and Telekom Rendszerintegráció Ltd. (2023)

TERÜLET	LEÍRÁS	MAGYAR TELEKOM PLC.						TELEKOM RENDSZERINTEGRÁCIÓ LTD.
		2018	2019	2020	2021	2022	2023	2023
Network	wire and wireless network, transmission technology, backbone network	342	319	320	337	319	279	169
IT	hardware, software procurement, IT Consulting & Contracting, IT-operations and desktop-services, OSS, BSS	331	287	280	271	236	264	535
CPE & Noncore	special projects and terminals, functional areas	86	130	119	69	84	111	59
Indirect	marketing, small purchases, fleet management, real estate management, related services, consultancy, labor force and HR services	783	770	638	644	584	664	182

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2-7	Employees	Diversity and Equal Opportunities (36,37,39)		<p>Number of employees of Magyar Telekom Group: 6 567 persons (as of 31 December 2023. Magyar Telekom Plc.: 5 445 persons, Telekom Rendszerintegráció Zrt: 153 persons, Makedonski Telekom: 969 persons)</p> <p>The company uses external workforce in all major areas of its operations. The decisions are made by the relevant directorates. Generally we rely on external workforce in special areas, rare skillsets and qualities contracting them to fill in temporary vacancies in different areas of our operations. The positions as well as the levels of expertise may vary and thus they are hard to specify.</p> <p>The detailed breakdown of workforce data is discussed in the Diversity and Equal Opportunities chapter of the report. Data of fluctuation is under GRI 401: Employment 2016 401-1.</p>		 
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Female	Male	Other	Not Disclosed	Total
Number of employees (head count)				
2370	4197	0	(208)	6567
Number of permanent employees (head count)				
2331	4155	0	0	6486
Number of temporary employees (head count)				
39	42	0	(208)	81
Number of non-guaranteed hours employees (head count)				
0	0	0	0	0
Number of full-time employees (head count)				
2261	4152	0	0	6413
Number of part-time employees (head count)				
109	45	0	(208)	154
Number of telework employees (head count)				
1694	2439	0	0	4133

Magyar Telekom Plc.	Telekom Rendszerintegráció Ltd.	Makedonski Telekom	Total
Number of employees (head count)			
5445	153	969	6567
Number of permanent employees (head count)			
5408	151	927	6486
Number of temporary employees (head count)			
37	2	42	81
Number of non-guaranteed hours employees (head count)			
0	0	0	0
Number of full-time employees (head count)			
5300	144	969	6413
Number of part-time employees (head count)			
145	9	0	154
Number of telework employees (head count)			
3989	144	0	4133

\* Gender as specified by the employees themselves.

2-8	Workers who are not employees	Digitalization (29) Diversity and Equal Opportunities (41)	<a href="https://www.telekom.hu/tekosagi/ugyintezes/elerhetosagok/ustatek/mobilitudas">https://www.telekom.hu/tekosagi/ugyintezes/elerhetosagok/ustatek/mobilitudas</a> (only in Hungarian) <a href="https://www.telekom.hu/rolunk/karier/kickstart">https://www.telekom.hu/rolunk/karier/kickstart</a> (only in Hungarian)	<p>On December 31, 2023, Magyar Telekom had 197 interns (including 49 Mobilitudós trainees) and Telekom Rendszerintegráció Ltd. had 11 interns. Throughout the internship program these 210 interns were provided with opportunities to gain real workforce experience in various areas of our operations. The diverse team of our Y2022 interns included students from the fields of IT, business, economy, architecture, horticultural sciences and many other areas.</p> <p>Nearly 80% of the third cohort of the Kickstart career program, continued in full-time entry-level positions at Magyar Telekom. The fourth cohort of the program continued to grow and 30 people started the program in September 2023. During the one-year program, the trainees were offered professional and soft-skills training and design thinking training. Kickstart trainees, working in areas across the company, work on a joint six-month project assignment in an agile approach, reinforcing the ability to work in cross-functional teams, which is increasingly important today. The joint project assignment is based on a real business need, reinforcing the relevance of the program.</p>	 
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<b>3.Governance</b>						
2-9 (1)	Governance structure and composition		<p>Corporate Governance <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance">http://www.telekom.hu/about_us/investor_relations/corporate_governance</a></p> <p>Board of Directors: <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors">http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors</a></p> <p>Remuneration and Nomination Committee <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation">http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation</a></p> <p>Supervisory Board <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/supervisory_board">https://www.telekom.hu/about_us/investor_relations/corporate_governance/supervisory_board</a></p> <p>Audit Committee <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/audit_committee">https://www.telekom.hu/about_us/investor_relations/corporate_governance/audit_committee</a></p> <p>Self-assessment of BoD 2023: <a href="https://www.telekom.hu/static-tr/aw/file/bod-self-assessment-2023.pdf">https://www.telekom.hu/static-tr/aw/file/bod-self-assessment-2023.pdf</a></p> <p>Corporate Governance Report of Magyar Telekom 2023: <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents/1_Corporate_Governance_Reports-sub-site">https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents/1_Corporate_Governance_Reports-sub-site</a></p> <p>Consolidated annual report 2023: <a href="https://www.telekom.hu/about_us/investor_relations/financial/AnnualReports-sub-site">https://www.telekom.hu/about_us/investor_relations/financial/AnnualReports-sub-site</a></p>	<p>Magyar Telekom's Board of Directors is the management body of the Company and represents the Company with regard to third parties, in court and before other authorities. The Board of Directors exercises its rights and performs its obligations as an independent body. The Board of Directors is not an operative management body, in other words, the Board of Directors is not involved in the Company's daily business. The Board of Directors is responsible for all matters relating to the Company's management and course of business not otherwise reserved to the General Meeting or to other corporate bodies by the Articles of Association of the Company or by the law.</p> <p>The Board of Directors established the Remuneration and Nomination Committee to support the Board of Directors of the Company regarding the remuneration and certain nomination related issues of the members of the corporate bodies and the top executives of the Company in accordance with its Rules of Procedure. The reason for combining certain tasks regarding the remuneration and nomination is to make the decision-making procedure of the Board of Directors more efficient in personnel matters, and to ensure the complex handling thereof.</p> <p>The Supervisory Board (SB) oversees the management of the Company in order to protect its interests. Within the framework of this activity the Supervisory Board supervises the control, management and business activities of the Company as well as compliance of the Company's operation with the laws and the Articles of Association. Three members of the Supervisory Board must be independent from time to time in accordance with the applicable provisions of the Civil Code and two members of the Supervisory Board must be employees of the Company.</p> <p>The Audit Committee is a permanent committee composed – by selection of the Company's General Meeting – of independent members of the Company's Supervisory Board. The purpose of the Audit Committee is to support the Supervisory Board (1) in supervising the financial reporting system, (2) in selecting the statutory Auditor and (3) in cooperating with the statutory Auditor.</p> <p>On December 31, 2023 the Board of Directors had eight members, with two internal (executive) and six external (non-executive) members. 3 members are considered independent, and 5 members are not considered independent. The gender ratio in the Board of Directors on December 31, 2023: 5 males and 3 females.</p> <p>Members of the Board of Directors on December 31, 2023:</p> <ul style="list-style-type: none"> <li>• Daniel Dautb, Chairperson of the Board of Directors, Senior Vice President Finance &amp; Performance Management Europe, Deutsche Telekom AG; Chairperson of the Board of Directors since May 2023. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Board of Directors: Hellenic Telecommunications Organization S.A. (OTE)</li> <li>• Member of the Board of Directors: Deutsche Telekom Europe Holding GmbH</li> <li>• Member of the Supervisory Board: Deutsche Telekom Services Europe SE</li> <li>• Member of the Board of Directors: Stratospheric Platforms Ltd (UK)</li> </ul> </li> <li>• Daria Dodonova, Chief Financial Officer, Magyar Telekom Plc.; member of the Board of Directors since April 2020.</li> <li>• Gábor Fekete, consultant (independent); member of the Board of Directors since April 2020.</li> <li>• Elvira Gonzalez, Senior Vice President B2B Europe, Deutsche Telekom AG; member of the Board of Directors since April 2022. Other principal directorships: <ul style="list-style-type: none"> <li>• Chairperson of the Supervisory Board: Hrvatski Telekom</li> <li>• Chairperson of the Remuneration and Nomination Committee: Hrvatski Telekom</li> <li>• Member of the Supervisory Board: T-Mobile Polska S.A.</li> <li>• Member of the Audit Committee: T-Mobile Polska S.A.</li> <li>• Member of the Supervisory Board: Hubraum</li> </ul> </li> <li>• Frank Odzuck, Chief Executive Officer, Zwack Unicum Plc. (independent); member of the Board of Directors since November 2006. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Board of Directors (Zwack Unicum Plc.).</li> </ul> </li> <li>• Péter Rátatics, Consumer Services Executive Vice President of MOL Group (independent); member of the Board of Directors since April 2019. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Management Committee: MOL Plc.</li> <li>• Chairman of the Supervisory Board: TIFON d.o.o.</li> <li>• Chairman: Hungarian Petroleum Association</li> <li>• Member of the Board of Directors: MÁV Ltd. (Hungarian State Railways)</li> <li>• Member of the Supervisory Board: MOL Romania SRL</li> </ul> </li> <li>• Tibor Rékasi, Chief Executive Officer, Magyar Telekom Plc.; member of the Board of Directors since June 2018. Other principal directorships: <ul style="list-style-type: none"> <li>• Chairperson of the Board of Directors: Telekom Rendszerintegráció Ltd.</li> <li>• President: Hungarian Esports Federation (HUNESZ)</li> </ul> </li> <li>• Melinda Szabó, Senior Vice President B2C Europe, Deutsche Telekom AG, member of the Board of Directors since April 2022. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Advisory Board: UNICEF</li> <li>• Member of the Board of Directors: Hellenic Telecommunications Organization S.A. (OTE)</li> </ul> </li> </ul> <p>The following aspects were considered in assessing the Board of Directors members:</p> <ul style="list-style-type: none"> <li>• Daniel Dautb: Master's degree in business administration. Over 15 years of experience in various management positions in the international telecommunication sector. Chairperson of the Board of Directors.</li> <li>• ŠDaria Dodonova: Master degree in International Finance. Over 15 years of experience in various management positions. Chief Financial Officer of the Company.</li> <li>• Gábor Fekete: Holds a Mechanical Engineer degree. Thorough his career, he has gained experience in several managerial positions. Independent member of the Board of the Directors.</li> <li>• Elvira Gonzalez: University degree in Telecommunication Engineering and Business Administration. Over 15 years of experience in telecommunications in various management positions.</li> <li>• Frank Odzuck: Degree in economics. Many years of professional experience in the position of managing director of the Hungarian subsidiaries of international corporations. Independent member of the Board of Directors.</li> <li>• Péter Rátatics: Graduated in economics. Over 10 years of management experience in various positions. Independent member of the Board of Directors.</li> <li>• Tibor Rékasi: Graduated from the Budapest Business School. Over 20 years of experience in various managerial positions. Directed Magyar Telekom's Enterprise and Residential businesses as a Chief Officer. Chief Executive Officer of the Company.</li> <li>• Melinda Szabó: Holds a degree in Marketing Economics and Business Administration. Over 15 years of experience in the telecommunications industry in various management positions.</li> </ul>		 

