

Preamble

As the leading services company in the telecommunications and information technology industry, we network society for a better future. With top quality, efficiency and innovation, to the benefit of our customers. In every respect.

Magyar Telekom is a global player in various business segments that unites different corporate cultures under one roof, diversity and a respectful way of thinking and acting are the keys to our success.

The values of our company and brand demand that the individual, personal differences of all our stakeholders (shareholders, customers, employees, suppliers) be recognized, valued, included and utilized.

The fundamental changes to our business environment, in particular demographical and cultural changes, and new legal requirements, such as the EU Anti-Discrimination Directives and their respective implementation in EU countries, require our company's guiding principles and policies to be reviewed, adapted or extended. We view this as an opportunity to process diverse market segments to the best of our ability in the future, to efficiently leverage the diverse potential of our employees and teams, and to create an environment that encourages innovation on a sustained basis.

This Diversity Policy underscores our commitment to consistently identify and utilize potential for improvement. The implementation and compliance with this Diversity Policy helps fill our corporate vision and values with life that provides benefits both to the individuals and Magyar Telekom Group as a whole.

We encourage and demand personal and cultural diversity for a superior quality of life and work in a world of internationalization and globalization.

1. Diversity within the Magyar Telekom Group

Definition, strategies, objectives and benefits of diversity

Our diversity concept is a management approach pursuing the objective of substantially contributing to the financial success of the Magyar Telekom Group by recognizing, valuing, including and utilizing the individual diversity of our stakeholders.

Recognition of diversity

Diversity describes the individuality of people. It is characterized by core dimensions that lead to differences and similarities. In many of the countries in which our Group operates, these core dimensions – gender, age, disability, ethnic origin & race, religion and sexual orientation – are highly significant from an economic, demographic, legal and/or cultural perspective. The Magyar Telekom Group recognizes the special bearing of these dimensions and takes them into consideration when implementing the overall diversity concept. Other dimensions, which are important in relation to the specific background and situation of our Group and business areas, are additionally taken into account depending on the context. These may include, for example, education, parenthood, marital status, culture, language, length of service with the Company, way of thinking or working. We consciously recognize the diversity of our employees, markets, suppliers, shareholders and the society we live in. We encourage this diversity by taking a proactive approach to our business environments. This way we create and foster connections that allow us to take full advantage of all opportunities and potential.

Valuing diversity through open-mindedness

Open-mindedness describes the basic attitude with which we approach the individuality of others. Appropriate respect for different personalities, skills and perspectives is a basic prerequisite for productive cooperation and the enrichment of our daily working lives. We create an open and respectful corporate culture in which individuals are given scope for their ideas and needs. This way we recognize and respect our stakeholders. We encourage the loyalty of everyone and ensure that existing and new perspectives and potential are fully utilized.

Inclusion of all stakeholders

Inclusion describes the behavior we take to consciously involve diverse people in our working and decision-making processes. Dealing with all stakeholders in an unreserved, open and sensitive way is a basic requirement for the optimum use of all business potential.

We make our stakeholders diverse offers and actively include them in our processes. This way we meet the requirements of our customers while, at the same time, encourage our employees to contribute their individual abilities in an innovative and creative manner. We thus ensure that all available resources and market opportunities are used as effectively as possible.

Utilization of diversity through consistent diversity management

Diversity management describes all strategies and measures employed by the Magyar Telekom Group to fully utilize the diversity of all stakeholders in order to contribute to the success of the Group and its value-oriented strategy on a sustained basis.

We embed diversity, open-mindedness and inclusion on a profound and comprehensive basis in all our business processes. In this way, diversity contributes to our success as a global player. Through diversity management, we increase sales and productivity and enhance shareholder value.

Legal requirements

Magyar Telekom has committed itself not to tolerate any form of direct or indirect discrimination or harassment. Therefore, all staff – managers and employees – must refrain from engaging in any behavior that could have a discriminatory and/or harassing effect on others. Failure to comply with this rule may lead to action being taken under the provisions of Labor Code.

2. Implementation of the Diversity Policy

The implementation of diversity is aligned with our corporate goals, objectives and strategies. In order to integrate diversity in day-to-day working life and in Magyar Telekom Group's business models on a sustainable basis, the relevant issues and principles are profoundly embedded in our structures and processes.

Group Headquarters is responsible for supporting all Group units and providing advice and support on the implementation of diversity, including:

- Definition of diversity goals based on Group level
- Implementation support through central strategies, concepts and projects
- Determination of structural data, updated on an annual basis, evaluation of progress on diversity
- Exchange of best practices within the Group
- Updating of diversity-related goals

Member companies within the Magyar Telekom Group

All group units within the Magyar Telekom Group, in Germany and abroad, are responsible for implementing the Diversity Policy in their respective organizations.

Personal commitment

Magyar Telekom Group's Management Committee, Board of Directors and all executives have a particular responsibility for the implementation of diversity within the Group by acting as role models exemplifying diversity, tolerance, inclusion and diversity management and encouraging and rewarding commitment in these areas. Employees at all levels and in all Group units – in Germany and abroad – make diversity part of their working lives.

This Diversity Policy symbolizes the implementation of a comprehensive diversity management within the Magyar Telekom Group.

This is the Diversity Policy which we accept and apply.