



5. EMPLOYEES

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5.1 HUMAN RIGHTS, EQUAL OPPORTUNITIES

Magyar Telekom Group's Social Charter and the effective Equal Opportunities Plan define the principles that serve as the basis for the company in addressing human rights in general: https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf, http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2013_2015_en.pdf

Non-discrimination and equal workplace opportunities are primary objectives of Magyar Telekom Group. Since 2008 the company has been one of the first players in the business sector to adopt Equal Opportunity Plans in cooperation with the collective bargaining partners. The Plan was effective for two-year periods, but now, in line with the Equal Opportunity Plan, the new Plan was designed for three years.

In the "Tell me!" ethics line provided by Magyar Telekom Group and operated by the Compliance department one may report cases of discrimination experienced on behalf of the employer or the breach of human rights and such cases are investigated by the Group Compliance area. If the report was found to have a ground the management takes the necessary actions to sort out the actual situation and prevent similar problems in the future.

The Equal Treatment Authority, responsible for issues where employees may report the cases directly – did not initiate proceedings against Magyar Telekom Plc. in 2015 for the breach of equal treatment regulations in the area of employment.

In the course of the implementation of the equal opportunities plan for the years of 2013–2015, the employer has taken the following measures in 2015 to improve the situation of the following employee groups:

Magyar Telekom Group rejects all forms of discrimination at the workplace and expressly facilitates equal opportunities and diversity among its employees while observing the relevant cultural and legal environment. (Social Charter, Section 5)

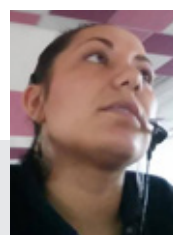
Most Roma employment programs try to reach undereducated, permanently unemployed, unskilled people and help them finding low-paying jobs. As opposed to this the Integrom program's objective is to find quality jobs at big enterprises for young, educated Roma people. In 2015 one full-time and two intern positions were successfully filled with the help of the **Integrom program**. Telekom contributes to the success of the program with donation as well.

For further details of the Integrom program, please read the **Y2014 Sustainability Report**.

In 2015 the Group took part again in supporting the ROMASTER talent management program, launched by HBLF in 2008. The

program assists young talented Roma people, learning in secondary schools, to continue their studies in tertiary technical, business or legal education institutions. Magyar Telekom's mentor supported one of the mentees of the program so that he can complete his practical training.

To ensure equal opportunities for **employees with reduced capacity to work or disability** (since 2010) applicants with disabilities using Magyar Telekom's electronic recruitment interface (<http://www.telekom.hu/rolunk/karrier>) can, on a voluntary basis, register their disability and request appropriate help in the selection process.



MELINDA KIRÁLYVÁRI
CUSTOMER SERVICE CONTACT CENTER
REPRESENTATIVE, MAGYAR TELEKOM

I took part in the Integrom Fund's training in 2014 and they helped me to get through the process of being admitted to a job interview at Magyar Telekom. On that very day they informed me that I will be offered a job/pre-contract. It all came true and now I work as an administrator in a call center. I was very happy and excited about my future.

The training started at the beginning of March, 2015 and after a month I could take calls in the call center. The environment and the people around me are very different from what I was used to because I grew up in the countryside, raised my two kids alone and we moved to the

capital in the blink of an eye. This was hard at the beginning. However, I was pleasantly surprised many times. I had never seen so many helping hands reaching out to me before and my colleagues and managers helped me a lot. This support greatly contributed to my development. I am very grateful to the company and these people. It motivates me every day and I would like to show them that their efforts were not in vain.

After a year of work I can tell that I look at Telekom as my family and I feel at home in every moment that I spend here.

2015 saw the continuation of the highly successful 'Have you ever tried it ...?' experience-based sensitization program, organized for Magyar Telekom employees. The aim of the events, often held with the involvement of external NGOs, foundations, is sensitization to promote an attitude of understanding the problems of handicapped people. As member of the Hungarian Business Leaders Forum (HBLF) Diversity HR work group, Magyar Telekom took part in the realization of the wheelchair basketball championship, also supported by HBLF, as a sponsor and competitor (2 teams). As it is customary wheelchair users and non-disabled colleagues competed with each other. This year the winner was one of the Telekom teams.

In 2015 as many as 2,372 colleagues worked remotely for a total of 54,342 days with which they saved almost 1.8 million kilometers – or 10 years – of travel.

In the Y2015 Telekom Health Week we organized a sensitization program for the staff whereby visually impaired masseurs were giving massage to Telekom employees in bigger company sites.

Besides these activities – following the tradition of past years – the company organized very successful thematic employee fairs (Christmas Fair, "It Is Good To Give" cookie event) at various company sites. Magyar Telekom employees could give donations and

buy items manufactured by disabled persons with the involvement of NGOs to support autistic persons' employment.

