

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 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 - SUSTAINABILITY REPORT 2015 - GRI G4 CONTENT INDEX - TELECOMMUNICATION SECTOR SPECIFIC DISCLOSURES

Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance																														
GENERAL STANDARD DISCLOSURES																																			
STRATEGY AND ANALYSIS																																			
G4-1	Letter from the CEO	3-4			✓																														
G4-2	Our approach (Sustainability strategy)	6			✓																														
ORGANIZATIONAL PROFILE																																			
G4-3			The registered company name of Magyar Telekom is Magyar Telekom Telecommunications Public Limited Company, and its abbrevia- ted name is Magyar Telekom Plc.		✓																														
G4-4		http://www.telekom.hu/lakossagi/english http://www.telekom.hu/uzleti/main http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group	The activities of Magyar Telekom Group cover three main business areas: - fixed-line and mobile telecommunication services to residential customers (under the Telekom brand), - services to small- and medium-sized businesses (under the Telekom brand), - and services to large businesses (under the T-Systems brand). Magyar Telekom's employer and HR activities, business and investor relations, legal and corporate affairs, sustainability and corporate social responsibility, non-core business development, technical and network development activities also go under the corporate Telekom brand. The national member companies of Magyar Telekom Group manage the content, media and other, non-access services provided under different brand names. The international member companies of the Group operate as integrated or alternative telecommunications providers in the markets of the Southeast European region. Magyar Telekom is majority owner of Makedonski Telekom, Macedonia's biggest fixed and mobile operator, and also holds majority share in Crnogorski Telekom, Montenegro's biggest telecom provider. National and foreign members of the Group are described at: You can find more information about the Group's products and services on the Company's home page at: http://www.telekom.hu/lakossagi/english and http://www.telekom.hu/uzleti/main or our partners can also inquire at our customer service offices. Hungarian and foreign members of the Group: http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group		✓																														
G4-5			The headquarters of the Group are located in Budapest (I., Krisztina krt 55.).		✓																														
G4-6			The Group's area of operation: Hungary, Macedonia, Montenegro, Bulgaria and Romania.		✓																														
G4-7		http://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/owners-hip_structure	OWNERSHIP STRUCTURE OF MAGYAR TELEKOM ✓ <table><tr><th>Nr.</th><th>Owner</th><th>Ownership interest</th></tr><tr><td>1</td><td>Domestic institution</td><td>5.97%</td></tr><tr><td>2</td><td>Other foreign institutions</td><td>20.73%</td></tr><tr><td>3</td><td>Deutsche Telekom Europe B.V.⁽⁹⁾</td><td>59.21%</td></tr><tr><td>4</td><td>Domestic individuals</td><td>6.56%</td></tr><tr><td>5</td><td>Government institution</td><td>0.01%</td></tr><tr><td>6</td><td>Nominee</td><td>3.58%</td></tr><tr><td>7</td><td>Treasury shares</td><td>0.04%</td></tr><tr><td>8</td><td>Other</td><td>3.89%</td></tr><tr><td colspan="2">Total:</td><td>100.00%</td></tr></table> Based on the company's share register as of March 31, 2016. Magyar Telekom, founded in 1991 (under the name of Matáv) was privatized in 1993. Magyar Telekom's shares were introduced at the Budapest and international stock exchanges in 1997. The majority shareholder of Magyar Telekom (59.21%) is Deutsche Telekom Europe B.V., which is owned exclusively by Deutsche Telekom AG.	Nr.	Owner	Ownership interest	1	Domestic institution	5.97%	2	Other foreign institutions	20.73%	3	Deutsche Telekom Europe B.V. ⁽⁹⁾	59.21%	4	Domestic individuals	6.56%	5	Government institution	0.01%	6	Nominee	3.58%	7	Treasury shares	0.04%	8	Other	3.89%	Total:		100.00%		✓
