

GRI CONTENT INDEX

GRI (Global Reporting Initiative) is an international organization the purpose of which is to provide a standard framework of guidelines and indicators for preparing sustainability reports, thus ensuring comparability and promoting transparency among companies.

The following table helps the reader to find the information included in the report attached to specific GRI indicators. You can read more about the guidelines and the indicators on the following website <https://www.globalreporting.org/standards/g4/Pages/default.aspx>

MAGYAR TELEKOM GROUP - SUSTAINABILITY REPORT 2014 - GRI G4 CONTENT INDEX - TELECOMMUNICATION SECTOR SPECIFIC DISCLOSURES

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
GENERAL STANDARD DISCLOSURES							
STRATEGY AND ANALYSIS							
G4-1	Statement from the most senior decision-maker of the organization.	Letter from the CEO	5-8				✓
G4-2	Description of key impacts, risks, and opportunities.	Our approach (Sustainability strategy)	12-15				✓
ORGANIZATIONAL PROFILE							
G4-3	Name of the organization.	About the Group	31-32	http://www.telekom.hu/about_us/about_magyar_telekom			✓
G4-4	Primary brands, products, and services.	About the Group	31-32	http://www.telekom.hu/mobil/english/services			✓
G4-5	Location of the organization's headquarters.	About the Group	31-32	http://www.telekom.hu/about_us/about_magyar_telekom			✓
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	About the Group	31-32	http://www.telekom.hu/static/sw/download/MagyarTelekom_internationalpresence_2013.pdf			✓
G4-7	Nature of ownership and legal form.	About the Group	31-32	http://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/ownership_structure			✓
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	About the Group	31-32				✓
G4-9	Scale of the organization.	About the Group	31-36				✓
G4-10	Total number of employees and total workforce.	About the Group 5. Employees	32, 106, 112, 120, 121				✓
G4-11	Total employees covered by collective bargaining agreements.	5.3. Human rights, equal opportunities	124				✓
G4-12	The organization's supply chain.	2. Suppliers	55-62	http://www.telekom.hu/about_us/about_magyar_telekom/procurement			✓
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	About the Group, 2. Suppliers	32-33, 56, 60-61				✓
G4-14	Explanation whether and how the precautionary approach or principle is addressed by the organization.	Our approach (Sustainability strategy) 1.2. Risk management 2. Suppliers 7.1. Climate protection and energy efficiency	12-15, 51, 55-62, 146-150	http://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals			✓
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	9. Cooperation	170-171				✓
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: • Holds a position on the governance body; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; • Views membership as strategic.	9. Cooperation	170-171				✓
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES							
G4-17	All entities included in the organization's consolidated financial statements or equivalent documents.	About the Group	31-36				✓
G4-18	Process for defining the report content.	About the report Our approach (Materiality)	9-10, 25-28				✓
G4-19	All the material Aspects identified in the process for defining report content.	Our approach (Materiality) GRI content index	25-28, 177-198				✓
G4-20	Aspect Boundaries within the organization and their specific limitations.	About the report Our approach (Materiality)	9-10, 25-28				✓
G4-21	Aspect Boundaries outside the organization and their specific limitations.	About the report Our approach (Materiality)	9-10, 25-28				✓
G4-22	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	About the report	9-10				✓
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	About the report	9-10				✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
STAKEHOLDER ENGAGEMENT							
G4-24	List of stakeholder groups engaged by the organization.	Our approach (Stakeholders)	19-24				✓
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Our approach (Stakeholders, Materiality)	19-24, 25-28				✓
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Our approach (Stakeholders), 2. Suppliers 3.4. Involvement of our customers 4.1. Closing the digital divide 4.2. Protection of our children in the digital age 5.5. Involvement of our employees 6.3. Our employees as corporate citizens 8. Investor relations 9. Cooperation	19-24, 55-62, 74-80, 82-88, 88-90, 127-132, 141-142, 167-168, 169-174				✓
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Stakeholder groups that raised each of the key topics and concerns.	Our approach (Sustainability strategy, Stakeholders, Materiality)	12-15, 19-24, 25-28				✓
REPORT PROFILE							
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	About the report	9-10				✓
G4-29	Date of most recent previous report (if any).	About the report	9-10				✓
G4-30	Reporting cycle (such as annual, biennial).	About the report	9-10				✓
G4-31	Provide the contact point for questions regarding the report or its contents.	About the report	9-10				✓
G4-32	The 'in accordance' option the organization has chosen, the GRI Content Index for the chosen option, the reference to the External Assurance Report.	About the report, GRI content index, Assurance statement	9-10, 177-198, 175-176				✓
G4-33	Policy and current practice with regard to seeking external assurance for the report.	About the report, Assurance statement	9-10, 175-176				✓
GOVERNANCE							
G4-34	Governance structure of the organization, including committees of the highest governance body and committees responsible for decision-making on economic, environmental and social impacts.	Our approach (Sustainability coordination) 1.1. Corporate governance	15-18, 44-50	http://www.telekom.hu/about_us/investor_relations/corporate_governance			✓
G4-35	The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Our approach (Sustainability coordination)	15-18				✓
G4-36	Executive-level position or positions with responsibility for economic, environmental and social topics.	Our approach (Sustainability coordination)	15-18				✓