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The gender ratio in the Supervisory Board on December 31, 2023: 4 males and 1 female. Members of the Supervisory Board on December 31, 2023:</p> <ul style="list-style-type: none"> <li>• Prof. dr. Attila Borbély, Chairperson of the Supervisory Board, Professor Emeritus of University of Debrecen, Faculty of Economics and Business (independent); chairperson of the Supervisory Board since April 2020.</li> <li>• Krisztina Dorogházi, Vice President Controller, Honeywell, (independent); member of the Supervisory Board since April 2020.</li> <li>• Gyula Bereznai, Chairman of the Central Workers' Council, Magyar Telekom Plc.; member of the Supervisory Board since April 2022</li> <li>• András Szakonyi, Senior Vice President - Global Data Centers, Iron Mountain, (independent); member of the Supervisory Board since April 2020.</li> <li>• Endre Szepesi, Member of the Workers Council, Magyar Telekom Plc.; member of the Supervisory Board since April 2022.</li> </ul> <p>The General Meeting elects a 3-member Audit Committee from the independent members of the Supervisory Board for the same period as the membership of the relevant members in the Supervisory Board. The gender ratio in the Audit Committee on December 31, 2023: 2 males and 1 female. Members of the Audit Committee on December 31, 2023:</p> <ul style="list-style-type: none"> <li>• Prof. dr. Attila Borbély, Chairperson of the Audit Committee, Professor Emeritus of University of Debrecen, Faculty of Economics and Business; Chairperson of the Audit Committee since April 2020</li> <li>• Krisztina Dorogházi, Vice President Controller, Honeywell; member of the Audit Committee since April 2020</li> <li>• András Szakonyi, Senior Vice President - Global Data Centers, Iron Mountain; member of the Audit Committee since April 2020.</li> </ul> <p>On December 31, 2023 the Remuneration and Nomination Committee had three members (three external (non-executive) members). 1 member is considered independent, and 2 members are not considered independent. The gender ratio in the Remuneration and Nomination Committee on December 31, 2023: 2 males and 1 female. Members of the Remuneration and Nomination Committee on December 31, 2023:</p> <ul style="list-style-type: none"> <li>• Daniel Daub, Chairperson of the Remuneration and Nomination Committee, Senior Vice President Finance &amp; Performance Management Europe, Deutsche Telekom AG; Chairperson of the Remuneration and Nomination Committee since May 2023. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Board of Directors: Hellenic Telecommunications Organization S.A. (OTE)</li> <li>• Member of the Board of Directors: Deutsche Telekom Europe Holding GmbH</li> <li>• Member of the Supervisory Board: Deutsche Telekom Services Europe SE</li> <li>• Member of the Board of Directors: Stratospheric Platforms Ltd (UK)</li> </ul> </li> <li>• Elvira Gonzalez, Senior Vice President B2B Europe, Deutsche Telekom AG; member of the Remuneration and Nomination Committee since May 2022. Other principal directorships: <ul style="list-style-type: none"> <li>• Chairperson of the Supervisory Board: Hrvatski Telekom</li> <li>• Chairperson of the Remuneration and Nomination Committee: Hrvatski Telekom</li> <li>• Member of the Supervisory Board: T-Mobile Polska S.A.</li> <li>• Member of the Audit Committee: T-Mobile Polska S.A.</li> <li>• Member of the Supervisory Board: Hubraum</li> </ul> </li> <li>• Frank Odzuck, Chief Executive Officer, Zwack Unicum Plc.; member of the Remuneration and Nomination Committee since April 2010. Other principal directorships: <ul style="list-style-type: none"> <li>• Member of the Board of Directors (Zwack Unicum Plc.).</li> </ul> </li> </ul>		 
2-10	Nomination and selection of the highest governance body		<p>Remuneration and Nomination Committee: <a href="https://www.telekom.hu/static-tr/sw/file/bod-self-assessment-2023.pdf">https://www.telekom.hu/static-tr/sw/file/bod-self-assessment-2023.pdf</a></p> <p>Rules of Procedure of the Remuneration and Nomination Committee: <a href="https://www.telekom.hu/static-tr/sw/file/20200101_MT_RNC_RoP_ENG.pdf">https://www.telekom.hu/static-tr/sw/file/20200101_MT_RNC_RoP_ENG.pdf</a></p> <p>Submissions of the Annual General Meeting 2022: <a href="https://www.telekom.hu/static-tr/sw/file/2022AGM_submissions_0321_boritoval.pdf">https://www.telekom.hu/static-tr/sw/file/2022AGM_submissions_0321_boritoval.pdf</a></p> <p>Resolutions of the Annual General Meeting 2022: <a href="https://www.telekom.hu/static-tr/sw/file/20220412_AGM_resolutions_honlapra.pdf">https://www.telekom.hu/static-tr/sw/file/20220412_AGM_resolutions_honlapra.pdf</a></p> <p>Submissions of the Annual General Meeting 2023: <a href="https://www.telekom.hu/static-tr/sw/file/2023AGM_submissions.pdf">https://www.telekom.hu/static-tr/sw/file/2023AGM_submissions.pdf</a></p> <p>Resolutions of the Annual General Meeting 2023: <a href="https://www.telekom.hu/static-tr/sw/file/20230419_AGM_resolutions.pdf">https://www.telekom.hu/static-tr/sw/file/20230419_AGM_resolutions.pdf</a></p> <p>Articles of Association: <a href="https://www.telekom.hu/static-tr/sw/file/20231207_Articles_of_Association.pdf">https://www.telekom.hu/static-tr/sw/file/20231207_Articles_of_Association.pdf</a></p>	<p>The Annual General Meeting held on April 12, 2022 elected the new Board of Directors members. The Annual General Meeting held on April 19, 2023 elected a new member of the Board of Directors.</p> <p>Shareholders shall have the right to participate at the General Meeting, and if holding shares with voting rights, to vote, in accordance with the Articles of Association.</p> <p>In December 2013 the Remuneration and Nomination Committee elaborated the standard requirements for nomination of the members of the corporate bodies which – among others – include information relating to the identity and professional suitability of the candidates, and their relevant professional and industrial experience. The Remuneration and Nomination Committee on its meeting held on April, 2016 agreed that in the nomination process diversity and complementary competencies are taken into consideration.</p>		 
2-11	Chair of the highest governance body		<p>Board of Directors: <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors">https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors</a></p> <p>Chairperson of the Board of Directors: <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/daniel-daub">https://www.telekom.hu/about_us/investor_relations/corporate_governance/daniel-daub</a></p> <p>Self-assessment of BoD 2023: <a href="https://www.telekom.hu/static-tr/sw/file/bod-self-assessment-2023.pdf">https://www.telekom.hu/static-tr/sw/file/bod-self-assessment-2023.pdf</a></p>	<p>The chairperson of the Board of Directors is an external (non-executive) member of the Board of Directors.</p>	<p>Corporate compliance Regulatory compliance</p>	