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G4-8		http://www.telekom.hu/lakossagi/english http://www.telekom.hu/uzleti/main http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group	The activities of Magyar Telekom Group cover three main business areas: - fixed-line and mobile telecommunication services to residential customers (under the Telekom brand), - services to small- and medium-sized businesses (under the Telekom brand), - and services to large businesses (under the T-Systems brand). Magyar Telekom's employer and HR activities, business and investor relations, legal and corporate affairs, sustainability and corporate social responsi- bility, non-core business development, technical and network development activities also go under the corporate Telekom brand. The national member companies of Magyar Telekom Group manage the content, media and other, non-access services provided under different brand names. The international member companies of the Group operate as integrated or alternative telecommunications providers in the markets of the Southeast European region. Magyar Telekom is majority owner of Makedonski Telekom, Macedonia's biggest fixed and mobile operator, and also holds majority share in Crnogorski Telekom, Montenegro's biggest telecom provider. National and foreign members of the Group are described at: You can find more information about the Group's products and services on the Company's home page at: http://www.telekom.hu/lakossagi/english and http://www.telekom.hu/uzleti/main or our partners can also inquire at our customer service offices. Hungarian and foreign members of the Group: http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group		✓																														

(9) Deutsche Telekom Europe B.V. (formerly called CMobil B.V.) is 100% owned by Deutsche Telekom Europe Holding B.V., whose 100% owner is Deutsche Telekom Europe Holding GmbH (formerly called T-Mobile Global Holding Nr. 2 GmbH) and Deutsche Telekom Europe Holding GmbH is 100% owned by Deutsche Telekom AG, as a result Deutsche Telekom AG has 59.21% indirect ownership and voting right in Magyar Telekom Plc.

	Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance																																																																																										
G4-9	Key operating statistics of Magyar Telekom Group	54-56		Number of employees of Magyar Telekom Group: 10,357 persons ✔ (as of December 31, 2015)		✔																																																																																										
G4-10	5. Employees	40-45				✔																																																																																										
G4-11	5.1 Human rights, equal opportunities	41-43				✔																																																																																										
G4-12	3. Suppliers	30-33	http://www.telekom.hu/about_us/about_magyar_telekom/procurement			✔																																																																																										
G4-13	3. Suppliers	30-33		CHANGE IN THE COMPOSITION OF MAGYAR TELEKOM GROUP OVER THE PAST YEARS ✔ <table><tr><td>2010</td><td>2011</td><td>2012</td><td>2013</td><td>2014</td><td>2015</td></tr><tr><td>Magyar Telekom Plc.</td><td>Magyar Telekom Plc.</td><td>Magyar Telekom Plc.</td><td>Magyar Telekom Plc.</td><td>Magyar Telekom Plc.</td><td>Magyar Telekom Plc.</td></tr><tr><td>IQSYS</td><td>IQSYS</td><td>IQSYS⁽¹⁰⁾</td><td>-</td><td>-</td><td>-</td></tr><tr><td>KFKI</td><td>KFKI⁽¹¹⁾</td><td>T-Systems Hungary</td><td>T-Systems Hungary</td><td>T-Systems Hungary</td><td>T-Systems Hungary</td></tr><tr><td>EPT⁽¹²⁾</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Pro-M</td><td>Pro-M</td><td>Pro-M⁽¹³⁾</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Dataplex</td><td>Dataplex</td><td>Dataplex⁽¹⁴⁾</td><td>-</td><td>-</td><td>-</td></tr><tr><td>MFactory⁽¹⁵⁾</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Origo</td><td>Origo</td><td>Origo</td><td>Origo</td><td>Origo</td><td>Origo</td></tr><tr><td>-</td><td>ISH Informatika⁽¹⁶⁾</td><td>ISH Informatika⁽¹⁷⁾</td><td>-</td><td>-</td><td>-</td></tr><tr><td>-</td><td>Daten-Kontor⁽¹⁸⁾</td><td>Daten-Kontor⁽¹⁹⁾</td><td>-</td><td>-</td><td>-</td></tr><tr><td>-</td><td>Budakalász Kábel TV⁽²⁰⁾</td><td>Budakalász Kábel TV</td><td>Budakalász Kábel TV⁽²¹⁾</td><td>KalászNet</td><td>KalászNet</td></tr><tr><td>TCG⁽²²⁾</td><td>TCG</td><td>TCG</td><td>TCG</td><td>TCG</td><td>TCG</td></tr><tr><td>MakTel⁽²³⁾</td><td>MakTel</td><td>MakTel</td><td>MakTel</td><td>MakTel</td><td>MakTel⁽²⁴⁾</td></tr><tr><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>GTS⁽²⁵⁾</td></tr></table>	2010	2011	2012	2013	2014	2015	Magyar Telekom Plc.	