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	Our approach (Sustainability coordination) 2. Suppliers 3.4. Involvement of our customers 5.3. Human rights, equal opportunities 8. Investor relations 9.2. Cooperation in the field of environment protection and society	15-18, 56-60, 73-74, 117-124, 168, 171-174				✓
G4-38	The composition of the highest governance body and its committees.	1.1. Corporate governance	44-50	Annual report 2014 (page nr. 66) : http://www.telekom.hu/static/sw/download/HAR_2014_Eng_Eves_Jelentes.pdf ; Board of Directors: http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors , Management Committee: http://www.telekom.hu/about_us/investor_relations/corporate_governance/management_committee , Remuneration and Nomination Committee: http://www.telekom.hu/about_us/investor_relations/corporate_governance/remuneration_and_nomination_committee ; Self-assessment of the Board of Directors 2014 (page nr. 1,3,5 and 6): http://www.telekom.hu/static/sw/download/BoD_self_evaluation_2014_20150225_eng.pdf ; Articles of Association (chapter titled Matters within the Exclusive Scope of Authority of the General Meeting) : http://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents ; Election of members of the Board of Directors (AGM April 12, 2013) http://www.telekom.hu/static/sw/download/8_BoDmembers_21March2013_eng.pdf	The Board of Directors consisted of 10 members in 2014, with one executive and nine non-executive members. 3 members are considered independent and 7 members are not considered independent.		✓
G4-39	Explanation whether the Chair of the highest governance body is also an executive officer.	1.1. Corporate governance	44-50		The CEO is not holding the position of Chairman of the Board of Directors.		✓
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	5.1. Talent management (Competences, responsibility)	112-113	Remuneration and Nomination Committee (chapter titled Powers of the Committee of the Rules of Procedure): http://www.telekom.hu/about_us/investor_relations/corporate_governance/remuneration_and_nomination_committee ; Articles of Association (chapter titled Matters within the Exclusive Scope of Authority of the General Meeting) : http://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents			✓
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	1.3. Corporate compliance	52-53	Code of Conduct (chapter titled Preventing conflicts of interest) : http://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents ; Self-assessment of the Board of Directors 2014 (page nr. 1): http://www.telekom.hu/static/sw/download/BoD_self_evaluation_2014_20150225_eng.pdf , Board of Directors (19.1 of chapter titled Miscellaneous of the Rules of Procedure): http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors ; Corporate Governance and Management Report (Recommendation 2.6.1): http://www.telekom.hu/static/sw/download/20150415_Felelos_Tarsasagiranyitasi_Jelentes_2014_ENG.pdf			✓

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G4-42	The highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Our approach (Sustainability coordination)	15-18				✓
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Our approach (Sustainability coordination)	15-18				✓
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	Our approach (Sustainability coordination) 1.1. Corporate governance	15-18, 44-50				✓
G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	Our approach (Sustainability coordination)	15-18				✓
G4-46	The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Our approach (Sustainability coordination) 1.1. Corporate governance	15-18, 44-50				✓
G4-47	The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Our approach (Sustainability coordination)	15-18				✓
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	Our approach (Sustainability coordination)	15-18				✓
G4-49	The process for communicating critical concerns to the highest governance body.	Our approach (Sustainability coordination) 5.3. Human rights, equal opportunities 8. Investor relations	15-18, 117-124, 168				✓
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Our approach (Sustainability coordination) 7.4. Environmental objectives, costs and compliance	15-18, 165-166				✓
G4-51	The remuneration policies for the highest governance body and senior executives (fixed pay and variable pay, sign-on bonuses or recruitment incentive payments, termination payments, etc.)	1.1. Corporate governance	44-50	Remuneration and Nomination Committee: http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation ; Annual report 2014 (page nr. 45 and 73) : http://www.telekom.hu/static/sw/download/HAR_2014_Eng_Eves_Jelentes.pdf ; Corporate Governance and Management Report (11. Remuneration statement): http://www.telekom.hu/static/sw/download/20150415_Felelos_Tarsasagiranyitasi_Jelentes_2014_ENG.pdf			✓
G4-52	The process for determining remuneration.	-	-	Remuneration and Nomination Committee: http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation ; Corporate Governance and Management Report (11. Remuneration statement): http://www.telekom.hu/static/sw/download/20150415_Felelos_Tarsasagiranyitasi_Jelentes_2014_ENG.pdf			✓
G4-53	How stakeholders' views are sought and taken into account regarding remuneration.	-	-	Decision on the remuneration of the members of the Board of Directors, the Supervisory Board and the Audit Committee (Annual General Meeting, April 11, 2014) : http://www.telekom.hu/static/sw/download/8_javadalmazas_19March2014_eng.pdf ; AGM resolutions (April 11, 2014): http://www.telekom.hu/static/sw/download/kozgyulesi_hatarozatok_2014AGM_14April2014_eng.pdf ; Amendment of the Remuneration Guidelines (Annual general meeting, April 16, 2012): http://www.telekom.hu/static/sw/download/20120323_8_javadalmazasi_iranyelvek_ENG.pdf , AGM resolutions (April 16, 2012): http://www.telekom.hu/static/sw/download/kozgyulesi_hatarozatok_2012AGM_ENG.pdf	The Annual General Meeting, held on April 11, 2014, determined the remuneration of the members of the Board of Directors, the Supervisory Board and the Audit Committee, where stakeholders could express their opinions. The Annual General Meeting, held on April 16, 2012 approved the amendments of the Remuneration Guidelines, where stakeholders could express their opinions. Remuneration guidelines adopted by 2012 AGM had been in force for 2014.		✓