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2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Approach (5)		Senior management is responsible for deciding the main directions of sustainability activities, including the topics of strategies, goals and regulations. Rules of Procedure of the Board of Directors does not include the responsibility of developing, approving, and updating the organization's mission, strategies and policies related to sustainable development.		
2-13	Delegation of responsibility for managing impacts	Sustainability Approach (5) Corporate Governance (9)		Senior management is responsible for deciding the main directions of sustainability activities, including the topics of strategies, goals and regulations, furthermore, ensuring that the Board of Directors and the Leadership Squad receive information about the activity regularly at least once a year.  Magyar Telekom Group conducts its risk management activities according to the risk management guidelines established by the group-level risk management organization and approved by the Board of Directors.  Magyar Telekom Group's group-level risk report is regularly submitted to the Board of Directors, the Audit Committee and the Supervisory Board, as well as to Deutsche Telekom's risk management organization.		
2-14	Role of the highest governance body in sustainability reporting			Rules of Procedure of the Board of Directors does not include the responsibility of reviewing and approving the reported information, including the organization's material topics.		
2-15	Conflicts of interest		<p>Other principal directorships of the members of the Board of Directors: <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors">https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors</a></p> <p>Rules of Procedure of the Board of Directors (Section 4.7): <a href="https://www.telekom.hu/static-tr/sw/file/20230919_MTBod_RoP_DiG.pdf">https://www.telekom.hu/static-tr/sw/file/20230919_MTBod_RoP_DiG.pdf</a></p> <p>Code of Conduct of Magyar Telekom: <a href="https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf</a></p>	<p>According to the Corporate Governance Recommendations of the Budapest Stock Exchange, the Board of Directors prepared and acknowledged its report on cases in which "significant personal interest" of the members of the Board of Directors or their relatives could be clearly identified in any business transactions of the Company, which excluded their independence. The Board of Directors submitted the report to the Supervisory Board for acknowledgement</p> <p>Transactions between members of the Board of Directors (or persons in a close relationship to them) and the Company (or the Company's subsidiaries) shall be conducted according to the general rules of practice of the Company, but, with stricter transparency rules in place. In the case such a transaction is outside the normal course of the Company's business, the transaction and its terms should be approved by the Supervisory Board.</p> <p>In the event of accepting a new executive office, within fifteen days of accepting such executive office, the member of the Board of Directors shall notify about this fact in writing those companies, where he/she already serves as an executive officer or a supervisory board member. The member of the Board of Directors shall inform the Supervisory Board, if he/she receives an offer of Board of Directors or Supervisory Board membership or an offer of an executive management position in a company which is not part of the Company group and if he/she accepted the offer.</p>		
2-16	Communication of critical concerns			Confidentiality constraints		
2-17	Collective knowledge of the highest governance body			Senior management is responsible for deciding the main directions of sustainability activities, including the topics of strategies, goals and regulations, furthermore, ensuring that the Board of Directors and the Leadership Squad receive information about the activity regularly at least once a year.		
2-18	Evaluation of the performance of the highest governance body		<p><a href="https://www.telekom.hu/static-tr/sw/file/20230919-remuneration-policy.pdf">https://www.telekom.hu/static-tr/sw/file/20230919-remuneration-policy.pdf</a></p> <p><a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents/1_Corporate_Governance_Reports_sub-site">https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents/1_Corporate_Governance_Reports_sub-site</a></p>	<p>Top management decisions have a direct impact on the entire Magyar Telekom Group's activity and future priorities. The performance of the top management (Chief Executive Officer, Chief Officers) is incentivized through the Lead to Win motivation system. The incentive system has a short-term incentive (bonus), a long-term, cash-based incentive (LT) and a long-term, share-based incentive (share benefit program - SBP) element.</p> <p>The Remuneration and Nomination Committee of Magyar Telekom Group's Board of Directors makes proposals both for the annual targets and the evaluation of their implementation. The Committee Member, independent from the majority owner, shall provide for the representation of the minority owners' interests. Upon consideration of the proposals made by the Remuneration Committee, the Board of Directors adopts decisions regarding the targets and evaluation of top executives' performance. The Board of Directors evaluates the performance of the previous year and finalizes the targets of the current year in the first meeting of the year. In general, 55% of top executives' salary is fixed, while 45% is variable pay (bonus).</p> <p>The annual bonus is payable prorated to the evaluated performance of the partly collective, partly individual targets set at the beginning of the year and derived from Magyar Telekom Group's strategic targets. In the case of the collective targets no bonus is payable, if performance is below a certain minimum limit, defined in advance. In case of over-achieving the targets, additional bonus is paid, the extent of which cannot exceed 50% of the bonus payable upon 100% performance. The framework of bonus target setting (bonus amount, structure and maximal amount of additional bonus) is defined by the strategic investor's compensation guidelines (Deutsche Telekom Global Compensation Guidelines). In addition to the annual target-setting, evaluation and bonus payment used as short-term incentive, the Company also lays emphasis on long-term performance stimulation. The first package of the LTi-program - as part of the Lead to Win system - was introduced in 2015 so as to stimulate the contribution of the top management to the achievement of the strategic objectives even more effectively. With the 4-year term Telekom focuses on the increase of sustainable performance. It is the competence of the General Meeting to approve the "Remuneration Guidelines" that sets forth the remuneration principles and components for the top management and the members of corporate bodies.</p>		




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2-24	Embedding policy commitments		<a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a> <a href="https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a>	The Magyar Telekom Group's Code of Conduct summarises the Group's corporate compliance requirements, sets out the Group's shared values and is also the pledge of Telekom's strong position, reputation and successful future. The Code of Conduct applies to everyone within the 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.		
2-25	Processes to remediate negative impacts		<a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a> <a href="https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a>	Magyar Telekom Group's Code of Conduct defines the Group's corporate compliance requirements as well as the principle of zero tolerance towards deliberate misconduct. Without any exception the Magyar Telekom Group will severely sanction any such misconduct or violation against legal provisions. In doing so Magyar Telekom Group will take no account of the employee's rank or position within the company. Implementation of policies and procedures are in place that address potential compliance risk areas together with identifiable mechanisms for reporting, investigating, monitoring, and correcting cases of suspected or actual non-compliance.		
2-26	Mechanisms for seeking advice and raising concerns		<a href="https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf</a> <a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a>	Magyar Telekom Group takes the Code of Conduct and its detailed regulation seriously and considers its enforcement to be among the highest priorities, but it is also acknowledged that it is sometimes difficult to know right from wrong. That's why the employees are encouraged to initiate open communication through an internally available Ask me! portal. Complaints and concerns about possible non-compliance with ethics are to be issued through the dedicated Tell Me! secure internal employee site.		
2-27	Compliance with laws and regulations			Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In order to prevent potential authority penalties and sanctions the Company always strives to ensure Magyar Telekom's compliance with the effective laws and manage conflicts – besides harmonizing processes and IT systems with the amendment of laws – with continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations. Magyar Telekom reports for the GVH and NMHH fines in the related GRI indicators. Further information is confidential.		
2-28	Membership associations	Stakeholders (53)		Comprehensive list of Magyar Telekom Group's membership associations, domestic and international representative organizations is available in the Stakeholders chapter.		
<b>5. Stakeholder engagement</b>						
2-29	Approach to stakeholder engagement	Stakeholders (43)		Stakeholders include those groups that have an impact on or are interested in the achievement of the company's goals. When revising Magyar Telekom HU's sustainability strategy, the first step was to review the list of stakeholders and update it based on the knowledge of an internal professional team and the ESG squad. Magyar Telekom HU is also in contact with its previously identified stakeholders and considers their opinions and suggestions. In the framework of numerous forums and surveys, as well as during personal meetings, it was possible to contact these groups and present the sustainability activities. Main stakeholders: <ul style="list-style-type: none"> <li>- Management</li> <li>- Parent company</li> <li>- Investors</li> <li>- Clients</li> <li>- Suppliers</li> <li>- Employees</li> <li>- Next generation</li> <li>- Regulators, government</li> <li>- Media</li> <li>- NGOs</li> </ul> In the process of identifying material topics, Magyar Telekom HU addressed its stakeholders in the form of a questionnaire, which was distributed to the stakeholders by the departments of the company, which are in contact with the given interested group.		
2-30	Collective bargaining agreements			99,9% of the employment contracts of Magyar Telekom Plc. employees operating in Hungary fall under collective bargaining agreements (the CEO and Deputies are excluded from the scope of the Collective Agreement), 100% of the employment contracts of Telekom Rendszerintegráció Ltd. employees operating in Hungary fall under collective bargaining agreements, the same ratio for Macedonian workers is 84,01% in 2023.		



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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
3-1	Process to determine material topics	Stakeholders (43,44)		<p>In the process of identifying material topics, a survey was conducted with the involvement of ESG experts and ESG Squad at Magyar Telekom HU to identify the company's stakeholders. Stakeholders were evaluated based on power, urgency and legitimacy; the methodology used is the Saliency model. Subsequently, stakeholders were addressed in the form of a questionnaire. During the evaluation of the results of the questionnaire, high priority was given to topics with strategic focus and highlighted for compliance with the law, then topics important from the point of view of operation, and topics appearing in investor evaluations were also emphasized. For more information, see Stakeholders section of the report.</p> <p>Magyar Telekom HU also offers a permanent opportunity for interested parties to share their comments, suggestions and opinions at the following email address: fenntarthatosag@telekom.hu</p>		
3-2	List of material topics	Stakeholders (43,44)		<p>The methodology and list for identifying material topics can be found in the Stakeholder section of the report. The GRI standard provides an opportunity to group relevant topics. Magyar Telekom's disclosures related to relevant topics are explained below according to the following groupings:</p> <ul style="list-style-type: none"> <li>- Privacy</li> <li>- Investor Relations</li> <li>- Inclusive workplace: Talent management for co-workers, Accessibility in the office, Employee communities to promote inclusion, Employee engagement through communities</li> <li>- Suppliers: Strengthening sustainability aspects in the supply chain, Local procurement</li> <li>- Digital skills development</li> <li>- Human rights</li> <li>- Energy: Energy efficiency and measures, Energy use, Use of renewable energy, Resource use</li> <li>- Ensuring equal opportunities</li> <li>- Responsible services: Climate protection solutions, Service availability, Accessibility in services, Safe mobile use, electromagnetic fields, ICT for sustainability, Protection of nature in protected areas (and nearby) network operation</li> <li>- Sustainability coordination</li> <li>- Climate protection: Emissions, Greenhouse gas offsets, Network resilience to external factors, Science based targets</li> <li>- Risk management</li> <li>- Circularity: Transition to a circular economy, Distribution of refurbished appliances, Process waste management, Sustainable packaging</li> <li>- Compliance: Regulatory compliance, Corporate compliance</li> <li>- Collaborations</li> <li>- Customers: Customer satisfaction, Informing customers, Customer involvement</li> </ul>		