Magyar Telekom Plc.	Magyar Telekom Plc.	Magyar Telekom Plc.	Magyar Telekom Plc.	Magyar Telekom Plc.	IQSYS	IQSYS	IQSYS ⁽¹⁰⁾	-	-	-	KFKI	KFKI ⁽¹¹⁾	T-Systems Hungary	T-Systems Hungary	T-Systems Hungary	T-Systems Hungary	EPT ⁽¹²⁾	-	-	-	-	-	Pro-M	Pro-M	Pro-M ⁽¹³⁾	-	-	-	Dataplex	Dataplex	Dataplex ⁽¹⁴⁾	-	-	-	MFactory ⁽¹⁵⁾	-	-	-	-	-	Origo	Origo	Origo	Origo	Origo	Origo	-	ISH Informatika ⁽¹⁶⁾	ISH Informatika ⁽¹⁷⁾	-	-	-	-	Daten-Kontor ⁽¹⁸⁾	Daten-Kontor ⁽¹⁹⁾	-	-	-	-	Budakalász Kábel TV ⁽²⁰⁾	Budakalász Kábel TV	Budakalász Kábel TV ⁽²¹⁾	KalászNet	KalászNet	TCG ⁽²²⁾	TCG	TCG	TCG	TCG	TCG	MakTel ⁽²³⁾	MakTel	MakTel	MakTel	MakTel	MakTel ⁽²⁴⁾	-	-	-	-	-	GTS ⁽²⁵⁾		✔
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G4-14	Our approach (Sustainability strategy) 1.1 Climate protection and energy efficiency 3. Suppliers	6 16-17 30-33	http://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals https://www.telekom.hu/static-tr/sw/file/20160224_Risk_management_guideline_ENG.pdf	As a result of the corporate environment becoming more risky, in more and more European countries it was made compulsory for listed companies to operate a risk management system and to make risk reports for the information of their investors. Establishing a comprehensive risk management system the Company complies with the relevant requirements such as the recommendations of Budapest Stock Exchange, as well as with international standards. It is Magyar Telekom's policy that all disclosures made by the company to the shareholders and the investment community be accurate and complete, and fairly present Telekom's financial condition and results of operations in all material respects. Such disclosures are made on a timely basis as required by the applicable laws, rules and regulations. To achieve these objectives, Magyar Telekom developed and have continuously enhanced its risk management policies. The Company's risk management includes identification, assessment and evaluation of risks, development of necessary action plans, as well as monitoring of performance and results. For risk management to be effective, Telekom must ensure that the management takes business decisions with full understanding of all relevant risks. In 1999 Telekom established a formal risk management system. This system has been operating in an integrated way with the risk management system of Deutsche Telekom since 2002. All risks related to material internal and external operations, financial and legal compliance and certain other risks are evaluated and managed by a well-defined internal mechanism. A risk management handbook and an internal regulation on risk management were issued. A risk management course was developed for employees responsible for risk management in all organizational areas. Risk items affecting our operations are reviewed quarterly throughout the Company. All of Telekom's subsidiaries, business units, divisions and entities are obliged to identify and report their operational risks on a quarterly basis. After evaluation of these risks, results are reported to the Company's management, to the Board of Directors and to the Audit Committee. For the sake of prompt disclosure of all risk items influencing investors' decisions, Telekom enhanced its risk management procedures with a new element, complemented the quarterly risk reporting system with a continuous reporting procedure which requires all departments and subsidiaries to report on a real-time basis any new material fact, information or risk that comes to their knowledge. Information thus submitted is monitored and evaluated by the risk management area and the CFO is notified when a new material risk or information is identified. An internal regulation has been issued to define responsibilities of each employee in risk monitoring and management.		✔																																																																																										
G4-15	Stakeholders	9-14				✔																																																																																										
G4-16	Stakeholders	9-14				✔																																																																																										

(10) From 30.09.2012 IQSYS merged into T-Systems Magyarország Zrt.