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-	Corporate Governance and Management Report (11. Remuneration statement): http://www.telekom.hu/static/sw/download/20150415_Felelos_Tarsasagiranyitasi_Jelentes_2014_ENG.pdf	Magyar Telekom considers that information about salaries is strictly confidential. Information disclosed on remuneration of Board of Directors, Supervisory Board, Audit Committee and Management (the members of the Management Committee of the company) is available in Corporate Governance and Management Report (prepared on the basis of the provisions of the Civil Code and the Corporate Governance Recommendations of the Budapest Stock Exchange [BSE]).	The information is confidential - Partial disclosure	✓
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-	Corporate Governance and Management Report (11. Remuneration statement): http://www.telekom.hu/static/sw/download/20150415_Felelos_Tarsasagiranyitasi_Jelentes_2014_ENG.pdf	Magyar Telekom considers that information about salaries is strictly confidential. Information disclosed on remuneration of Board of Directors, Supervisory Board, Audit Committee and Management (the members of the Management Committee of the Company) is available in Corporate Governance and Management Report (prepared on the basis of the provisions of the Civil Code and the Corporate Governance Recommendations of the Budapest Stock Exchange [BSE]).	The information is confidential - Partial disclosure	✓
ETHICS AND INTEGRITY							
G4-56	The organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Our approach, 1.3. Corporate compliance 2. Suppliers 5.3. Human rights, equal opportunities	11-30, 52-53, 55-62, 117-124	http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance			✓
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	1.3. Corporate compliance 2. Suppliers 5.3. Human rights, equal opportunities	52-53, 55-62, 117-124	http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance			✓
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Our approach 1.3. Corporate compliance 2. Suppliers 5.3. Human rights, equal opportunities	11-30, 52-53, 55-62, 117-124	http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance			✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
SPECIFIC STANDARD DISCLOSURES							
CATEGORY: ECONOMIC							
ASPECT: ECONOMIC PERFORMANCE							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Corporate strategy)	11				✓
G4-EC1	Direct economic value generated and distributed	About the Group	35-36				✓
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Our approach (Sustainability coordination, Management systems) 7. Climate and environmental protection	15-18, 29-30, 144, 148				✓
G4-EC3	Coverage of the organization's defined benefit plan obligations	About the Group 5.2. Occupational health and safety	35-36, 114				✓
G4-EC4	Financial assistance received from government	About the Group	34				✓
ASPECT: MARKET PRESENCE							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Corporate strategy, Strategies and policies related to our sustainability approach)	11, 27-30				✓
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	5.1. Talent management (Competences, responsibility) 5.3. Human rights, equal opportunities	112-113, 117-124		We always pay 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. The pay brackets are determined on the basis of the actual market benchmark.		✓
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	1.1. Corporate governance 5.3. Human rights, equal opportunities	44-50, 117-124				✓
ASPECT: INDIRECT ECONOMIC IMPACTS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Corporate strategy) 4.1. Closing the digital divide	11, 82-88				✓
G4-EC7	Development and impact of infrastructure investments and services supported	4.1. Closing the digital divide 6. Social engagement	82-88, 133-142				✓
G4-EC8	Significant indirect economic impacts, including the extent of impacts	2. Suppliers 4.1. Closing the digital divide 4.4. Innovation for sustainability 6. Social engagement	55-62, 82-88, 92-96, 133-142				✓
ASPECT: PROCUREMENT PRACTICES							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 2. Suppliers	12-15, 55-62				✓
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	2.3. Local procurement	60-61				✓
CATEGORY: ENVIRONMENTAL							
ASPECT: MATERIALS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy, Environmental policy) 7. Climate and environmental protection	12-15, 29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment http://www.telekom.hu/rolunk/fenntarthatosag/kornyezeti/keszulekmenedzsment http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato			✓
G4-EN1	Materials used by weight or volume	Our approach (Environmental Policy, Management systems) 7.2.5. Paper consumption 7.3.1. Waste 7.3.2. Producer responsibility	29-30, 157-159, 161-163, 163-164	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment http://www.telekom.hu/rolunk/fenntarthatosag/kornyezeti/keszulekmenedzsment http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato			✓
G4-EN2	Percentage of materials used that are recycled input materials	7.2.5. Paper consumption 7.3.2. Producer responsibility 7.3.3. Effects of transport and logistics	157-159, 163-164, 165	http://www.telekom.hu/about_us/society_and_environment			✓
ASPECT: ENERGY							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy, Environmental policy, Management systems) 7. Climate and environmental protection	12-15, 29, 30, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles			✓
G4-EN3	Energy consumption within the organization	7.1. Climate protection and energy efficiency 7.2. Resources management	146-150, 150-159				✓