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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics CUSTOMERS</b>						
3-3	Management Approach	Stakeholders – Customers (45,46,47)		The "voice of the customer" is extremely important for Magyar Telekom HU. The feedback from customers helps the design and development of services and processes. It is important for Magyar Telekom HU to provide its customers with a quality and reassuring solution during the investigation and handling of complaints, paying attention to customer satisfaction and ensuring an excellent customer experience. In connection with the service provider or services, Magyar Telekom Plc. provides all customers with an opportunity to interpret their opinion at least once a year.		
	High-level overview of impacts	Stakeholders – Customers (45,46,47)		In addition to continuous data collection, Magyar Telekom Plc. regularly conducts customer satisfaction measurements among its customers belonging to its segments using research methodologies applied in the telecommunications field, with the help of them, the company also maps customer satisfaction and factors affecting it. The applied methodologies for the residential customers: TRI*M, Medallia; for micro and small companies: TRI*M; for medium and large companies: strategic satisfaction research. For each segment: contact satisfaction research. In addition, consumer habits were also assessed in 2023 as part of the Omnibus research.		
	High-level overview of managing impacts	Stakeholders – Customers (45,46,47)		The special call center team contacts customers with complaints related to the services of Magyar Telekom Plc. and makes efforts to eliminate all errors. Responsible departments are notified about process issues, which are handled and eliminated by them. Furthermore, the CEX (Customer Experience) team has a significant role in mapping the detected problem hotspots and coordinating their solutions.		
	Effectiveness of actions to manage impacts	Stakeholders – Customers (45,46,47) Corporate Governance (8)		The applied methodologies and their results are presented in detail in the chapter "Stakeholders - Customers" of the Sustainability Report. In addition to the development and improvement opportunities revealed by the results of the surveys, several internal processes provide opportunities to increase the effectiveness of the measures aimed at managing the effects, which are presented in the Corporate Governance chapter.		
	Policies, standards, commitments			Magyar Telekom HU has developed processes and regulations for ensuring the measurement of customer satisfaction and complaint handling practices.		
<b>Material topics PRIVACY</b>						
3-3	Management Approach		<a href="https://www.telekom.hu/rolunk/adekvatelem">https://www.telekom.hu/rolunk/adekvatelem</a> (only HU)	The protection of its customers, employees, contractual partners and visitors in relation to the processing of their personal data, as well as ensuring their right to control of their information, is a priority for Magyar Telekom Plc. Magyar Telekom Plc. handles the personal data of data subjects who come into contact with it confidentially and in accordance with the applicable legal provisions, ensures the security of the data, implements technical and organizational measures and establishes the procedural rules necessary to be compliant with the applicable legal provisions, court decisions, authority decisions and recommendations relating to data protection.		
418 Customer Privacy 2016 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			Magyar Telekom Plc. received requests and complaints from the National Authority for Data Protection and Freedom of Information and also directly from customers in 2023, which were duly investigated by Magyar Telekom Plc., and the findings were reported to the complaining customer or to the Authority respectively. Based on the results of the investigations, we review our processes and make adjustments, if necessary.  In 2023, one official data protection investigation and two official procedures related to the handling of personal data were initiated, and none of the procedure began in 2022 and concluded in 2022 resulted in the imposition of a fine of 500 000 HUF. 418-1-b: Confidentiality constraints  Magyar Telekom Plc. has an ISO 27001 Information Security Management System.	TC-TL-220a.1 TC-TL-230a.1 TC-TL-230a.2	

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>INVESTOR RELATIONS</b>						
3-3	Management Approach	Stakeholders – Investors (44)	<a href="https://www.telekom.hu/about_us/investor_relations">https://www.telekom.hu/about_us/investor_relations</a> <a href="https://bse.hu/pages/company_profile/\$issuer/1633">https://bse.hu/pages/company_profile/\$issuer/1633</a> <a href="https://bse.hu/pages/company_profile/\$security/MTELEKOM">https://bse.hu/pages/company_profile/\$security/MTELEKOM</a>	<p>Considering the fact that Magyar Telekom Plc.'s shares are listed on the Budapest Stock Exchange (BSE) as a publicly traded company, the Company has various accounting, capital market and corporate law disclosure obligations</p> <p>Magyar Telekom Plc. is committed to ensure that the reports published for its shareholders or investors are accurate and complete, that they provide a reliable and valid overview of the Company's financial situation and operational results, and that they are published in compliance with the applicable laws and requirements of the BSE.</p> <p>On the company's website, up-to-date information is available on the Company's financial situation, general meetings, dividend payments, contact options, and the current share price of Magyar Telekom Plc. can be tracked. Furthermore, information about the company's publications and trading data is also available on the BSE website.</p> <p>The Company, as the issuer of publicly traded shares, is obliged to regularly inform the public about the main data of its assets, financial status and operations, and to inform the public about all information directly or indirectly affecting the value, yield or reputation of the stocks.</p> <p>The processes and controls currently implemented at Magyar Telekom Plc. ensure, among others, the following: information falling within the scope of regular information required by law, as well as all other information relevant for investors and public, are recorded, processed, summarized, furthermore, accurate and timely information is prepared, and the information is collected and forwarded to management, thus ensuring timely decisions on the required disclosure.</p> <p>The Company also assesses the needs of investors on an annually or once in two years, using a questionnaire method. The so-called perception study is carried out by a specialized, independent company, which assesses the opinions, needs and expectations of investors based on a representative sample with the help of a detailed list of questions. Regular meetings (virtual and face-to-face) take place between senior management and Investor Relations departments, investors and analysts at various conferences, roadshows and individual inquiries</p> <p>The Company's policy is that disclosures to shareholders and market participants give an accurate and complete picture of the Company and reflect the Company's financial position and operating results in all respects. Such disclosures are made periodically in accordance with applicable laws, regulations and regulations. The Company implements an ICS control assessment every year to examine disclosure processes too.</p> <p>Magyar Telekom Plc. has developed internal regulations for disclosure processes and investor relations.</p>		
	High-level overview of impacts					
	High-level overview of managing impacts					
	Effectiveness of actions to manage impacts					
	Policies, standards, commitments					
<b>Material topics</b>						
<b>SUSTAINABILITY COORDINATION</b>						
3-3	Management Approach	Corporate Governance (7)		<p>Magyar Telekom HU carries out its activities considering sustainable development aspects at group level, in Hungary and in all countries of operation. This is not only a key asset for the Group's long-term success, but also a fundamental value for its role in the region and its social, environmental and economic impact through its services. Group-level coordination of sustainability activities is led by the ESG Squad (formerly Sustainability Squad) from 2023. Magyar Telekom's corporate governance practices from a sustainability perspective are summarized in the chapter Corporate Governance.</p> <p>The main objective of Magyar Telekom HU's 5th Sustainability Strategy is to remain the country's leading sustainable company by putting digitalization at the service of the development of people, families and businesses, and the protection of the environment. The main guiding principle of the company's new strategy is to maintain its leading role in sustainability, both as a company and as an ICT service provider. It has therefore set long-term goals up to 2030, which it will monitor and update as necessary in line with the emerging trends.</p> <p>At the beginning of 2023, Magyar Telekom HU revised its strategic objectives in order to respond to the changing external and internal circumstances and to set its objectives along even more accurate calculations. The operational implementation of the strategy's objectives is carried out by cross-functional working groups with the tasks of further breakdown of objectives, developing and implementing the business plan.</p> <p>The company continuously monitors the implementation of its objectives in the fields of climate protection, digitalization, diversity and inclusion, which are detailed in the relevant chapters of the report.</p> <p>Magyar Telekom HU has developed internal regulations on the framework of its sustainability operations.</p>		
	High-level overview of impacts	Sustainability Approach (5)				
	High-level overview of managing impacts	Sustainability Approach (5)				
	Effectiveness of actions to manage impacts					
	Policies, standards, commitments					

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>HUMAN RIGHTS</b>						
3-3	Management Approach	Diversity and Equal Opportunities (33,34)	<a href="https://www.telekom.hu/about_us/investor_relations">https://www.telekom.hu/about_us/investor_relations</a> <a href="https://bse.hu/pages/company_profile/\$issue/1633">https://bse.hu/pages/company_profile/\$issue/1633</a> <a href="https://bse.hu/pages/company_profile/\$security/MTELEKOM">https://bse.hu/pages/company_profile/\$security/MTELEKOM</a>	Magyar Telekom Group is committed to respect and support human and social rights at all times in terms of tasks arising from technological development and digitalization. In accordance with the principles set out in the Code of Human Rights and Social Principles, it stands for the protection of human rights enshrined in international human rights agreements, including freedom of conscience and opinion. In addition, the company rejects child labor, forced labor and compulsory labor of all kinds, and fights against all forms of human trafficking and modern-day slavery. Child labor and forced labor are defined in accordance with the core conventions of the International Labor Organization. Through the Code of Human Rights and Social Principles, social standards are binding on the entire group of companies and accessible to everyone. The Code is based on values developed and followed in accordance with international norms, guidelines and standards, in particular: - international human rights agreements, - the basic conventions of the International Labor Organization, - OECD Guidelines, the Global Compact, - the International Labor Organization's Tripartite Declaration concerning Multinational Enterprises and the Principles of Social Policy (Declaration concerning Multinational Enterprises), and - the UN Guiding Principles on Business and Human Rights. As a subsidiary of Deutsche Telekom Group, Magyar Telekom Group strives to fully comply with the requirements of the Code of Human Rights and Social Principles. More information can be found in the Universal GRI Standards		
GRI 408 Child Labor 2016 408-1	Operations and suppliers at significant risk for incidents of child labor	Stakeholders – Suppliers (48,49)	<a href="https://www.telekom.hu/about_us/sustainability/sustainable-supplier-chain-management-process">https://www.telekom.hu/about_us/sustainability/sustainable-supplier-chain-management-process</a> <a href="https://beszerzes.telekom.hu/beszerzes/portal?appid=beszerzes&amp;page=szallitoinknak/kornyezetvedelem/fooldalvm">https://beszerzes.telekom.hu/beszerzes/portal?appid=beszerzes&amp;page=szallitoinknak/kornyezetvedelem/fooldalvm</a>	Deutsche Telekom Group as our parent company is responsible for the maintenance and supervision of compliance of global suppliers through monitoring and audits. For further information of the method of classification of global suppliers and the relevant results, please visit the indicated website.		
GRI 409 Forced Labor 2016 409-1	Operations and suppliers at or Compulsory Labor 2016 forced or compulsory labor	Stakeholders – Suppliers (48,49)	<a href="https://www.telekom.hu/about_us/sustainability/sustainability-strategy/sustainable-supplier-chain-management-process">https://www.telekom.hu/about_us/sustainability/sustainability-strategy/sustainable-supplier-chain-management-process</a> <a href="https://beszerzes.telekom.hu/beszerzes/portal?appid=beszerzes&amp;page=szallitoinknak/kornyezetvedelem/fooldalvm">https://beszerzes.telekom.hu/beszerzes/portal?appid=beszerzes&amp;page=szallitoinknak/kornyezetvedelem/fooldalvm</a>	Deutsche Telekom Group as our parent company is responsible for the maintenance and supervision of compliance of global suppliers through monitoring and audits. For further information of the method of classification of global suppliers and the relevant results, please visit the indicated website.		
GRI 410 Security 2016 410-1	Security personnel trained in human rights policies or practices 2016 procedures		<a href="https://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/sw/file/Code_of_conduct.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf</a>	Security personnel employed by the company also participated in the compulsory human rights e-Training of all Magyar Telekom Group employees in 2018. The training became an element of the compulsory employee training portfolio as of 2018. As partners of Magyar Telekom, they are too obliged to thoroughly comprehend and comply with the contents of Magyar Telekom Group Code of Business Conduct and Ethics and the code of Human Rights and Social Principles.		
<b>Material topics</b>						
<b>RISK MANAGEMENT</b>						
3-3	Management Approach			Magyar Telekom Group operates a group-wide risk management process. The established risk management process provides a framework for the following elements: - Identification of risks through the involvement of all organizations; - Once risks have been identified, they are analyzed, evaluated and quantified. - Define courses of action to reduce risk. - Evaluation, monitoring and implementation of measures by the risk owner. Further information is presented under the Universal GRI Standards and in the chapter on Corporate Governance.		TC-TL-550a.1
GRI 205 Anti Corruption 2016 GRI 205-1	Operations assessed for risks related to corruption	Corporate Governance (8,9)	<a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a>	Yearly Compliance Risk Assessment (CRA) addresses active and passive corruption separately. It always includes Magyar Telekom Plc., Telekom Rendszerintegráció Ltd., Makedonski Telekom. Other subsidiaries may be included on an ad-hoc basis based on inputs coming from compliance investigations. The CRA covers the before mentioned companies entirely (100%). During the risk assessment remedial actions were formulated concerning the risks identified. The fulfillment of these measures is also monitored.		
Tax 2019 207-2	Tax governance, control, and risk management	Corporate Governance (9)		Magyar Telekom has a Group-level risk management system in place, which covers the efficient and appropriate management of tax-related risks, too. The system systematically identifies, analyzes, assesses, monitors and minimizes tax-related risks and ensures their proper communication. In addition, existing and regularly reviewed controls (ICS) are in place in the taxation area, which ensure that all organizational entities that need to be aware of the effective taxation statutes and their potential changes for their daily operations and that have a direct impact on the proper fulfillment of tax liabilities be up to date in that regard.		
GRI 403: Occupational Health and Safety 2018 403-2	Hazard identification, risk assessment, and incident investigation			In 2023, the full corporate occupational safety and health risk assessment of Telekom System Integration Ltd were completed. Magyar Telekom Plc's risk assessment were completed with additional documentation for the new organizations. This covered 23 departments and about 500 employees. Employees' OSH representatives are also involved in the OSH risk assessment process. Their comments are also part of the document. Targeted inspections (on-site work inspections) were carried out in 19 cases. MEBIR site internal audits covered 11 sites. An electronic interface was set up to identify, document and follow up on the deficiencies identified during the visits.		