(11) From 01.04. 2012 KFKI provides its services under the name of T-Systems Magyarország Zrt.
(12) EPT merged into KFKI (with effect 09.30.2010).
(13) In 2012 100% of Pro-M shares sold to the Nemzeti Infokommunikációs Szolgáltató Zártkörűen Működő Részvénytársaság.
(14) Dataplex merges into T-Systems Magyarország Zrt. (with effect 09.30.2012).
(15) MFactory merges into Origo (with effect 31.07.2010).

(16) In 2011 ISH Informatika appeared as new data provider.
(17) ISH merges into T-Systems Magyarország Zrt (with effect 09.30.2012).
(18) In 2011 Daten-Kontor appeared as new data provider.
(19) Daten-Kontor merges into T-Systems Magyarország Zrt. (with effect 31.03.2013).
(20) In 2011 Budakalász Kábel TV appeared as new data provider.
(21) From 27.03. 2013 Budakalász Kábel provides its services under the name of KálászNet.

(22) The data of Crnogorski Telekom is quoted under the name of TCG.
(23) The data of Makedonski Telekom AD and T-Mobile Macedonia AD are quoted under the name MakTel.
(24) T-Mobile Macedonia AD merged into Makedonski Telekom AD (with effect 01.07.2015).
(25) In 2015 GTS Hungary appeared as new data provider.

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES						
G4-17				The report covers Hungary, Macedonia and Montenegro and all activities of the Group are included. Telekom uses its best efforts to ensure completeness of the report therefore includes all member companies that are of key importance from a sustainability point of view. The data disclosed the report are comparable to the changes of the composition of the Group which is supported by the table in the direct answers to the G4-13 indicator.		✔
G4-18	Our approach (Materiality)	7				✔
G4-19	Our approach (Materiality) Stakeholders	7 9-14				✔
G4-20				Based on the analysis Telekom believes that all topics have significance both inside and outside the company.		✔
G4-21	Stakeholders	9-14		Based on the analysis Telekom believes that all topics have significance both inside and outside the company.		✔
G4-22				In 2015 the Company continued its sustainability operation based on the 2011-2015 Sustainability Strategy. Thus there are no significant professional changes in respect of the content of the report in comparison to previous years.		✔
G4-23				Although the content did not change there were minor changes to the structure of the report. The structure of the report follows the priorities of the materiality analysis: high and medium priority topics are presented in details whereas information on low priority topics are primarily provided in the GRI indicator table to provide as transparent information to all stakeholders as possible on the company's corporate governance, environmental and social impact as well as the underlying risks and opportunities.		✔
STAKEHOLDER ENGAGEMENT						
G4-24	Stakeholders	9-14				✔
G4-25	Stakeholders	9-14		The report is an information source for all stakeholders, however, the entirety of the report is primarily prepared for Telekom's shareholders and investors, and among them, for the responsible investors and sustainability analysts in the first place. Nevertheless, the Company uses its best efforts to involve all stakeholders and to provide them with information.		✔
G4-26	Stakeholders 2.1 Closing the digital divide 2.4 Protection of our children in the digital age 3. Suppliers 4.2 Involvement of our customers 5.2 Involvement of our employees 6.3 Our employees as corporate citizens	9-14 25-27 29 30-33 37-39 44-45 50				✔
G4-27	Stakeholders	9-14				✔
REPORT PROFILE						
G4-28				Based on the analysis Telekom believes that all topics have significance both inside and outside the company.		✔
G4-29			http://www.telekom.hu/static-tr/sw/file/FJ_2014_ENG.pdf http://www.telekom.hu/about_us/society_and_environment/sustainability_reports	The latest report is Magyar Telekom's Y2014 Sustainability Report.		✔
G4-30			http://www.telekom.hu/about_us/society_and_environment/sustainability_reports	Magyar Telekom releases the sustainability report on an annual basis.		✔
G4-31	Stakeholders	9-14		Should you have any questions or queries on the report, please do not hesitate to write to the following e-mail address: fenntarthato-sag@telekom.hu		✔
G4-32	Assurance statement GRI content index	57 58-77		This year's report was again prepared in compliance with the "Comprehensive" level of the fourth generation Global Reporting Initiative (GRI G4).		✔