G4-EN4	Energy consumption outside of the organization	7.1.5. Equipment in customers' premises 7.2.2. Solutions to replace travel	150, 155-156	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability			✓
G4-EN5	Energy intensity	7.1.2. Energy efficiency	148				✓
G4-EN6	Reduction of energy consumption	7.1. Climate protection and energy efficiency 7.2. Resources management	146-150, 150-160	http://www.t-systems.hu/megoldasok/infrastruktura/adatkozpont-budapest/energiatudatos-vallalat			✓
G4-EN7	Reductions in energy requirements of products and services	7.1.2. Energy efficiency 7.2.1. Electricity consumption	148, 150-152				✓

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ASPECT: WATER							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Environmental Policy, Management systems) 7. Climate and environmental protection	29-30, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles			✓
G4-EN8	Total water withdrawal by source	7.2.6. Biodiversity (Water consumption)	159-160				✓
G4-EN9	Water sources significantly affected by withdrawal of water	7.2.6. Biodiversity (Water consumption)	159-160		Comment: The usage of groundwater is only a minor part of the total water consumption, the wells are not located in protected areas therefore we only report quantitative data.		✓
G4-EN10	Percentage and total volume of water recycled and reused	7.2.6. Biodiversity (Water consumption)	159-160		We do not perform water recycling activities		✓
ASPECT: BIODIVERSITY							
G4-DMA	Generic Disclosures on Management Approach	The aspect is not material					
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	7.2.6. Biodiversity	159-160				
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	-	-		Whenever possible our company avoids construction projects in protected or Natura 2000 areas		
G4-EN13	Habitats protected or restored	-	-				
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	-	-				
ASPECT: EMISSIONS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy, Environmental policy) 7. Climate and environmental protection	12-15, 29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles			✓
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	7.1. Climate protection and energy efficiency 7.2. Resources management	146-150, 150-160				✓
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	7.1. Climate protection and energy efficiency 7.2. Resources management	146-150, 150-160				✓
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	7.1. Climate protection and energy efficiency 7.1.5. Equipment in customers' premises 7.2.5. Paper consumption	146-150, 150, 157-159				✓
G4-EN18	Greenhouse gas (GHG) emissions intensity	7.1.2. Energy efficiency	148				✓
G4-EN19	Reduction of greenhouse gas (GHG) emissions	7.1. Climate protection and energy efficiency 7.2. Resources management	146-150, 150-160				✓
G4-EN20	Emissions of ozone-depleting substances (ODS)	-	-		EN-200DS material Magyar Telekom does not produce, export or import substances that damage the ozone layer. No leakage was detected from air-conditioning equipment. Due to the very low number of occurrences we do not report this item		✓
G4-EN21	NOX, SOX, and other significant air emissions	7.3.4. Emissions into the air	165				✓
ASPECT: EFFLUENTS AND WASTE							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Environmental policy) 7. Climate and environmental protection	29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles			✓
G4-EN22	Total water discharge by quality and destination	7.2.6. Biodiversity (Water consumption)	159-160		Magyar Telekom Group only uses potable water for social purposes (we do not use water for technology purposes), therefore the quantity of sewage water output is the same as the potable water consumption. There was one occasion when a water pipe broke within the building as a result we had to scrap documents.		✓
G4-EN23	Total weight of waste by type and disposal method	7.3.1. Waste 7.3.2. Producer's responsibility	161-163, 163-164				✓
G4-EN24	Total number and volume of significant spills	-	-		There was no significant leakage or unsupervised output.		✓
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	-	-		We do not import or export or manage hazardous waste.		✓
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	-	-		Not relevant		✓

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ASPECT: PRODUCTS AND SERVICES							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy, Environmental policy) 7. Climate and environmental protection	12-15, 29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment/management_systems http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability			✓
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	4.3. ICT for sustainability 7. Climate and environmental protection 7.1. Climate protection and energy efficiency 7.2. Resources management 7.3.2. Producer's responsibility	91, 144-145, 146-150, 150-160, 163-164	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability http://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/fenntarthato_keszulekek http://www.telekom.hu/rolunk/fenntarthatosag/kornyezeti/keszulekmenedzsment http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato https://beszerzes.telekom.hu/beszerzes/portal?appid=beszerzes&page=szallitoinknak/informaciok/fooldal.vm			✓
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	7.3.2. Producer's responsibility	163-164	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability http://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/fenntarthato_keszulekek http://www.telekom.hu/rolunk/fenntarthatosag/kornyezeti/keszulekmenedzsment http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/vendors/information/main.vm	Comment: Magyar Telekom Plc.'s intermediary partner for managing accumulators is ReLEM (http://www.relem.hu/).		✓
ASPECT: COMPLIANCE							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Environmental Policy, Management systems) 7. Climate and environmental protection	29-30, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment/management_systems http://www.telekom.hu/static/sw/download/Magyar_Telekom_environmental_policy.pdf			✓