Telekom employees could follow Fanni Holczleiter's (Mosolyka) inspiring talk in person and online. Fanni is a wheelchair user and presented a new interpretation of a full and happy life to the audience of the event.

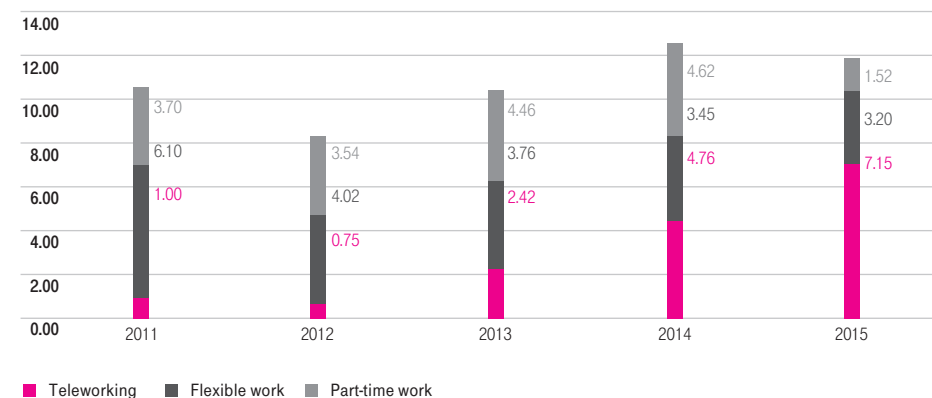
Telekom - as confirmed by the relevant monitoring process - fulfilled its commitments undertaken for two years in the company's application for the Disability-Friendly Workplace title. In 2015 the company won the title for the second year.

Through the support of **non-typical employment** the company helps families to find a healthy balance between their work and private life as parents/grandparents. It is strategically important for the company to make teleworking part of the company's culture which is supported by various practices built into the daily operation, such as big space office design to help teleworking as well as the Future Work initiative. Since 2012, as a response to the monthly announced "Work from home" campaign, there has been a continuous increase in the number of employees who chose to work remotely on specific days.

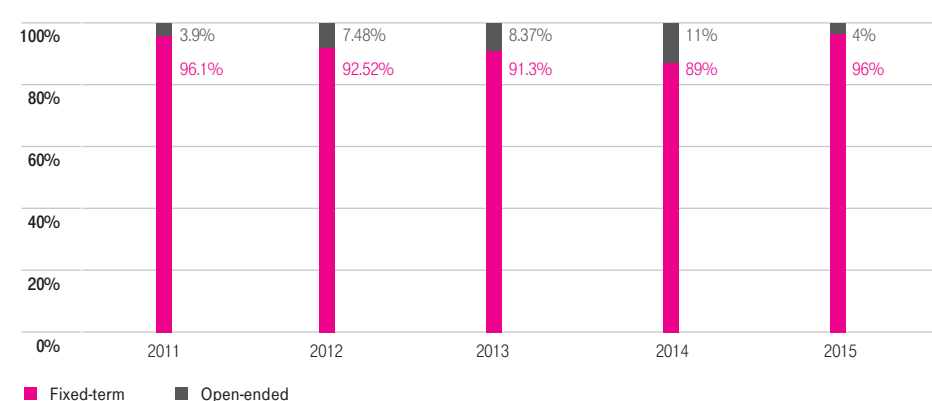
In 2015 there were 646 colleagues who signed remote work contracts and worked 40,551 days from home. Colleagues without remote work contracts (1,726 persons) worked 13,791 days also from home.

It is a significant step in the application and promotion of teleworking that Telekom cooperates with the representatives of other companies within the frame of the Employer's Equal Opportunities Forum Association (MEF).

ATYPICAL FORMS OF EMPLOYMENT AT MAGYAR TELEKOM PLC. IN PERCENTAGE OF THE TOTAL HEADCOUNT ✓



RATIO OF FIXED-TERM TO OPEN-ENDED EMPLOYMENT AT MAGYAR TELEKOM GROUP IN 2015 ✓



MEF – where one of the founders is Telekom – submitted a **concrete proposal** to the lawmakers to ensure that the effective laws in Hungary better support the practical implementation of teleworking.

The submission was prepared by a work group set up from the members of the MEF and Telekom played an important role in the process. The starting point of the submission was that the current legal environment fails to support the spread of teleworking and is not aligned to the existing practices of companies or to the requirements of employees while imposing such strict limitations on those who would like to work remotely that are almost impossible to meet. With more favorable regulations the number of teleworkers could significantly increase in the SME sector as well. This would be beneficial for both employers and employees. Being endorsed by 100% of the MEF members the document was sent to the responsible ministry that initiated discussions with MEF to address the issue.