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>COMPLIANCE</b>						
3-3	Management Approach	Corporate Governance (8)	<a href="https://www.telekom.hu/static-tr/aw/file/Code_of_conduct.pdf">https://www.telekom.hu/static-tr/aw/file/Code_of_conduct.pdf</a> <a href="https://www.telekom.hu/bout_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/bout_us/about_magyar_telekom/principles/compliance</a>	<p>Magyar Telekom Group's Corporate Compliance Program has been elaborated with the aim of ensuring that Magyar Telekom Group conducts its business with maximum awareness and commitment, in accordance with relevant laws and regulations, in harmony with the strictest possible business ethics standards.</p> <p>Magyar Telekom does not tolerate intention or transaction on corruption; therefore several internal policies and procedures have been developed to prohibit and prevent bribery (including making facilitation payments). Magyar Telekom intention is to comply with the anti-corruption rules relevant to the Group and it expects its business partners that they will not use money or other consideration paid by Magyar Telekom Group for unlawful purposes, including purposes violating anti-corruption laws, such as make or cause to be made direct or indirect payments to any public official or private person in order to assist Magyar Telekom or anyone acting on its behalf in obtaining or retaining business with, or directing business to, any person, or securing any improper advantage. Telekom prohibits any form of corruption or bribery including but not limited to providing or accepting or promising personal advantage, kick-backs or facilitation payments.</p> <p>The Group also prohibits its employees to make decisions for the employees' benefit or that of the employees' family, friends, associates and acquaintances. No gift or invitation to events can be granted to a third-party where they could affect or be perceived to affect the outcome of a business transaction. The Magyar Telekom Group does not financially or morally support political parties, political organizations or their representatives. Its charitable contribution activities are disclosed on its internet site. Magyar Telekom does not intend to conduct any business with third parties who violate the anticorruption regulations or the guiding principles of the Compliance Program.</p> <p>Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In the field of electronic communications in order to prevent potential authority penalties and sanctions the Company always strive to ensure Magyar Telekom's compliance with the effective laws and manage conflicts - besides harmonizing our processes and IT systems with the amendment of laws - with the NMHH continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations.</p> <p>Magyar Telekom HU has developed internal regulations related compliance processes and risks.</p>		
GRI 205 Anti Corruption 2016 GRI 205-2	Communication and training about anti-corruption policies and procedures		<a href="https://www.telekom.hu/bout_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/bout_us/about_magyar_telekom/principles/compliance</a>	<p>Number and proportion of the members of management bodies to which the organization's anticorruption policy and processes have been communicated, broken down to regions: 100%, and all regions, Magyar Telekom HU: 6 persons (Leadership Squad)</p> <p>Number and proportion of employees to whom the organization's anticorruption policy and processes have been communicated, broken down to employee categories and regions: 100%, all regions</p> <p>Number and proportion of business partners to which the organization's anticorruption policy and processes have been communicated, broken down to business partner type and region: 100%, Magyar Telekom's current business partners. The anticorruption policy is publicly available.</p> <p>d. number and proportion of management organizations that were trained on anticorruption, broken down to regions: 100%, all regions, Magyar Telekom: 6 persons</p> <p>e. number and proportion of employees who were trained on anticorruption, broken down to employee a category and region: Magyar Telekom Plc. 5091 persons, in 2023 93% of in scope colleagues completed the course successfully</p> <p>Number of confirmed incidents: 0</p>		
GRI 205 Anti Corruption 2016 GRI 205-3	Confirmed incidents of corruption and actions taken					
Anti competitive Behavior 2016 GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			<p>The antitrust policy covers price fixing, bid rigging, market allocation schemes. The antitrust policy applies to: employees, contractors, suppliers. Measures are taken to promote and ensure antitrust compliance. In 2023, no fines were imposed for violating antitrust competition regulations.</p>		

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>SUPPLIERS</b>						
3-3	Management Approach	Stakeholders – Suppliers (48,49)		It is important for Magyar Telekom HU to maintain reliable, lawfully operating business relationships with its suppliers and to apply documented supplier evaluation practices that ensure that all its contractual partners meet legal requirements. The fight against corruption and ethical behaviour in supplier relations are also important for the company.		
	High-level overview of impacts	Stakeholders – Suppliers (48,49)		Magyar Telekom Group has a significant impact on other players of the economy; therefore its liability cannot be limited to the company's borders. In addition, from a risk management point of view, it is essential for the company to enter into business relationships with partners whose economic, social and environmental performance is in line with its corporate values and regulations. The Group also manages its supplier relationships from a sustainability point of view. For detailed information, see the Stakeholders section of the report.		
	High-level overview of managing impacts	Stakeholders – Suppliers (48,49)		Magyar Telekom Group selects suppliers through regulated, transparent and documented procurement procedures that ensure fair competition. Its procurement procedures are continuously controlled by Internal Control System (ICS). In addition to control, the system also encourages the development and acceleration of processes. For detailed information, see the Stakeholders section of the report.		
	Effectiveness of actions to manage impacts	Stakeholders – Suppliers (48,49)		Magyar Telekom Plc. continued its sustainability web audit in 2023. In 2023, 69 companies participated directly in the survey, representing 9.75% of the total procurement value. The Sustainability Web Audit assessment is valid for three years, consequently in 2023, 101 suppliers had valid audits, corresponding to 23.03% of the total procurement value. In 2023, Magyar Telekom HU did not find any non-compliance regarding any of the suppliers assessed.		
	Policies, standards, commitments	Stakeholders – Suppliers (48,49)		Telekom uses the internationally recognized and applied EcoVadis rating system, also supported by Deutsche Telekom, to assess the sustainability of its active suppliers. Strategically important and high-risk suppliers are invited to submit a statement on their operational practices based on the detailed EcoVadis criteria. In this framework, 6 suppliers have a valid assessment directly and 33 indirectly, based on social, environmental, economic and sustainable procurement criteria. These suppliers accounted for 42.74% of the total annual order value. EcoVadis assessments are valid for two years. For detailed information, see the Stakeholders section of the report.		
Procurement Practices 2016 GRI 204-1	Proportion of spending on local suppliers	Stakeholders – Suppliers (48,49)		Magyar Telekom Plc. has developed internal regulations for procurement and due diligence processes. Since 2023, it has also applied the German Value Chain Due Diligence LkSG Act.		
Supplier Environmental assessment 2016 GRI 308-1	New suppliers that were screened using environmental criteria	Stakeholders – Suppliers (48,49)		In case of the Hungarian operation, Magyar Telekom Plc.: 71,6 %, Telekom Rendszerintegráció Ltd.: 87,71% In case of North-Macedonian operation, Makedonski Telekom: 50,38%. In case of the Hungarian operation: companies registered in Hungary, in case of the North-Macedonian operation: companies registered in North Macedonia.		
Supplier Social Assessment 2016 GRI 414-1	New suppliers that were screened using social criteria	Stakeholders – Suppliers (48,49)		Magyar Telekom Plc.: 65%, out of 252 new suppliers used in 2023, 165 completed pre-qualification. In terms of all suppliers, 77,81%, 879 suppliers completed pre-qualification of the total 1135 suppliers in 2023. Telekom Rendszerintegráció Ltd.: 46%, out of 135 suppliers used in 2023, 62 completed pre-qualification. In terms of all suppliers, 466 suppliers completed pre-qualification of the total 702 suppliers in 2023.		