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	1.4. Regulatory compliance 7.4. Environmental objectives, costs and compliance	54, 165-166		No environment protection related sanction or fine by the authorities.		✓
ASPECT: TRANSPORT							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Environmental Policy) 7. Climate and environmental protection	29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles			✓
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	7.1. Climate protection and energy efficiency 7.2. Resources management 7.3.3. Effects of transport and logistics	146-150, 150-160, 165				✓
ASPECT: OVERALL							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy, Environmental policy) 7. Climate and environmental protection 7.4. Environmental objectives, costs and compliance	12-15, 29, 143-164, 165-166				✓
G4-EN31	Total environmental protection expenditures and investments by type	7.4. Environmental objectives, costs and compliance	165-166				✓
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy), 2. Suppliers	12-15, 55-62				✓
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	2. Suppliers	56-60	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✓
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	2. Suppliers	56-60		We have not terminated any contract with our suppliers with reference to sustainability/environment protection reasons.		✓
ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Environmental Policy) 7. Climate and environmental protection	29, 143-166	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment/management_systems http://www.telekom.hu/static/sw/download/Magyar_Telekom_environmental_policy.pdf			✓
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	7.4. Environmental objectives, costs and compliance	165-166	http://www.telekom.hu/about_us/society_and_environment			✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
CATEGORY: SOCIAL							
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK							
ASPECT: EMPLOYMENT							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	5.4. Managing changes	126				✓
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	5.1. Talent management (Competences, responsibility) 5.3. Human rights, equal opportunities	112-113, 117-124				✓
G4-LA3	Return to work and retention rates after parental leave, by gender	5.3. Human rights, equal opportunities	119				✓
ASPECT: LABOR/MANAGEMENT RELATIONS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	5.4. Managing changes	124-127				✓
ASPECT: OCCUPATIONAL HEALTH AND SAFETY							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	5.2. Occupational health and safety	113-116		a. Depending of the risk category of the respective areas the occupational safety risks-and interests-are weighted. In general the technical areas have the highest representation rate in the weighted structure. b. 0,01 % (80 persons)		✓
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	5.2. Occupational health and safety	116		Most frequent injuries are bruising and dislocation of limbs, Magyar Telekom Plc.: 65 injuries (13 female, 52 male), out of 1 565 765 the number of lost workdays was 1058. Injury types: 50 technical and 15 office. T-Systems: 4 injuries (1 female, 3 male), out of 336 918 the number of lost workdays was 71. Injury types: 1 technical and 3 office. We do not keep records on injuries at our suppliers.		✓
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	5.2. Occupational health and safety	113-116		Prevention and screening examinations are important part of Magyar Telekom's prevention system. Within the frame of the system we require the vaccination of employees who are exposed to thick bites. It is also important that within aptitude tests we perform hearing and eye examinations. The company pays special attention to locomotion screening examinations too. Independently from the activities performed we provide opportunities for heart and cardiovascular examinations as well. We elaborate technological processes to avoid electric shock accidents and to ensure the safety of work performed in heights. In the case of business trips abroad-if necessary-the relevant vaccination is determined.		✓
G4-LA8	Health and safety topics covered in formal agreements with trade unions	5.2. Occupational health and safety	113-116		Besides determining the tasks and responsibilities of occupational safety representatives in the Occupational Safety Rules and Regulations, the competences of the Central Works Council also includes participation in measures to provide healthy and safe workplaces and to avoid accidents and occupational diseases. The regulatory function of the Central Works Council (Occupational Safety Rules and Regulations) guarantees that employees may work in a healthy and safe environment and the Council also has the right to express its opinion in such matters. The Occupational Safety Rules and Regulations determines the scope of personal protective equipment, the environment to provide healthy and safe workplaces that also ensures compliance with the effective legislation as well as the MSZ 280001 MEBIR safety standards.		✓
ASPECT: TRAINING AND EDUCATION							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA9	Average hours of training per year per employee by gender, and by employee category	5.1. Talent management	109-110				✓
G4-L10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	5.1. Talent management	107-113				✓
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	5.1. Talent management	110-112				✓
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	1.1. Corporate governance 5. Employees	47, 106, 112, 120, 121				✓
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 5. Employees	27-28, 105-132				✓
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	5.3. Human rights, equal opportunities	122				✓
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 2. Suppliers	12-15, 55-62				✓
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	2. Suppliers	56-60	https://beszerzes.telekom.hu/beszerzes/porta_en?appid=beszerzes&page=english/main.vm			✓