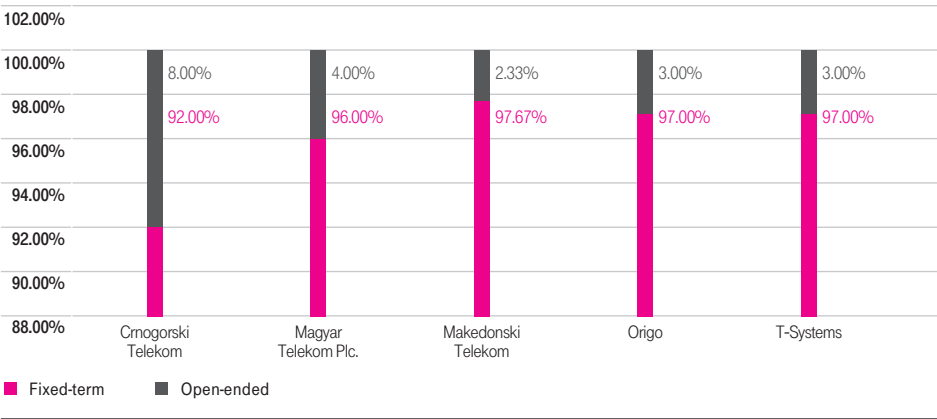
Each year the MEF organizes a conference on corporate equal opportunities topics. The conference in 2015 was organized to discuss issues on teleworking. Among the guest speakers of the conference there were Telekom experts and managers who shared their experience and best practices on teleworking.

You may read further information on the Work from home! campaign and the Future Work project in our **Y2014 Sustainability Report**.

LONG-TERM LEAVE AND RETURN TO WORK FROM MATERNITY LEAVE

	MEN	WOMEN	TOTAL
Employees on long-term leave	2	158	106
Employees returning after long-term leave	2	129	131
Employees returning from long-term leave, after having been employed at least for 12 months upon joining the company	1	106	107
Employees returning from long-term leave with continued employment	50%	82%	82%

RATIO OF FIXED-TERM TO OPEN-ENDED EMPLOYMENT AT MAGYAR TELEKOM GROUP IN 2015



In 2015, in order to support employees on maternity leave (young parents on child care allowance/child care benefit / maternity leave), the “Young Mother” program supported the company and young parents (on long-term leave) to stay in contact with each other, among others with organizing club meetings and Mother Parties. The free, monthly Mothers’ Career Club events, organized by Telekom’s contracted outplacement partner, Job Evolution Ltd., are regularly promoted for Telekom employees who raise their children at home and sometimes we combine these with the Mother Party events. Telekom continuously informs inactive colleagues by way of newsletters, the Young Mother website, the regularly updated Young Mother informative, dedicated email accessibility and a closed Telekom community site called “I have family”.

In order to ensure a proper balance between work and private life it is necessary to share the workload within families. The “Daddy, it

begins!” program tries to raise awareness on the importance of the father’s role within the family. The internal communication portal of the company has been publishing an informative for fathers since 2010 that summarizes some essential information for young fathers. Fathers of newborn children are congratulated by the company via email and are informed on the extra newborn care holiday option.

After 2014 Telekom and T-Systems jointly and successfully applied for the Family Friendly Company 2015 award and the Three Princes and Three Princesses Movement gave a special award to the companies as an acknowledgement of their family-friendly initiatives and efforts. The award is deemed as a recognition of the company’s accomplishments in being a family-friendly workplace.

Dimenzió Mutual Insurance and Self-help Association’s Family Support initiative helps Telekom employees’ families with daycare ser-

vices and school holiday programs. Parents may choose from daycare, kindergarten and school holiday camp options.

The six child friendly offices continued their operation in 2015. These offices offer solutions - i.e. provide child-friendly workstations and office space - in situations where the employee has to take care of a child for a couple of hours or days during one of the short school holidays or when the child recuperates from an illness.

The number of employees whose employment was continued upon returning from long-term leave increased with 1% in comparison to 2014.

The anonymous internal company program, **Abigél**, running since 2008, helps to resolve private life issues through its support (employee assistance) program. The person with problems may keep contact with Abigél via e-mails, who answers all relevant questions. Abigél’s identity is unknown and works under the effect of a nondisclosure agreement.

The company employs **various generations** of employees simultaneously thus personal fulfillment and the realization of the full potential of our colleagues is an important goal for Telekom.

As a next step of the well-designed trainee program, the Group offers jobs to many young people starting their career.

The family-friendly atmosphere of the company helps young employees through various channels and ways to raise their families and to be parents. Teleworking is not just attractive for single persons but for those with young children as well so that they can organize their lives more freely and independently.