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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>DIGITAL SKILLS DEVELOPMENT</b>						
3-3	Management Approach	Digitalization (27,28,29,30)		Magyar Telekom HU, as a responsible service provider, has a role in creating digital equality for Hungarian society. It addresses social issues that prevent people from having equal access to the opportunities offered by the digital world. The company not only involves society into the digital world, but also by guides them to see clearly the possibilities but also the dangers. In its initiatives, it pays special attention to the online and physical safety of children. Detailed information on this topic can be found in the chapter entitled Digitalization. Magyar Telekom HU, as a responsible service provider, plays a role in developing the digital skills of society.		
	High-level overview of impacts	Digitalization (27,28,29,30)		Magyar Telekom HU has developed and operates programs in order to reach the widest range of society and involve them in its digital skills development programs. Detailed information on the programs and their implementation can be found in the chapter on Digitalization.		
	High-level overview of managing impacts	Digitalization (27,28,29,30)		The effectiveness of Magyar Telekom's HU digital skills development programs can be highlighted, but not fully described, by the following indicators: - „Be part of Generation NOW!” initiative was available in schools in 16 cities across the country, and with the introduction of online education, anyone without geographical barriers could join it. The program reached a total of 443,000 people, 485 high school students participated in the sessions and the preparation of online learning materials, and 20,740 seniors completed the learning materials through face-to-face sessions and online platforms.		
	Effectiveness of actions to manage impacts	Digitalization (27,28,29,30)		- "Netrevalók": Magyar Telekom Plc. launched the renewed "Be part of Generation NOW!" program in October 2023 in cooperation with the Metropolitan Ervin Szabó Library (FSZEK), because previous experience has shown that meeting young and old requires a permanent physical space that is easily accessible to both age groups and where both age groups feel at home. The online campaign following the launch of the Netrevalók program in October reached 18,110 people, and 50 students and 92 elderly people participated in face-to-face trainings in Budapest libraries. - "Digital Class Trip": In the first half of 2023, the company also organized digital class trips for schools in disadvantaged settlements, taking on the full cost of the trips. Within the framework, in addition to the robotics programs of the Edu&Fun Digital Experience Center, children participated in playful, digital education and skill development in the Future Zone at Magyar Telekom's HU headquarters. A total of 150 children participated in the 5 class trips held in the first semester of 2023. - "Hello Parent!": Magyar Telekom launched its new platform for parents and families in mid-October 2023, which aim is to serve as a digital knowledge base for families. The Hello Parent platform has had nearly 130,000 visitors since its launch until December 31. One of the important cooperation partners of the platform is the Edu&Fun digital experience center. Within the framework of the cooperation, people can apply for digital learning and development programs. Since "Hello Szülő" launched, a total of 200 students have been able to participate in such programs until the end of 2023. - The "Hello Business" program has also helped Hungarian small businesses navigate the maze of administration, workforce management, marketing, sales or finance in 2023 as well. In 2023, Magyar Telekom's digital responsibility programs reached more than 2 million people. More information about the programmes can be found in the chapter Digitalization.		
	Policies, standards, commitments	Sustainability Approach (5)		Magyar Telekom HU is committed to promoting Hungary digital maturity, which is reflected in its strategic objectives.		
<b>Material topics</b>						
<b>COLLABORATIONS</b>						
3-3	Management Approach			Magyar Telekom Group is a member of several industry associations, national and international representative organizations. The list of membership associations is available in the Stakeholders chapter.  Magyar Telekom Group is involved in shaping public politics indirectly, through its representation organizations, in such a way that the representation organizations, in compliance with the effective regulation, are given the opportunity to comment draft laws and industry-specific strategies. The ministries and authorities supervising the industry pass the relevant regulations to the representation organizations, which synthesize the opinions received from the member companies and submit a summary to the relevant ministries. Such regulation commenting procedures are implemented most of all through the Telecommunication Reconciliation Council (HÉT); in some cases, the Scientific Association for Infocommunications (HTE); the Joint Venture Association, the American Chamber of Commerce (AmCham), the German-Hungarian Chamber of Industry and Trade, the Association of IT Enterprises, the Communication Interest Conciliation Council. HÉT is the consultation partner of the telecommunication industry, plays an active role in representing the industry's professional objectives, preparing legislation, and accelerates the domestic digitization processes.  The Magyar Telekom Group is a member of domestic and international industry advocacy organizations, which provides it with the opportunity to share its views on strategy issues with market participants, government institutions and regulatory organizations, which fully complies with the requirements of the detailed rules of the Magyar Telekom Code of Conduct [2.10].		
Public Policy 2016 415-1	Political contributions		<a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a> <a href="https://www.telekom.hu/about_us/about_magyar_telekom/pri-nciples/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/pri-nciples/compliance</a> <a href="https://www.telekom.hu/about_us/about_magyar_telekom/pri-nciples">https://www.telekom.hu/about_us/about_magyar_telekom/pri-nciples</a>			

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**GRI 3: MATERIAL TOPICS 2021**

**Material topics**

**ENSURING EQUAL OPPORTUNITIES(1)**

3-3	Management Approach	Diversity and Equal Opportunities (33,34)	<a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/Telekom_Group_policy_on_employee_relations.pdf">https://www.telekom.hu/static-tr/sw/file/Telekom_Group_policy_on_employee_relations.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/Telekom_diversity_equality_and_inclusion_group_policy.pdf">https://www.telekom.hu/static-tr/sw/file/Telekom_diversity_equality_and_inclusion_group_policy.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/Telekom_Equal_opportunities_plan.pdf">https://www.telekom.hu/static-tr/sw/file/Telekom_Equal_opportunities_plan.pdf</a>	Magyar Telekom Group's Code of Conduct and the Code of Human Rights and Social Principles are a summary of the corporate compliance requirements; these documents set out the common values of the Group and it is also the token of the strong position, reputation and successful future of Telekom. Everyone at Magyar Telekom Group must comply with these Codes from staff employees to the Board members. In addition to the employees the contracted partners of Magyar Telekom Group are also required to learn and accept these values when registering on the Company's procurement site. In order to effectively develop Magyar Telekom's Diversity and Equal Opportunities efforts. Since 2018, an anonymous employee survey measuring the diversity and inclusion culture of the company is conducted bi-annually. According to the latest survey results from January 2022 based on the feedback of the employees, Telekom's perception as an open and inclusive workplace has improved in all areas affected by the action plan.		
	High-level overview of impacts	Diversity and Equal Opportunities (33,34)		As one of the largest ICT employers in Hungary, Magyar Telekom HU believes that diversity contributes to the success of businesses and any other organization, to increasing innovation and creativity, to attracting new customers, business and other partners, to react quickly to changes, and to maintaining a culture free of discrimination in accordance with legal and ethical standards. In order to ensure equal opportunities, the company has a Group-level Equal Opportunities Plan, the action points of which have been established in a manner aligned with and complementary to the goals of the diversity pillar of the Sustainability Strategy. The company's commitment to diversity and equal opportunities goals is indicated by the fact that dedicated colleagues work in the field of diversity, equal opportunities and inclusion and are responsible for their continuous development and focus. Magyar Telekom Group's suppliers must study and accept the Company's Supplier Code of Conduct as a guideline for their own operations as a mandatory part of supplier registration.		
	High-level overview of managing impacts	Diversity and Equal Opportunities (33,34)		As part of the orientation process taking place within two months of their entry, Magyar Telekom Group's employees also get acquainted with social and employment issues and policies and directives affecting human rights and accept their content as binding on themselves. Detailed information on the company's actions and impact management can be found in the chapter Diversity and equal opportunities.		
	Effectiveness of actions to manage impacts	Diversity and Equal Opportunities (37)		To reduce the gender pay gap, the company has developed an equal opportunities action plan, within the framework of which from July 2020 onwards 2 times a year a pay gap analysis and equal opportunities action plan is implemented. The company achieved reduction of the pay gap with the following measures: a pay gap dashboard was created, the nomination system was given an equal opportunities focus, and the process of managing absences and returns due to parental leave was reformed. Detailed information on these measures and their results can be found in the chapter Diversity and equal opportunities.		
	Policies, standards, commitments	Diversity and Equal Opportunities (33,34)		Magyar Telekom Group's Code of Human Rights and Social Principles and its Equal Opportunities Plan, in force set the general human rights principles of the Group and the provisions related to the implementation of these principles. As part of Deutsche Telekom Group, Magyar Telekom Group renewed its diversity, equal opportunities and inclusion policy in December 2021, which remained effective throughout 2023.		
GRI 202 Market Presence 2016 GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage			Magyar Telekom Group always provides at least the minimum wage as required in the relevant legislation and the salary of new entrants is exclusively determined by the value of the advertised position. Magyar Telekom is an equal opportunity employer. The salary brackets are determined on the basis of the actual market benchmark regardless of the gender of the employees.		
404 Training and education 2016 404-2	Programs for upgrading employee skills and transition assistance programs			The development of our employees has played a prominent role in Magyar Telekom's strategy for years. In order to maintain the role of market leader and innovator in the fast-changing, challenging business environment, it is not enough to create outstanding training programs, organizations must be supported in developing a learning culture. Digital learning opportunities are promoted by half of the employees. These opportunities include the upskilling opportunities offered by Deutsche Telekom, as well as learning content developed in-house. In 2023, we announced a Top5 Superpower program for all employees on 5 topics that were important and relevant to the goals of the given business year. In addition to the central development programs similar to TOP5, the quarterly training plan prepared at the business level provides guidelines for the current development activities of the given period in terms of professional training, skill development programs, agile training, management development, and conferences. After the needs assessment, prioritization takes place at the regional level in cooperation with the managers. The Learning CoE implements the approved upskilling training needs according to the implementation plans developed along the priorities. We encourage knowledge sharing and self-development at the company level. Last year, the centrally provided programs included the Skilljet leadership development program, which addressed the most important dilemmas of leadership with gamified online and personal participation workshops, contributing to becoming a better leader with its solutions. In addition, our managers could get involved in the LevelUp Next Gen, Lead First and other leadership skill development programs organized by the parent company. After registering for the outplacement program, employees affected by the downsizing can use the following services: two-day group labor market training; active job search support; financial support for training and retraining in line with labor market expectations; personal psychological and labor law counseling; follow-up of the participants, tracking their location.		
404 Training and education 2016 404-3	Percentage of employees receiving regular performance and career development reviews			To strengthen the culture of performance evaluation, career management and feedback, a new, flexible framework was introduced in 2018, which simultaneously supports business and personal success, which is a practical realization of the growth mindset approach, and also strengthens the culture of recognition. FUTAM can be customized for individual and current business needs at the organizational and employee level. It provides a framework for managing the employee's development, it is based on cooperation and feedback instead of evaluation, and in 2019, the new module developed in the framework of the agile transformation further deepened these values in accordance with the new mode of operation. In 2022 and 2023, the main goal was to expand the previously introduced framework, because of which 5,653 of our colleagues participated in the regular competence feedback process by the end of 2023. This represents 98% of the workforce. The framework has not changed, the platform used, FUTAM, has been renewed in response to customer feedback in order to make it as user-friendly as possible. In 2023, no complaints were submitted regarding violating equal opportunity treatment due to the experienced practice by Magyar Telekom Nyrt.		
GRI 406 Non-discrimination 2016 406-1 GRI 401 Employment 2016 401-3	Incidents of discrimination and corrective actions taken Parental leave	Diversity and Equal Opportunities (37)				
GRI 401 Employment 2016 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			Magyar Telekom provides a broad range of welfare and social benefits. Some of them are provided automatically whereas others can be obtained upon satisfying certain conditions while there are insurance types of benefits, too. The provision of certain benefits is subject to the employee's own contribution. The provision of social benefits and benefits that are not provided automatically is regulated in the Collective Agreement and the relevant policies. We also provide telecommunication discounts and other benefits. Contributions to public health, pension and unemployment benefit schemes are made by the employer to the required extent and until the statutory deadline. With respect to additional payments from 2019 the additional contribution to funds ceased. Meanwhile we deduct voluntary pension and healthcare membership fees and transfer them to the cash funds on behalf of the employee. The membership fee may be a fixed amount or a		