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	2. Suppliers	56-60				✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 1.3. Corporate compliance, 5. Employees	27-28, 52-53, 105-132	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf			✓
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	1.3. Corporate compliance 1.4. Regulatory compliance 5.3. Human rights, equal opportunities	52-53, 54, 117-124				✓
SUB-CATEGORY: HUMAN RIGHTS							
ASPECT: INVESTMENT							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 2. Suppliers	12-15, 55-62				✓
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2. Suppliers	56-60	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✓
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	1.3. Corporate compliance 5.3. Human rights, equal opportunities	56-60, 117-124				✓
ASPECT: NON-DISCRIMINATION							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 1.3. Corporate compliance, 5. Employees	27-28, 52-53, 105-132	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf http://www.telekom.hu/static/sw/download/Social_Charter.pdf			✓
G4-HR3	Total number of incidents of discrimination and corrective actions taken	1.3. Corporate compliance	52-53				✓
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							
G4-DMA	Generic Disclosures on Management Approach	Our approach (HR-strategy) 2. Suppliers 5. Employees	27-28, 55-62, 105-132	http://www.telekom.hu/static/sw/download/Social_Charter.pdf			✓
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	1.3. Corporate compliance 2. Suppliers 5.4. Managing changes	52-53, 56-60, 124-127				✓
ASPECT: CHILD LABOR							
G4-DMA	Generic Disclosures on Management Approach	2. Suppliers 5.3. Human rights, equal opportunities	55-62, 117-124	http://www.telekom.hu/static/sw/download/Social_Charter.pdf			✓
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	2. Suppliers 5.3. Human rights, equal opportunities	56-60, 124				✓
ASPECT: FORCED OR COMPULSORY LABOR							
G4-DMA	Generic Disclosures on Management Approach	2. Suppliers 5.3. Human rights, equal opportunities	55-62, 117-124	http://www.telekom.hu/static/sw/download/Social_Charter.pdf			✓
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	2. Suppliers 5.3. Human rights, equal opportunities	56-60, 124				✓
ASPECT: SECURITY PRACTICES							
G4-DMA	Generic Disclosures on Management Approach	The aspect is not material					
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	-	-				
ASPECT: INDIGENOUS RIGHTS							
G4-DMA	Generic Disclosures on Management Approach	The aspect is not material					
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-	-				
ASPECT: ASSESSMENT							
G4-DMA	Generic Disclosures on Management Approach	2. Suppliers 5.3. Human rights, equal opportunities	55-62, 117-124				✓
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	2. Suppliers 3.4. Involvement of our customers 5.3. Human rights, equal opportunities	56-60, 74-80, 117-124	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf http://www.telekom.hu/static/sw/download/Magyar_Telekom_Eselyegyenlosegi_Terv_2013_2015_en.pdf	The Group Code of Conduct is applicable to all member companies		✓
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 2. Suppliers	12-15, 55-62				✓
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	2. Suppliers	56-60	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✓
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	2. Suppliers	56-60				✓
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS							
G4-DMA	Generic Disclosures on Management Approach	1.3. Corporate compliance 5.3. Human rights, equal opportunities	52-53, 117-124	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf			✓
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	-	-		One case was reported of human rights grievance, it was investigated and not substantiated. One case was filed before the reporting period but resolved as unsubstantiated in the reporting period. One case was filed before the reporting period and resolved in the reporting period as substantiated.		✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
SUB-CATEGORY: SOCIETY							
ASPECT: LOCAL COMMUNITIES							
G4-DMA	Generic Disclosures on Management Approach	4.1. Closing the digital divide 5.5. Involvement of our employees	82-88, 127-132				✓
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	4.1. Closing the digital divide 4.2. Protection of our children in the digital age 4.3. ICT for sustainability 4.4. Innovation for sustainability 4.5. Service availability 5.5. Involvement of our employees	82-88, 88-90, 91, 92-96, 97-99, 127-132	http://www.telekom.hu/static/sw/download/Partnerseg_a_Digitalis_Magyarorszagert.pdf http://www.telekom.hu/about_us/press_room/press_releases/2014/february_21 facebook.com/okosdigitalis facebook.com/digitalishid			✓
G4-SO2	Operations with significant actual and potential negative impacts on local communities	4.1. Closing the digital divide 4.5. Service availability	83, 97-99	http://www.telekom.hu/static/sw/download/Partnerseg_a_Digitalis_Magyarorszagert.pdf http://www.telekom.hu/about_us/press_room/press_releases/2014/february_21	In the case of network development efforts the physical construction of the network may cause inconvenience to the residents.		✓
ASPECT: ANTI-CORRUPTION							
G4-DMA	Generic Disclosures on Management Approach	1.3. Corporate compliance	52-53	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf			✓
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	1.3. Corporate compliance	52-53		Our yearly Compliance Risk Assessment (CRA) addresses active and passive corruption separately. It always includes Magyar Telekom, T-Systems, Makedonski Telekom and Crnogorski 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%).		✓