G4-33	Assurance statement	57		In order to ensure credibility and transparency, the Company continued to rely upon the support of an experienced and respected, external, independent third party. The purpose of the assurance procedure that they conducted is to determine the compliance, authenticity, comprehensiveness, structural integrity, justifiability and verifiability of the Sustainability Report. The report has been audited by PricewaterhouseCoopers Könyvvizsgáló Kft. and they assure the information contained therein to be reliable. The assurance process has been designed and conducted in accordance with the ISAE3000 standard, defined by the International Federation of Accountants. The respective limited assurance engagement report can be found in the 'Assurance Statement' chapter. Data and information audited are indicated by a ✔ symbol in the report and in the GRI content index. Sources of the data included in the report: - The business data are from the Group's year-2014 Annual Report and Quarterly Reports and data collection conducted within the Group. - The data of social nature are collected within the Group partly with the support of an online reporting tool, while the rest was supplied by the affiliates and organizational units. - The environmental protection data are partly from a process-wise transparent, online data provision system, as well as data collection conducted within the Group.		✔

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GOVERNANCE						
G4-34	7.1 Sustainability coordination	52-53	http://www.telekom.hu/about_us/investor_relations/corporate_governance	The Board of Directors is responsible for the management of the Company, which has the power to act on behalf of the Company vis-à-vis third persons, and represent it in court. The competences of the Board of Directors include decisions on all issues with regard to the management and business activities of the Company that do not fall into the exclusive scope of authority of the General Meeting or any other corporate body pursuant to the Articles or the relevant laws. In accordance with the Company's Articles of Association and the rules of procedure of the Board of Directors, in 2000 the Board of Directors established the Management Committee (MC) with powers to pursue its activities in compliance with the annual business plan. The Supervisory Board (SB) supervises the management of the Company in order to protect its interests. In this role it supervises the governance, management of the company, its finances and controls compliance with the regulations and the Company's Articles of Association. The Audit Committee is a permanent committee, established by the General Meeting from the independent members of the Supervisory Board. The objective of the Committee is to assist the Supervisory Board (1) in supervising the financial report regime, (2) in selecting the statutory auditor (3) in working with the statutory auditor. The Committee acts within its competence as defined in the Hungarian Civil Code, the Articles of Association and the Supervisory Board's Rules of Procedure. Magyar Telekom Telecommunications Public Limited Company's Board of Directors established the Remuneration and Nomination Committee with the objective to support the Company's Board of Directors in matters related to the remuneration of corporate bodies and top managers as well as in certain nomination issues. The reason of merging remuneration and certain nomination tasks into a single committee was to make the Board's personnel decision making process more effective thus ensuring the complex management of the relevant matters.		✓
G4-35	7.1 Sustainability coordination	52-53				✓
G4-36	7.1 Sustainability coordination	52-53				✓
G4-37	Stakeholders 3. Suppliers 4.2 Involvement of our customers 5.1 Human rights, equal opportunities 7.1 Sustainability coordination	9-14 30-33 37-39 41-43 52-53				✓
G4-38			http://www.telekom.hu/static-tr/sw/file/HAR_2015_Annual_Report_eng.pdf https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors https://www.telekom.hu/about_us/investor_relations/corporate_governance/management_committee https://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2015_20160224_eng.pdf https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents http://www.telekom.hu/static-tr/sw/file/8_BoDmembers_21March2013_eng.pdf	On December 31, 2015 the Board of Directors had eight members, one executive and seven non-executive members. 