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**GRI 3: MATERIAL TOPICS 2021**

Material topics

**ENSURING EQUAL OPPORTUNITIES (2)**

GRI 401 New employee hires and  
 Employment employee turnover  
 2016  
 401-1

**FLUCTUATION AT MAGYAR TELEKOM GROUP**

	2018 (PLC./GROUP)	2019 (PLC./GROUP)	2020 (PLC./GROUP)	2021 (PLC./GROUP)	2022 (PLC./GROUP)	2023 (PLC./GROUP)
Total fluctuation	16,47%/17,51%	16,47%/15,1%	17,20%/19,27%	11,0%/11,53%	7,3%/8,32%	8,5%/8,96%
Termination initiated by the employee	6,81%/18,84%	6,81%/15,91%	2,70%/10,92%	3,40%/15,58%	4,3%/15,42%	4,2%/16,89%

**FLUCTUATION AT MAGYAR TELEKOM GROUP IN 2023**

	Magyar Telekom Group	Magyar Telekom Plc.	Telekom Rendszerintegráció Ltd.	Makedonski Telekom
Total fluctuation	8,91%	8,50%	19,10%	9,60%
Termination initiated by the employee	17,96%	4,20%	8,37%	96,70%

**AGE GROUPS AND GENDER DISTRIBUTION OF NEW HIRES AT MAGYAR TELEKOM PLC. IN 2023**

AGE GROUP	<30	30-50	50+	Total	
Male		160	346	101	607
Female		95	164	29	288
Total headcount		255	510	130	895

**AGE GROUPS AND GENDER DISTRIBUTION OF NEW HIRES AT MAGYAR TELEKOM GROUP IN 2023**

AGE GROUP	<30	30-50	50+	Total	
Male		181	414	202	797
Female		122	205	47	374
Total headcount		303	619	249	1171

DISCLOSURE NUMBER	DISCLOSURE TITLE	CHAPTER IN SUSTAINABILITY REPORT (PAGE NUMBER)	URL	DIRECT ANSWER	SASB CODE	SDG TARGET
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**GRI 3: MATERIAL TOPICS 2021**

**MATERIAL TOPICS**


**INCLUSIVE WORKPLACE**

3-3	Management Approach	Diversity and Equal Opportunities (35,38)		Magyar Telekom HU is committed to creating an inclusive workplace, which is reflected in its strategic objectives, and the company. The company's employees are as diverse as the customers they serve. They come from different backgrounds and have a wide variety of experiences. The company believes that for good performance, it is essential that all employees be themselves and feel safe at work.		
	High-level overview of impacts	Diversity and Equal Opportunities (35,38)		The company supports and encourages employee communities that help create a diverse and inclusive workplace. In 2023, 3 employee communities were established in addition to Magenta Pride, which has been operating since 2022 and supports the LGBTQ+ community: Women at Telekom employee community, Accessible Telekom employee community, Telekom with family employee community. It is extremely important for the company to increase the number of colleagues with disabilities and to support the affected group within the company. Since 2022, a rehabilitation mentor colleague has also been helping the affected colleagues. Detailed information on these can be found in the section entitled Diversity and equal opportunities. A vállalat intézkedéseiről és hatáskezeléséről a Sokszínűség és esélyegyenlőség című fejezetben részletes információk olvashatók.		
	High-level overview of managing impacts			Employee communities are voluntary, bottom-up groups that have an aim to create a diverse, inclusive workplace in line with the company's goals. It is led and involved by employees who share a common characteristic or who are not affected but care about the group and/or cause and a diverse and inclusive corporate culture. The wider membership of the communities exceeds 200, the active membership currently counts 50. For more information, see Diversity and equal opportunities chapter.		
	Effectiveness of actions to manage impacts			Magyar Telekom Group's Code of Human Rights and Social Principles and its Equal Opportunities Plan, set the general human rights principles of the Group and the provisions related to the implementation of these principles. As part of Deutsche Telekom Group, Magyar Telekom Group renewed its diversity, equal opportunities and inclusion policy in December 2021, which remained effective throughout 2023.		
	Policies, standards, commitments		<a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-socialprinciples-eng.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a> <a href="https://www.telekom.hu/static-tr/sw/file/Telekom_diversity_equality_and_inclusion_group_policy.pdf">https://www.telekom.hu/static-tr/sw/file/Telekom_diversity_equality_and_inclusion_group_policy.pdf</a>			




**MATERIAL TOPICS**

**ENERGY**

3-3	Management Approach	Climate and Environment Protection (14,15,16,19) (55,56,57)		Magyar Telekom HU, as a responsible company, manages the energy efficiency issues. It continuously measures, monitors and evaluates its energy consumption and related significant influence factors for both real estate and technology infrastructure. Based on the measurements, it continuously seeks for energy efficiency opportunities, in line with its energy management goals. Magyar Telekom Group increases energy efficiency according to its sustainability strategy, and the Hungarian member companies also consider the guidelines of ISO 50001 certification.		
	High-level overview of impacts	Climate and Environment Protection (14,15,16,19) (55,56,57)		Magyar Telekom HU is continuously working to reduce its energy consumption, maintain security of supply while using renewable energies, and with its own transitional plan contribute to the domestic net zero-emission transition.		
	High-level overview of managing impacts	Climate and Environment Protection (14,15,16,19) (55,56,57)		Magyar Telekom HU implements several modernization and energy efficiency measures and uses an energy management system, which are reported in the Climate and Environmental Protection chapter of the report.		
	Effectiveness of actions to manage impacts	Climate and Environment Protection (14,15,16,19) (55,56,57)		Magyar Telekom Group continuously strives for energy efficiency, due to the measures taken, the Group's total energy consumption has significantly decreased compared to 2015, the results achieved and the data on its use are reported in the Climate and Environmental Protection chapter of the report.		
	Policies, standards, commitments	Climate and Environment Protection (14,15,16,19) (55,56,57)		ISO 50001 - Magyar Telekom HU		TC-TL-130
GRI 302 Energy 2016 302-1	Energy consumption within the organization	Climate and Environment Protection (14,15,16,19) (55,56,57)				TC-TL-130
GRI 302 Energy 2016 302-2	Energy consumption outside of the organization	Climate and Environment Protection (14,15,16,19) (55,56,57)				TC-TL-130
GRI 302 Energy 2016 302-3	Energy intensity	Climate and Environment Protection (14,15,16,19) (55,56,57)				TC-TL-130
GRI 302 Energy 2016 302-4	Reduction of energy consumption	Climate and Environment Protection (14,15,16,19) (55,56,57)				TC-TL-130
GRI 302 Energy 2016 302-5	Reductions in energy requirements of products and services	Climate and Environment Protection (14,15,16,19) (55,56,57)				TC-TL-130