The majority of the mid-aged, experienced expert pool has a slightly narrower career path potential and may obtain marketable knowledge that is most useful in horizontal career paths. This is supported by the company’s significant resources for external- and internal trainings and in-house job advertisements. Telekom expresses its appreciation towards the experienced workforce with numerous

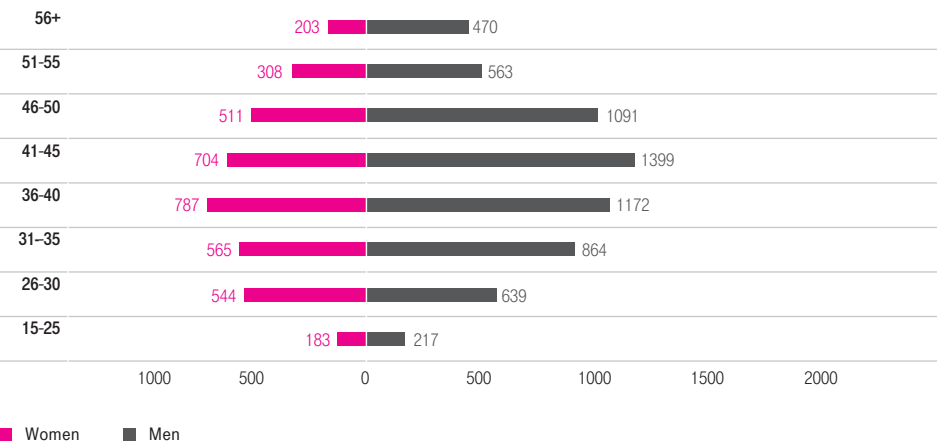
acknowledgments, like the Loyalty Award and the Lifetime Achievement Award.

In certain cases those who approach retirement age may choose to enter the company’s standby pool. With this initiative, among others, Telekom would like to take care of its employees and provide an interim solution for the period between work and retirement. The given employee can be reactivated from the standby pool if the continued employment creates mutual benefit for both parties.

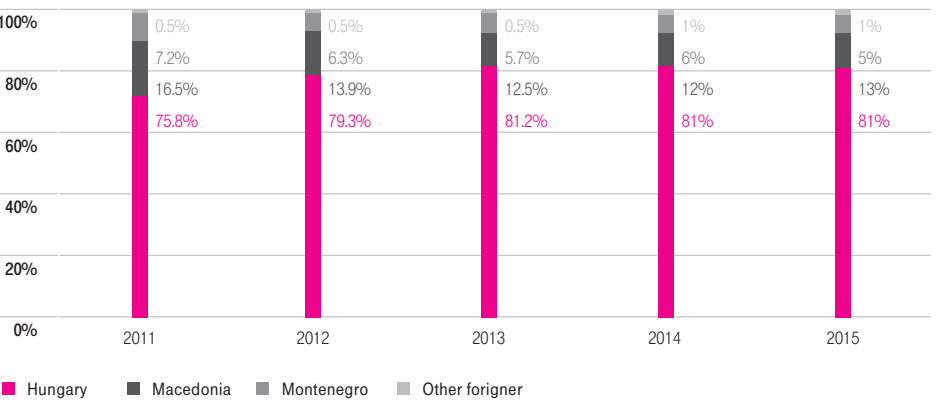
The company established a project to develop the effective and harmonious cooperation between generations. The project elaborated a strategic concept to support this effort.

Telekom, as a bronze level sponsor, participated in the biannually organized Chance Conference and successfully applied for the Multi-generation TOP 10 Organization title. Within the frame of the application the applicants first have to fill in a survey sheet then through a focus group discussion the

AGE TREE OF MAGYAR TELEKOM GROUP, DECEMBER 31, 2015 ✓



DISTRIBUTION OF EMPLOYEES BY REGION ✓



organization monitors the applicant company's practices on how it helps the cooperation of various generations and how it reflects on their special needs.

Magyar Telekom supported **female employees in managerial positions** to enhance equal opportunities with a training series, organized on the basis of the target group's actual needs. The focus of the program was to find a healthy balance between work and private life and to ease problems arising from these special roles, e.g. management of gender-based specialties of communication. In 2015 Telekom offered the opportunity to take part in the public Lean-in Club (organized by the Coaching Team).

Several female managers from Telekom joined the IBM Windows Opening initiative and participated in the events.

In 2015 Magyar Telekom continued its role in the "Girls' Day" international initiative. Within the frame of the program various information programs were offered for girls from several secondary schools at the Telekom and T-Systems headquarters.