3 members were considered independent and 7 members were not considered independent. Members of the Board of Directors on December 31, 2015 Kerstin Günther, Chairperson of the Board of Directors; Senior Vice President, Technology Europe, Deutsche Telekom AG, Christopher Mattheisen, Chief Executive Officer, Magyar Telekom Plc., Thilo Kusch, Chief Financial Officer, T-Systems International GmbH, Frank Odzuck, Chief Executive Officer, Zwack Unicum Plc. (independent), Dr. Ralph Rentschler, Finance Europe, Financial Director Europe, Deutsche Telekom AG, Günter Mossal, Vice President for Area Management, Europe, Deutsche Telekom AG, György Mosonyi, Chairman of the Supervisory Board, MOL Plc. (independent), Dr. Mihály Patai, Chairman-CEO, UniCredit Bank Hungary Plc. (independent). Members of the Management Committee on December 31, 2015: Christopher Mattheisen, Chief Executive Officer, Éva Somorjai, Chief Human Resources Officer, András Gyenes, Chief Commercial Officer Residential, Balázs Máthé, Chief Legal and Corporate Affairs Officer, Péter Lakatos, Chief Commercial Officer SMB, Walter Goldenits, Chief Technology and IT Officer, Tibor Rékasi, Chief Commercial Officer Enterprise, János Szabó, Chief Financial Officer. Members of the Supervisory Board on April 12, 2016: Dr. László Pap, Chairman of the Supervisory Board, Budapest University of Technology and Economics, Professor (independent), Dr. János Illéssy, Managing Director, Lebona Kft. (independent), Dr. Sándor Kerekes, Director of Institute of Environmental Sciences, Corvinus University Budapest, Dr. Károly Salamon, Chairman-CEO, MKB Általános Biztosító Zrt. and MKB Életbiztosító Zrt. (independent), Dr. János Bitó, Chairman of the Thesis and Final Examination Board at Pázmány Péter Catholic University, Information Technology Faculty (independent), Konrad Kreuzer, Member of the Supervisory Board of E.ON Hungária Zrt. (independent), Martin Meffert, Responsible for Corporate Governance issues of Magyar Telekom, Makedonski Telekom and Crnogorski Telekom at the Group Headquarters, Deutsche Telekom AG, Sándor Hartai, TU Wholesale Directorate Expert, Member of the Central Workers' Council, Tamás Lichnovszky, Chairman of the Central Workers' Council, Magyar Telekom Plc., Zsoltné Varga, Quality manager, Magyar Telekom, Dr. Konrad Wetzker, Chairman, Corvinus School of Management (independent, Éva Öz, Controlling Manager of Controlling Directorate, Chairwoman of the Workers' Council of Central Functions, Magyar Telekom Plc. Members of the Audit Committee on December 31, 2015: Dr. János Illéssy Chairman of the Audit Committee, Managing Director of Lebona Kft., Dr. László Pap, Budapest University of Technology and Economics, Professor, Dr. Sándor Kerekes, Director of Institute of Environmental Sciences, Corvinus University, Dr. Károly Salamon, Chairman-CEO, MKB Általános Biztosító Zrt. and MKB Életbiztosító Zrt., Dr. János Bitó, Chairman of the Thesis and Final Examination Board at Pázmány Péter Catholic University, Information Technology Faculty. Members of the Remuneration and Nomination Committee on December 31, 2015: Frank Odzuck Chief Executive Officer, Zwack Unicum Plc., Dr. Ralph Rentschler Finance Europe, Financial Director Europe, Deutsche Telekom AG, Thilo Kusch, Chief Financial Officer, T-Systems International GmbH.		✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
G4-39				The Chief Executive Officer does not fill the position of the Chairman of the Board of Directors.		✓
G4-40			https://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation_governance_documents	The current job-grading system is transparent and the structure is reflecting the real value of job positions rather than hierarchy. Each employee is placed in the respective job position on the basis of the responsibility, professional knowledge required by the given position where the employee works. The individual positions are therefore comparable and the entire system is transparent and clear.		✓
G4-41			https://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2015_20160224_eng.pdf https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors http://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjesztések_eng.pdf	Deutsche Telekom Group and Magyar Telekom Group trust that the interests of their employees do not conflict with the interests of the Company. Other employment means the performance of work at a place other than the primary place of employment, in the course of which the employee submits his working capacity to a third party, regardless of the fact whether or not he receives a remuneration for it. An own enterprise is also to be considered other employment. You may not enter such other legal relationship, which conflicts with the interests of Deutsche Telekom Group and Magyar Telekom Group, especially if such relationship is prohibited by causes of competition. Deutsche Telekom Group and Magyar Telekom Group are not interested in holding such ownership share in its business partners or competitors that enables it to exercise business influence on them. The use of company property for private purposes is generally not permitted except if the given person is expressly entitled to such use, if the Collective Agreement allows it, or if the operating processes and regulations permit.		✓