G4-SO4	Communication and training on anti-corruption policies and procedures	1.3. Corporate compliance	52-53		a. total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region: 100%, all regions, Magyar Telekom: 7 persons b. total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region: 100%, all regions c. total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region: 100%, Magyar Telekom's current business partners d. total number and percentage of governance body members that have received training on anti-corruption, broken down by region: 100%, all regions, Magyar Telekom: 7 persons e. total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region: Magyar Telekom Plc: 1492 person, 92% of newcomer employees in 2014 Crnogorski Telekom A.D., Novatel Bulgaria, Combridge, MKT Group: 105 person, 91% of newcomer employees in 2014		✓
G4-SO5	Confirmed incidents of corruption and actions taken	-	-		a. number of confirmed incidents of corruption: 1 b. number of confirmed incidents in which employees were dismissed or disciplined for corruption: 0 c. number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: 1 d. public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: 0		✓
ASPECT: PUBLIC POLICY							
G4-DMA	Generic Disclosures on Management Approach	1.5. Political presence	54				✓
G4-SO6	Total value of political contributions by country and recipient/beneficiary	1.5. Political presence	54				✓
ASPECT: ANTI-COMPETITIVE BEHAVIOR							
G4-DMA	Generic Disclosures on Management Approach	1.4. Regulatory compliance	54				✓
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	1.4. Regulatory compliance	54				✓
ASPECT: COMPLIANCE							
G4-DMA	Generic Disclosures on Management Approach	1.4. Regulatory compliance	54				✓
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	1.4. Regulatory compliance	54				✓
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 2. Suppliers	12-15, 55-62				✓
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	2. Suppliers	56-60	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✓
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	2. Suppliers	56-60				✓
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY							
G4-DMA	Generic Disclosures on Management Approach	1.3. Corporate compliance	52-53				✓
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	1.3. Corporate compliance	52-53				✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
SUB-CATEGORY: PRODUCT RESPONSIBILITY							
ASPECT: CUSTOMER HEALTH AND SAFETY							
G4-DMA	Generic Disclosures on Management Approach	4.2. Protection of our children in the digital age 4.8. Safe use of mobile phones, electromagnetic fields	88-90, 102-104				✓
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	-	-		We did not identify such impacts.		✓
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	-	-		Number of incidents regarding health and security concerns of products and services, improper operation or internal regulation related incidents. • Fine or penalty resulted by improper operation: 0 • Notice resulted by improper operation: 2 • Internal notice resulted by improper operation: 0		✓
ASPECT: PRODUCT AND SERVICE LABELING							
G4-DMA	Generic Disclosures on Management Approach	Our approach (Sustainability strategy) 3.3. Informing our customers 4.3. ICT for sustainability	12-15, 73-74, 91	http://www.telekom.hu/static/sw/download/MT_Code_of_Conduct_31March2011.pdf			✓
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	4.3. ICT for sustainability 4.8. Safe use of mobile phones, electromagnetic fields 7.3.1. Waste 7.3.2. Producer's responsibility	91, 102-104, 160-163, 163-164				✓
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	-	-		We did not identify such incidents.		✓
G4-PR5	Results of surveys measuring customer satisfaction	3.1. Customer satisfaction	64-70				✓
ASPECT: MARKETING COMMUNICATIONS							
G4-DMA	Generic Disclosures on Management Approach	3.3. Informing our customers	73-74				✓
G4-PR6	Sale of banned or disputed products	-	-		Magyar Telekom Group does not sell banned or disputed products.		✓
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	1.4. Regulatory compliance	54				✓
ASPECT: CUSTOMER PRIVACY							
G4-DMA	Generic Disclosures on Management Approach	4.6. Data protection	99-101				✓
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	4.6. Data protection	99-101				✓
ASPECT: COMPLIANCE							
G4-DMA	Generic Disclosures on Management Approach	1.4. Regulatory compliance	54				✓
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	1.4. Regulatory compliance	54				✓
TELECOMMUNICATION SECTOR SPECIFIC INDICATORS							
CATEGORY: INTERNAL OPERATIONS							
ASPECT: INVESTMENT							
IO 1.	Capital investment in telecommunication network infrastructure broken down by country/region.	Letter from the CEO, About the Group 4.1. Closing the digital divide	5-8, 35-36, 82-88				✓
IO 2.	Net costs for service providers under the Universal Service Obligation when extending service to geographic locations and low-income groups, which are not profitable. Describe relevant legislative and regulatory mechanisms.	-	-		not relevant		✓
ASPECT: HEALTH AND SAFETY							
IO 3.	Practices to ensure health and safety of field personnel involved in the installation, operation and maintenance of masts, base stations, laying cables and other outside plant. Related health and safety issues include working at heights, electric shock, exposure to EMF and radio frequency fields, and exposure to hazardous chemicals.	4.8. Safe use of mobile phones, electromagnetic fields 5.2. Occupational health and safety	102-104, 113-116	http://www.emf-portal.hu/portal/			✓
IO 4.	Compliance with ICNIRP (International Commission on Non-Ionising Radiation Protection) standards on exposure to radiofrequency (RF) emissions from handsets	4.8. Safe use of mobile phones, electromagnetic fields	102-104	http://www.emf-portal.hu/portal/			✓
IO 5.	Compliance with ICNIRP (International Commission on Non-Ionising Radiation Protection) guidelines on exposure to radiofrequency (RF) emissions from base stations.	4.8. Safe use of mobile phones, electromagnetic fields	102-104	http://www.emf-portal.hu/portal/			✓
IO 6.	Policies and practices with respect to Specific Absorption Rate (SAR) of handsets.	4.8. Safe use of mobile phones, electromagnetic fields	102-104	http://www.emf-portal.hu/portal/			✓
ASPECT: INFRASTRUCTURE							