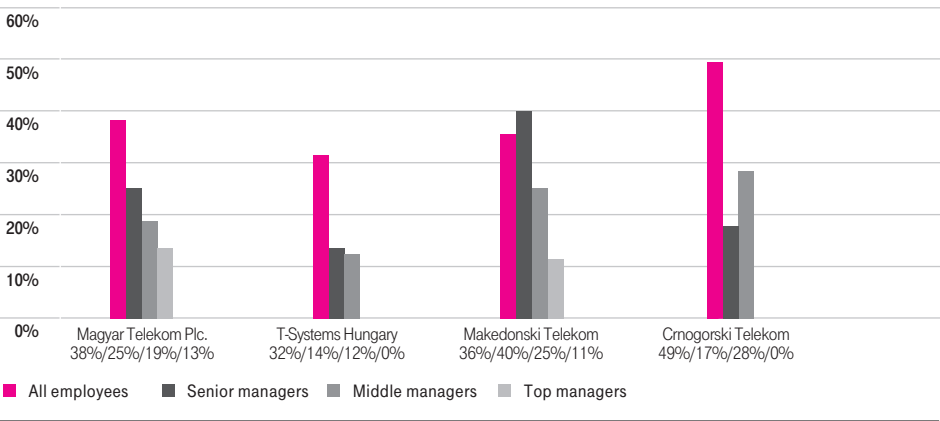
The "Girls' Day" is an interactive, open day, organized on the same day within the EU, when girls interested in technical sciences can spend a day at a leading technical company or university laboratory. Participants may meet women who are successful in the field of research or engineering sciences.

The **T-Systems** office building is accessible for wheelchair users, several floors are equipped with accessible toilets and parking places in the garage. At the beginning of 2014 the company hired 1 wheelchair user as a project assistant who is still an employee of the company.

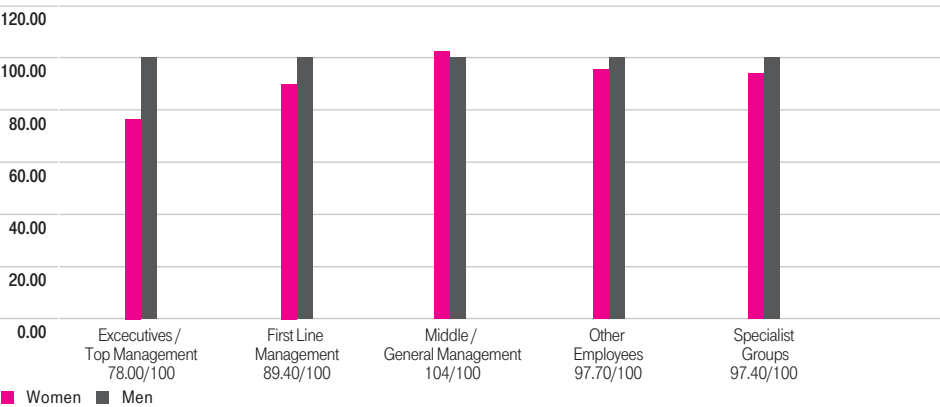
T-Systems Hungary Plc. employs 203 persons above the age of 50, out of which 2 persons work for the company after retirement.

Crnogorski Telekom actively promotes equal opportunities and applies this principle in each and every phase of the employment life

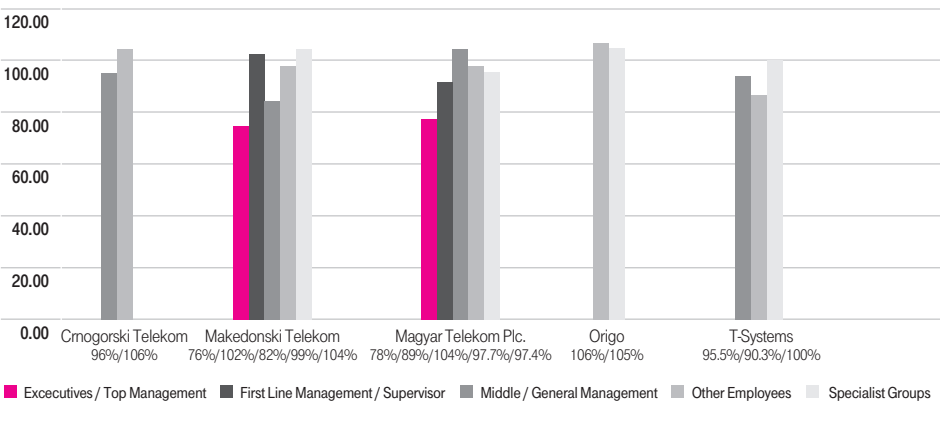
RATIO OF WOMEN IN MEMBER COMPANIES



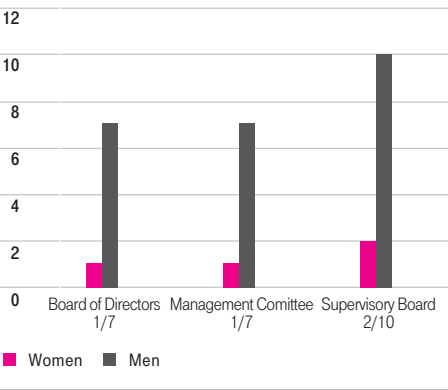
BASE WAGE COMPARISON BY JOB GRADES AND GENDER MAGYAR TELEKOM GROUP, 2015. ✓



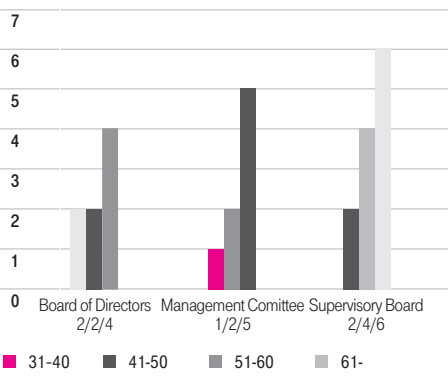
PROPORTION OF BASE WAGES OF FEMALE EMPLOYEES COMPARED TO THE BASE WAGES OF MALE EMPLOYEES (100%) BROKEN DOWN BY JOB CATEGORIES, MAGYAR TELEKOM GROUP 2015