G4-42	7.1 Sustainability coordination	52-53				✓
G4-43	7.1 Sustainability coordination	52-53				✓
G4-44	7.1 Sustainability coordination	52-53		Top management decisions have a direct impact on the entire Magyar Telekom Group's activity and future priorities. The performance of the top management (Chief Executive Officer, Chief Officers) is incentivized through the Lead to Win motivation system. The incentive system has a short-term incentive (bonus), a long-term, cash-based incentive (LTI) and a long-term, share-based incentive (share benefit program - SBP) element. The Remuneration and Nomination Committee of Magyar Telekom Group's Board of Directors makes proposals both for the annual targets and the evaluation of their implementation. The Committee Member, independent from the majority owner, shall provide for the representation of the minority owners' interests. Upon consideration of the proposals made by the Remuneration Committee, the Board of Directors adopts decisions regarding the targets and evaluation of top executives' performance. The Board of Directors evaluates the performance of the previous year and finalizes the targets of the current year in the first meeting of the year. In general, 55% of top executives' salary is fixed, while 45% is variable pay (bonus). The annual bonus is payable prorated to the evaluated performance of the partly collective, partly individual targets set at the beginning of the year and derived from Magyar Telekom Group's strategic targets. In the case of the collective targets no bonus is payable, if performance is below a certain minimum limit, defined in advance. In case of over-achieving the targets, additional bonus is paid, the extent of which cannot exceed 50% of the bonus payable upon 100% performance. The framework of bonus target setting (bonus amount, structure and maximal amount of additional bonus) is defined by the strategic investor's compensation guidelines (Deutsche Telekom Global Compensation Guidelines). In addition to the annual target-setting, evaluation and bonus payment used as short term incentive, the Company also lays emphasis on long-term performance stimulation. The first package of the LTI-program - as part of the Lead to Win system - was introduced in 2015 so as to stimulate the contribution of the top management to the achievement of the strategic objectives even more effectively. With the 4 year term Telekom focuses on the increase of sustainable performance. It is the competence of the General Meeting to approve the "Remuneration Guidelines" that sets forth the remuneration principles and components for the top management and the members of corporate bodies. Besides, as part of the Corporate Governance Report, Telekom each year discloses the previous year's remuneration for the top management and corporate bodies in the Remuneration Statement. The conditions of selecting the members of Magyar Telekom's Board of Directors, Supervisory Board and Audit Committee were amended by the Remuneration and Nomination Committee in April 2016: as new elements diversity and the reciprocal supplementation of competences are also taken into account. In order to fulfill the sustainability objectives the responsible middle managers and experts are incentivized directly through the TM system.		✓
G4-45	7.1 Sustainability coordination	52-53				✓
G4-46	7.1 Sustainability coordination	52-53				✓
G4-47	7.1 Sustainability coordination	52-53				✓
G4-48	7.1 Sustainability coordination	52-53				✓
G4-49	7.1 Sustainability coordination	52-53				✓
G4-50	1.4 Environmental objectives, costs and compliance 7.1 Sustainability coordination	23 52-53				✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
G4-51			https://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation http://www.telekom.hu/static-tr/sw/file/HAR_2015_Annual_Report_eng.pdf http://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf	Top management decisions have a direct impact on the entire Magyar Telekom Group's activity and future priorities. The performance of the top management (Chief Executive Officer, Chief Officers) is incentivized through the Lead to Win motivation system. The incentive system has a short-term incentive (bonus), a long-term, cash-based incentive (LTI) and a long-term, share-based incentive (share benefit program - SBP) element. The Remuneration and Nomination Committee of Magyar Telekom Group's Board of Directors makes proposals both for the annual targets and the evaluation of their implementation. The Committee Member, independent from the majority owner, shall provide for the representation of