IO 7.	Policies and practices on the siting of masts and transmission sites including stakeholder consultation, site sharing, and initiatives to reduce visual impacts. Describe approach to evaluate consultations and quantify where possible.	4.8. Safe use of mobile phones, electromagnetic fields 7.2.6. Biodiversity	102-104, 159-160				✓
IO 8.	Number and percentage of stand-alone sites, shared sites, and sites on existing structures.	7.2.6. Biodiversity	159-160				✓

DMA and Indicators	Disclosure Title	Chapter in Sustainability Report 2014	Page Number	Website	Direct Answer	Omission(s)	External Assurance
CATEGORY: PROVIDING ACCESS							
ASPECT: ACCESS TO TELECOMMUNICATION PRODUCTS AND SERVICES: BRIDGING THE DIGITAL DIVIDE							
PA 1.	Policies and practices to enable the deployment of telecommunications infrastructure and access to telecommunications products and services in remote and low population density areas. Include an explanation of business models applied.	4.1. Closing the digital divide 4.5. Service availability	82-88, 97-99				✓
PA 2.	Policies and practices to overcome barriers for access and use of telecommunication products and services including: language, culture, illiteracy, and lack of education, income, disabilities, and age. Include an explanation of business models applied.	4.1. Closing the digital divide 4.2. Protection of our children in the digital age	82-88, 88-90				✓
PA 3.	Policies and practices to ensure availability and reliability of telecommunications products and services and quantify, where possible, for specified time periods and locations of down time.	4.5. Service availability	97-99				✓
PA 4.	Quantify the level of availability of telecommunications products and services in areas where the organisation operates. Examples include: customer numbers/ market share, addressable market, percentage of population covered, percentage of land covered.	Key operating statistics of Magyar Telekom Group 4.5. Service availability	37-42, 97-99				✓
PA 5.	Number and types of telecommunication products and services provided to and used by low and no income sectors of the population. Provide definitions selected. Include explanation of approach to pricing, illustrated with examples such as price per minute of dialogue/bit of data transfer in various remote, poor or low population density areas.	4.1. Closing the digital divide	82-88	http://www.telekom.hu/mobil/lakossagi/tarifak/havidijas/helloholnap http://www.telekom.hu/mobil/lakossagi/tarifak/domino/helloholnap			✓
PA 6.	Programmes to provide and maintain telecommunication products and services in emergency situations and for disaster relief.	Our approach (Management systems), 4.3. ICT for sustainability, 4.5. Service availability	30, 91, 97-99				✓
ASPECT: ACCESS TO CONTENT							
PA 7.	Policies and practices to manage human rights issues relating to access and use of telecommunications products and services.	4.2. Protection of our children in the digital age 4.7. Addressing legal and ethical aspects of content service providing	88-90, 101-102				✓
ASPECT: CUSTOMER RELATIONS							
PA 8.	Policies and practices to publicly communicate on EMF related issues. Include information provided at points of sales material.	4.8. Safe use of mobile phones, electromagnetic fields	102-104	http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety			✓
PA 9.	Total amount invested in programmes and activities in electromagnetic field research. Include description of programmes currently contributed to and funded by the reporting organisation.	4.8. Safe use of mobile phones, electromagnetic fields	102-104	http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety			✓
PA 10.	Initiatives to ensure clarity of charges and tariffs.	3.3. Informing our customers	73-74				✓
PA 11.	Initiatives to inform customers about product features and applications that will promote responsible, efficient, cost effective, and environmentally preferable use.	4.3. ICT for sustainability 4.4. Innovation for sustainability 7.1. Climate protection and energy efficiency 7.3.2. Producer's responsibility 9. Cooperation	91, 92-96, 146-150, 163-164, 169-174	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability http://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/fenntarthato_keszulekek http://www.telekom.hu/rolunk/fenntarthatosag/kornyezeti/keszulekmenedzsment http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato			✓
CATEGORY: PROVIDING ACCESS							
ASPECT: RESOURCE EFFICIENCY							
TA 1.	Provide examples of the resource efficiency of telecommunication products and services delivered.	4.3. ICT for sustainability 7.1. Climate protection and energy efficiency	91, 146-150				✓
TA 2.	Provide examples of telecommunication products, services and applications that have the potential to replace physical objects (e.g. a telephone book by a database on the web or travel by videoconferencing)	4.3. ICT for sustainability, 4.4. Innovation for sustainability 7.1. Climate protection and energy efficiency 7.2.2. Solutions to replace travel 7.2.5. Paper consumption	91, 92-96, 146-150, 155-156, 157-159	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability			✓
TA 3.	Disclose any measures of transport and/or resource changes of customer use of the telecommunication products and services listed above. Provide some indication of scale, market size, or potential savings.	4.3. ICT for sustainability 7.2.2. Solutions to replace travel	91, 155-156	http://www.telekom.hu/about_us/society_and_environment/ict_for_sustainability			✓
TA 4.	Disclose any estimates of the rebound effect (indirect consequences) of customer use of the products and services listed above, and lessons learned for future development. This may include social consequences as well as environmental.	4.3. ICT for sustainability 7.2.5. Paper consumption	91, 157-159				✓
TA 5.	Description of practices relating to intellectual property rights and open source technologies.	9.1. Professional cooperation 4.7. Addressing legal and ethical aspects of content service providing	170, 101-102				✓