GENDER MIX OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES BY ORIGIN IN 2015 ✓



AGE BREAKDOWN OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2015 ✓

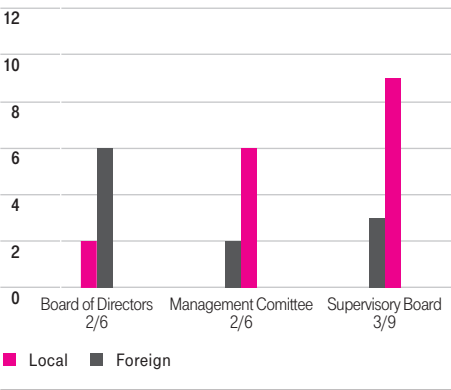


cycle. Equal opportunities are fully supported by the following Company regulations: Company Directive on Recruitment and Selection, Code of Conduct, Company Directive on Employee Relation, etc.

Visible examples of that approach can be seen at the public media (job advertisements/vacant positions) and company website, where we clearly emphasize Crnogorski Telekom as an equal opportunity employer.

Having in mind that Crnogorski Telekom is perceived among the young population as the most attractive employer, we have 15% of older population among our workforce, from the age structure above 50 which is slightly

BREAKDOWN BY ORIGIN OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2015 ✓



less compering with 2014 when it was 18%.

Official records about possible disabilities in case of existing or new employees are not required by Company regulations neither by local labor legislation.

Crnogorski Telekom regularly (annually) updates and communicates Company Directive on Employee Relations. In 2015 new version has been approved by EMB. Information for employees on prohibition of mobbing becomes integral part of this Directive.

This Directive is also used as the tool for validation of the principles defined by Social Charter of Deutsche Telekom AG and valid for the entire Group.

At **Telekom New Média Plc.** there is a process analysis under way to explore new ways of facilitating the employment of disabled people (captioning). Telekom New Média Plc. established a work environment which is accessible for people with physical disabilities.

Child labor

As a socially responsible company Telekom is committed to eliminate child labor. Since 2010 we regularly monitor the headcount under the age of 18. Based on our database Magyar Telekom Plc. did not employ any employee under the age of 18 in 2015.

Forced and compulsory labor

Employment at Magyar Telekom Group is compliant with the principles laid down in international treaties against forced and compulsory labor. Magyar Telekom Group member companies comply with the respective country's laws and other regulations on the prohibition of forced labor. Magyar Telekom Group member companies process and control the employees' identification documents—in line with the respective country's data protection laws—solely to the extent and period necessary for the employment and determination of the employees' benefits.

In 2015 no complaints were filed with the relevant authorities against Magyar Telekom Group's affiliates in the context of forced labor, and no proceedings or investigations were launched against the Company in this regard.

Freedom of association and collective bargaining

Magyar Telekom Group has acknowledged the freedom of association and the right for collective bargaining in its Social Charter. Magyar Telekom strives to maintain a dialogue and cooperation with employee representation bodies in the spirit of openness and trust. The Social Charter and the long-standing relationship between Magyar Telekom's management and the employee representation bodies are the guarantee that the relevant rights are observed. Some 100% of the Group's employees in Hungary, 95% in Macedonia and 100% in Montenegro come under the scope of collective bargaining agreement. Additionally, all employees in Macedonia are governed by a general collective agreement of the private sector, so with these employees the ratio of employees covered by collective agreement is 100% in Macedonia.

5.2 INVOLVEMENT OF THE EMPLOYEES

hello holnap! klub

In the event in January we discussed equal opportunities, values, cultural,- geopolitical,- economic and security issues in relation to the attack against the Charlie Hebdo magazine with Zoltán Sulok, Chairman of the Organization of Muslims in Hungary, György Nógrádi, security expert and István Madár, Portfolio's senior analyst.

On the occasion of the Valentine day we organized the February hello holnap! club under the title of "It is a human right to love" with the participation of Rita Béres-Deák, LMBTQ activist, Tamás Dombos, chairman of the Background Association and the Hungarian LMBT Association, Judit Takács, sociologist, scientific advisor of the Hungarian Academy of Sciences. During the panel discussion we touched upon the topic of homosexuality and homophobia, the evolution, definition and use of hetero-normativity as well as the acceptance of differences.