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>CLIMATE PROTECTION</b>						
3-3	Management Approach	Sustainability Approach (5) Climate and Environment Protection (17,18,19) (55,56,57)		Magyar Telekom Plc., as a company with significant economic power, was the first in Hungary to make a science-based emission reduction commitment, which was approved by the international organization SBTi. One of the pillars of the sustainability strategy is climate protection, which covers all three emission categories. In addition to continuously reducing emissions, it offsets its remaining market-based emissions through emission reduction projects. It is important for Magyar Telekom Plc. to offer opportunities for its various stakeholders to participate in climate protection opportunities, and the company's projects serving climate protection are presented in the chapter titled Climate and Environmental Protection.		
	High-level overview of impacts	Climate and Environment Protection (17,18,19) (55,56,57)		Magyar Telekom Group contributes to global climate change through its emissions. Reduction of emissions, in line with the objectives of the Paris Agreement, is a necessary step towards climate change mitigation. Climate change also affects Magyar Telekom Group's operations. A detailed analysis of this can be found in the chapter Climate and Environmental Protection.		
	High-level overview of managing impacts	Sustainability Approach (5) Climate and Environment Protection (17,18,19) (55,56,57)		At the beginning of 2023, Magyar Telekom HU revised its strategic objectives in order to respond to the changing external and internal circumstances and to set its objectives along even more accurate calculations. The operational implementation of the strategy's objectives is carried out by cross-functional working groups with the tasks of further breakdown of objectives, developing and implementing the business plan.		
	Effectiveness of actions to manage impacts	Climate and Environment Protection (17,18,19) (55,56,57)		In the case of Magyar Telekom Group, the measures taken to reduce scope 1 and 2 emissions were measures related to the reduction of energy consumption. This is described in detail in the Climate and Environment Protection chapter of the report.		
	Policies, standards, commitments	Climate and Environment Protection (17,18,19) (55,56,57)		Magyar Telekom Plc. has issued an Environmental Policy and an Environmental Guideline. Magyar Telekom Plc made emission reduction commitments approved by SBTi in 2018 and renewed in 2019. The commitments are followed by strategic objectives, and further internal targets have been set with greater coverage, which is reported in detail in the Climate and Environment Protection chapter.		
GRI 305: Emissions 2016 GRI 305 -1	Direct (Scope 1) GHG emissions	Climate and Environment Protection (17,18,19) (55,56,57)		The company continuously monitors the implementation of the objectives undertaken in the field of climate protection, which are reported in detail in the Climate and Environment Protection chapter of the report.		
GRI 305: Emissions 2016 GRI 305 -2	Energy indirect (Scope 2) GHG emissions	Climate and Environment Protection (17,18,19) (55,56,57)		The company continuously monitors the implementation of the objectives undertaken in the field of climate protection, which are reported in detail in the Climate and Environment Protection chapter of the report.		
GRI 305: Emissions 2016 GRI 305 -3	Other indirect (Scope 3) GHG emissions	Climate and Environment Protection (17,18,19) (55,56,57)		The company continuously monitors the implementation of the objectives undertaken in the field of climate protection, which are reported in detail in the Climate and Environment Protection chapter of the report.		
GRI 305: Emissions 2016 GRI 305 -4	GHG emissions intensity	Climate and Environment Protection (17,18,19) (55,56,57)		The company continuously monitors the implementation of the objectives undertaken in the field of climate protection, which are reported in detail in the Climate and Environment Protection chapter of the report.		
GRI 305: Emissions 2016 GRI 305 -5	Reduction of GHG emissions	Climate and Environment Protection (17,18,19) (55,56,57)		The company continuously monitors the implementation of the objectives undertaken in the field of climate protection, which are reported in detail in the Climate and Environment Protection chapter of the report.		
<b>Material topics</b>						
<b>CIRCULARITY</b>						
3-3	Management Approach	Climate and Environment Protection (21,22)		In 2021, Deutsche Telekom Group's companies launched a new project to transition to a circular economy, reduce waste and thus contribute to global climate protection. The goals include increasing the take-back of mobile phones used by customers, ensuring that technological waste is not landfilled, and 100% sustainable packaging for own branded products.		
	High-level overview of impacts	Climate and Environment Protection (21,22)		It is important for Magyar Telekom Plc. to protect the environment, so it pays special attention to the inspection, repair and relocation of equipment used in the network, just as it does in the case of equipment installed at customers.		
	High-level overview of managing impacts	Climate and Environment Protection (21,22)		On Magyar Telekom's HU websites, we inform our customers about the possibility of giving back used devices and batteries in accordance with legal regulations.		
	Effectiveness of actions to manage impacts	Climate and Environment Protection (21,22)		Magyar Telekom HU has defined and implemented measures to reduce waste load, including the taking back, handling and reuse of used equipment.		
	Policies, standards, commitments	Climate and Environment Protection (21,22)		Magyar Telekom Plc. has issued an Environmental Policy and an Environmental Guideline.		
GRI 306 Waste 2020		Climate and Environment Protection (21,22)		Indicators 306-1, 306-2, 306-3, 306-4, 306-5 are presented in the Climate and Environment Protection chapter of the report.	TC-TL-440	

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>RESPONSIBLE SERVICES</b>						
3-3	Management Approach	Digitalization (25,26) Climate and Environment Protection (11,14) Diversity and Equal Opportunities (38,39)		<p>Magyar Telekom Plc. and Makedonski Telekom have established a dedicated EMF working group (electromagnetic fields), which monitors domestic and international research and events related to electromagnetic fields, and answers questions raised by authorities, citizens and employees.</p> <p>Magyar Telekom Plc. ensures the rights of its customers regarding the availability of the service and the elimination of errors based on the General Terms and Conditions (GTC) available both on the Internet and at customer services.</p> <p>During product development, priority is given to sustainability, Magyar Telekom's HU innovation projects are presented in the chapter Digitalization. For detailed information, see the chapter Digitalization.</p> <p>It is important for Magyar Telekom Plc. to offer opportunities for its stakeholders to participate in climate protection opportunities, the projects serving climate protection are presented in the chapter Climate and Environmental Protection.</p> <p>Magyar Telekom Plc. is committed to protecting nature during its network development and network operation processes. For detailed information, see Climate and Environment Chapter.</p> <p>Magyar Telekom HU has set the goal of providing 100% accessible customer experience by 2030, including accessible customer management and accessible services. In 2022, the company joined the Recommendation of Telecommunications Reconciliation Council on the accessibility of electronic communications services for disabled end-users. For detailed information, see the chapter on Diversity and Equal Opportunities.</p> <p>Radiation from telecommunications networks is low-energy, so-called non-ionizing, the health effects of which have been studied by numerous researches for decades.</p> <p>Service availability affects customer experience and irritation. The effects of Magyar Telekom's HU innovation projects are presented in the chapter entitled Digitalization.</p> <p>For detailed information, see the chapter Digitalization.</p> <p>Magyar Telekom's climate protection projects are presented in the chapter Climate and Environmental Protection.</p> <p>With the participation and support of the largest advocacy organizations, the company has gathered the experiences of its customers with disabilities that determine their daily access to services. For detailed information, see the section on Diversity and Equal Opportunities.</p>		
	High-level overview of impacts	Digitalization (25,26) Climate and Environment Protection (11,14) Diversity and Equal Opportunities (38,39)		<p>Deutsche Telekom Group companies are committed to support independent research that enhances knowledge about the effects of electromagnetic fields. Magyar Telekom Plc. has contributed to the progress of independent research on the health effects of mobile networks through its GSM Association membership. Along elaborate processes, advanced technical solutions, security systems and backup tools are used to eliminate possible errors in order to ensure the availability of services.</p> <p>The impact management of Magyar Telekom's HU innovation projects is presented in the chapter Digitalization.</p> <p>The impact of Magyar Telekom Plc.'s climate protection projects is presented in the chapter Climate and Environmental Protection. Magyar Telekom Plc. requests an opinion from the competent authority during the process of authorising investments in case of its network development projects. For detailed information, see Climate and Environment Protection chapter.</p>		
	High-level overview of managing impacts	Digitalization (25,26) Climate and Environment Protection (11,14) Diversity and Equal Opportunities (38,39)		<p>In order to create accessible services, Magyar Telekom HU has established a working group, whose primary task is to develop solutions that can provide full accessibility for customers with disabilities in all segments of the company. For detailed information, see chapter Diversity and Equal Opportunities.</p> <p>In 2023, Magyar Telekom Plc. carried out electromagnetic radiation measurements at 11 stations and performed periodic measurements at 5 stations. In all cases, the measurements complied with the relevant radiobiological limit values.</p> <p>Magyar Telekom Plc. declares in its General Terms and Conditions document that it complies with its published quality targets during the provision of the service in the entire area of the service, which is assessed with measurements that are published.</p> <p>The effectiveness of Magyar Telekom's HU innovation projects is presented in the chapter Digitalization.</p> <p>The effectiveness of Magyar Telekom Plc.'s climate protection projects is presented in the chapter Climate and Environmental Protection.</p> <p>In 2023, in connection with a pipeline investment, only one case required an opinion of the competent authority to grant a building permit. In five cases when developing mobile networks, the opinion of the Environmental Protection and Nature Protection Authority had to be requested in order to grant a building permit. For detailed information, see Climate and Environment Protection chapter.</p>		
	Effectiveness of actions to manage impacts	Digitalization (25,26) Climate and Environment Protection (11,14) Diversity and Equal Opportunities (38,39)		<p>From September 24, 2023, Magyar Telekom Plc. provides subtitles its television and online commercials every time. New episodes of its popular series "Marsra Magyar!" can also be watched with subtitles.</p> <p>By renewing its processes, the company has made it possible for its disabled customers to exchange SIM cards at home. For detailed information, see the chapter on Diversity and equal opportunities.</p> <p>Magyar Telekom Plc. and Makedonski Telekom accepted T-Mobile International's EMF policy recommendations. The policy sets out the principles for responsible use of mobile communications technologies.</p> <p>Magyar Telekom Plc. sets out the rights of its customers in the General Terms and Conditions (GTC) document in connection with the availability of the service and the elimination of errors.</p> <p>Magyar Telekom Plc. has issued an Environmental Policy and a Biodiversity Statement.</p>		
	Policies, standards, commitments	Digitalization (25,26) Climate and Environment Protection (11,14)				

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<b>GRI 3: MATERIAL TOPICS 2021</b>						
<b>Material topics</b>						
<b>RESPONSIBLE SERVICES</b>						
GRI 416 Customer Health and Safety 2016 416-1	Assessment of the health and safety impacts of product and service categories			Magyar Telekom did not identify such impacts.		
GRI 416 Customer Health and Safety 2016 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			The number of health and safety incidents regarding products and services, involving disorderly operating equipment or the breach of internal policies were as follows: penalty or fine due to disorderly operation of equipment: 0 warning due to disorderly operation of equipment: 0 internal warning due to disorderly operation of equipment: 0		
GRI 417 Marketing and Labeling 2016 417-2	Incidents of non-compliance concerning product and service information and labeling			The Company did not identify such incidents.	TC-TL-220a.3.	
GRI 417 Marketing and Labeling 2016 417-3	Incidents of non-compliance concerning marketing communications			In 2023, the Hungarian Competition Authority imposed a fine of HUF 21.7 million on Magyar Telekom due to violation of the rules on the prohibition of unfair commercial practices against consumers in case no. Vj/24/2022.	TC-TL-520a.1	

Magyar Telekom Group has reported in accordance with the GRI Standards for the period 01.01.2023-31.12.2023. and in accordance of the SASB (Sustainable Accounting Standards Board) requirements. For each indicator, we have indicated which chapter(s) provide information.

**SASB indicators:**

TC-TL-130	Environmental Footprint of Operations Data
TC-TL-220	Privacy
TC-TL-230	Data Security
TC-TL-440	Product End-of-life Management
TC-TL-520	Competitive Behavior & Open Internet
TC-TL-550a.1	Managing Systemic Risks from Technology
TC-TL-550a.2	Disruptions

**Activity metric:**

TC-TL-000.A	Number of wireless subscribers
TC-TL-000.B	Number of wireline subscribers
TC-TL-000.C	Number of broadband subscribers
TC-TL-000.D	Network traffic

The information is available in the Financial and Operational data package of the Magyar Telekom Group: [https://www.telekom.hu/rolunk/befektetoknek/penzugyi\\_jelentesek](https://www.telekom.hu/rolunk/befektetoknek/penzugyi_jelentesek)  
Further breakdown of the data cannot be disclosed, as it is protected and confidential.

GRI Content Index does not include sector-specific indicators, as new sector-specific indicators for the telecommunications industry are not available.