In the first month of spring we organized the hello holnap! Club under the title of "Tips and tricks in gardening - waiting for spring".

Dr. Szabolcs Fekete, flowers and ornamentals specialist and professor at Budapest Corvinus University gave a presentation on gardening in cities and Monika Kertész, managing director of Contemporary Architecture Center and program manager of Community Gardens gave tips and advice for beginner and advanced gardeners.

The topic of the hello holnap! club in April was social responsibility and our guests were the founders and enthusiastic activists of two bottom-up initiatives/organizations: Budapest Bike Mafia and Heti Betevő. We discussed topics like how an idea can be transformed into a project involving masses of people, how the initiatives are welcomed by the persons involved as well as their friends and what objectives, plans they have for the future. The guests

It is one of Magyar Telekom's key objectives to make the concept of sustainability understandable and accessible to everyone. In order to achieve this objective we organize hello holnap! forums where we discuss social, economic and environment protection topics and present them through everyday examples. The event is organized on a monthly basis with the exception of the summer months and is available both for employees and external attendees alike.

were happy to inform the audience about the growing number of volunteers. The members of the organizations serve the community with distributing food, toiletries and clothes by bike or at fixed locations to those in need.

The event in the May attracted a record number of guests where the Sputnik Ship Company art group presented a two-hour, interactive play, called Sociopoly. In the play the artists selected members of the audience to form needy families and the family members were making joint decisions during "four weeks of their lives". Such decisions were whether they should pay upfront for food in the shop vs set up an informal credit balance or if they can buy new shoes for their children to avoid losing social benefits. The play gave an insight into the hopeless life of the poor in a humorous and sometimes ironic way.

The first club after the summer holiday was organized in October. This time the venue was not Telekom's headquarters but a place called "Élesztő" where members of the club could join the Budapest Bike Mafia Vitamin Commando initiative. This is a charity effort where volunteers make sandwiches from food donations that are distributed by bikes to those in need.

In November the company announced that in 2015 Telekom has become entirely carbon neutral. The topic of the event in November was selected on the basis of the announcement: Dr. Tibor Faragó, honorary university professor, researcher, human-ecologist talked

about the importance of climate protection, greenhouse gases and their impact on our environment. The topic of discussion was made perceptible through the improvisation performance of the artists of Momentán theater.

Mobile Market

The Mobile Market visited the company's headquarters first in December, 2014 where the employees could buy agricultural products directly from the farmers. The initiative had a very positive reception and the farmers returned in spring to sell their products in the restaurant of the company's site in Szerémi street. In December 2015 they visited the company's headquarters again and employees could buy fresh farm-food on another occasion.

Earth Hour

Magyar Telekom has been actively participating in the WWF initiative since 2008. On March 28, 2015 between 8:30 PM and 9:30 PM the employees turned off the lights in Telekom shops and properties.

TeleBike

The employees of the company can use TeleBikes from March 30 until October 30. In 2015 the bikes were equipped by LED lights. In the springtime bikes are available for an extended period within the day, i.e. from 7:30 AM until 6:30 PM. In 2015 the bikes were used

on 8502 occasions between Telekom office buildings and traveled a distance of 15,226 kilometers thereby preventing the emission of 2900 kilograms of carbon dioxide.

We gave out the awards of the hello holnap! point collection campaign

Each year we organize the hello holnap! point collection campaign where employees may participate in sustainability activities and receive points in return. This year the campaign was closed on the Earth Day.

In 2014-2015 a total of 2146 employees took part in the activities and collected 5495 points. The most active participants were awarded. Gyula Bereznai was placed third with 44 points, the second was Attila Szabó with 48 points and the most active hello holnap! member in 2015 was Attila József Majoros who collected 90 points. The prizes, that were Csepel bicycle vouchers, were given to the awardees by the members of the Management Committee on May 5.

Purchase sustainable devices with 20% discount!

In May 2015 the employees of the company could purchase telecommunication equipment with 20% discount if they selected a sustainable device. The selected device had to have advanced environment protection (recycled components, e.g. aluminium casing) or social (e.g. hearing aid compatibility) features.

Invisible jobs exhibition at Telekom

The objective of the ART&ME Gallery application for funds is to call attention to people who work invisibly for the community, i.e. people take care of children, elderly, ill or disabled members of the family or pursue activities in NGOs and local communities as volunteers. The works of art submitted as applications were evaluated by a professional jury and were exhibited between June 15 and 21 at various places, including Telekom's headquarters.



Awardees of the hello holnap! piont collection campaign

Magyar Telekom won the "Biker Friendly Workplace" title for the third time

The Ministry of National Development and the Hungarian Biker Association (KMSZ) released their joint "Biker Friendly Workplace" request for applications for the ninth time in 2015. The objective of the award is to acknowledge the efforts of employers and settlements to promote the use of bicycles by way of building the necessary infrastructure and taking the necessary measures.

Magyar Telekom does not only pay increased attention to the needs and comfort of colleagues who travel by bike but also launched its own company bike rental system, that was launched in 2013. The TeleBike fleet helps employees to travel between six sites in Budapest swiftly and without any environmental load.

As a result of the effort to popularize cycling Magyar Telekom won the "Biker Friendly Workplace" award for the third time in a row (2013, 2014 and 2015).

Disabled Friendly Workplace

The 2015 Disabled Friendly Workplace awards were distributed at the Gala Event organized on the International Day of Persons with Disa-

bilities under the name of "The world is better with us". Now 50 Hungarian organizations have received the award, among them Magyar Telekom. As the proud winner of the award the company is entitled to use the Disabled Friendly Workplace logo for another two years.

The winners of the Disabled Friendly award were selected by the Salva Vita Fund to support the connection of job seeking disabled people and employers open to their employment. Those employers can apply for the award that undertake to continuously develop their practice in relation to the recruitment, employment and retention of people with disabilities.

Magyar Telekom has been treating the integration of disabled people with high priority. The series of targeted services and sensitization programs are the proof of these efforts and achievements. However, the award was not given to Telekom for the achievements in the past but based on its current practice and future plans. The jury awarded the company's sensitization programs: preparation for the conscious management of disabilities and the acceptance of disabled persons.

Move Telekom!

A day full of sports and fun for our colleagues and their family members. In 2015 the organizers combined the playful world of Children's Days with the momentum of Telekom Olympic Games and organized the Move Telekom! day. All employees were invited to the June 6 Move Telekom! sports day where everybody could try special and extreme sports while children were entertained by classical children's day programs. The event attracted almost 2800 Telekom employees.



Move Telekom! day

Sustainability survey among employees

Our employees are surveyed for the fifth year on sustainability issues. The survey is performed in November each year and this year 61.3% of the respondents answered that Telekom is a leading company in the field of sustainability. The awareness on sustainability is currently at a level of 79% within the company.

It is good to give! cookie campaign

Within the frame of the "It is good to give!" cookie campaign, as part of the Voluntary World Day initiative, the employees of the company and the members of the Sustainability Media Club were selling homemade cookies in the office buildings.

Several thousands of employees purchased cookies from 222 colleagues and donated to the charity. A total of HUF 1.7 million was raised in 15 venues for the fund that was supplemented by the company to a total of 4,686,600,- HUF.

Further information on the It is good to give! cookie campaign is in 6.2 Community investments chapter.

We increased the sense of social responsibility of our employees with the organization of volunteer programs; 2% of team building activities contained charitable elements. In 2015 10 such programs were organized and at these occasions altogether 649 Magyar Telekom volunteers ♥ participated in 4412 hours♥. With these programs we provided 21.8 million

HUF ♥ worth of theoretical contribution to the society.

T-Systems' KIR program – to improve the employees' awareness of environment protection – included the following activities in 2015:

- A Zöld blogba bejegyzések készítése, aminek célja, hogy személyesebbé tegyük a környezetvédelem, a fenntartható fejlődés témakörét, programokra hívjuk fel a kollégák figyelmét, és arra, hogy magánemberként mit tehetünk környezetünk védelméért. 2015-ben összesen 26 blogbejegyzés készült.
- Writing Green blogposts to make environment protection and sustainable growth more personal, to call the attention of our colleagues to programs and to show what we, as private persons, can do to protect our environment. In 2015 a total of 26 blog posts were created.
- T-Systems also joined the Earth Hour (March 29) and the Earth Day (April 22) initiatives. On both occasions well-suited films were shown on screens at the company's reception area and corridors and on the Earth Day our colleagues could calculate their ecological footprint.
- On June 18, 2015 we announced a program to popularize TeleBikes. Within the frame of the program we gave out Sziget summer festival tickets to three T-Systems employees who use TeleBikes most to commute between Telekom sites.

- On the Careless Day our colleagues could test drive electric cars.

- On the World Earth Day (October 21) we prepared information material to be played on screens in company buildings.

In 2015, Crnogorski Telekom supported the involvement of the employees in the following Company's CSR activities:

- he company has been organizing voluntary blood donations in collaboration with the Centre for Transfusion for four years. During the four years around 130 colleagues have been registered as voluntary blood donors.
- In 2015 we organized two humanitarian actions to help those in need. On the International Anti-Poverty Day (October 17) our employees collected food and clothes for poor people. The donations were given to the Red Cross organization in Podgorica for further distribution.
- In December 2015 our colleagues participated in the New Year fundraising event for families in need and children with special educational needs. The gifts that were collected in the fundraising were distributed between Montenegrin people by three nonprofit organizations.
- The Guiding Principles Day in 2015 has been organized with the best participation rate ever.