the minority owners' interests. Upon consideration of the proposals made by the Remuneration Committee, the Board of Directors adopts decisions regarding the targets and evaluation of top executives' performance. The Board of Directors evaluates the performance of the previous year and finalizes the targets of the current year in the first meeting of the year. In general, 55% of top executives' salary is fixed, while 45% is variable pay (bonus). The annual bonus is payable prorated to the evaluated performance of the partly collective, partly individual targets set at the beginning of the year and derived from Magyar Telekom Group's strategic targets. In the case of the collective targets no bonus is payable, if performance is below a certain minimum limit, defined in advance. In case of over-achieving the targets, additional bonus is paid, the extent of which cannot exceed 50% of the bonus payable upon 100% performance. The framework of bonus target setting (bonus amount, structure and maximal amount of additional bonus) is defined by the strategic investor's compensation guidelines (Deutsche Telekom Global Compensation Guidelines). In addition to the annual target-setting, evaluation and bonus payment used as short term incentive, the Company also lays emphasis on long-term performance stimulation. The first package of the LTI-program - as part of the Lead to Win system - was introduced in 2015 so as to stimulate the contribution of the top management to the achievement of the strategic objectives even more effectively. With the 4 year term Telekom focuses on the increase of sustainable performance. It is the competence of the General Meeting to approve the "Remuneration Guidelines" that sets forth the remuneration principles and components for the top management and the members of corporate bodies. Besides, as part of the Corporate Governance Report, Telekom each year discloses the previous year's remuneration for the top management and corporate bodies in the Remuneration Statement. The conditions of selecting the members of Magyar Telekom's Board of Directors, Supervisory Board and Audit Committee were amended by the Remuneration and Nomination Committee in April 2016: as new elements diversity and the reciprocal supplementation of competences are also taken into account. In order to fulfill the sustainability objectives the responsible middle managers and experts are incentivized directly through the TM system.		✓
G4-52			https://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation http://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf			✓
G4-53			https://www.telekom.hu/static-tr/sw/file/8_javadalmazas_19March2014_eng.pdf http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2014AGM_14April2014_eng.pdf http://www.telekom.hu/static-tr/sw/file/20150324_AGM_submission_Javadalmazasi_iranyelvek_ENG.pdf http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2015AGM_ENG.pdf	The Annual General Meeting, held on April 11, 2014, determined the fee of the members of the Board of Directors, Supervisory Board and Audit Committee. The shareholders could express their opinion on the decision at the General Meeting. The Annual General Meeting, held on April 15, 2015, adopted the amendment of the Remuneration Guidelines. The shareholders could express their opinion on the decision at the General Meeting.		✓
G4-54			http://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf	The information on the fee of the members of the Board of Directors, the Supervisory Board, the Audit Committee as well as the management (members of the Management Committee of the Company) are disclosed in the Corporate Governance Report, prepared in accordance with the provisions of the Hungarian Civil Code and the Corporate Governance Recommendations (CGR) of the Budapest Stock Exchange Plc. ("BÉT").	The information is confidential - Partial disclosure	✓
G4-55			http://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf	The information on the fee of the members of the Board of Directors, the Supervisory Board, the Audit Committee as well as the management (members of the Management Committee of the Company) are disclosed in the Corporate Governance Report, prepared in accordance with the provisions of the Hungarian Civil Code and the Corporate Governance Recommendations (CGR) of the Budapest Stock Exchange Plc. ("BÉT").	The information is confidential - Partial disclosure	✓
ETHICS AND INTEGRITY						
G4-56	Our approach 3. Suppliers 5.1 Human rights, equal opportunities	5-8 30-33 41-43	https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/szocialis_charta_en.pdf https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/vendors/information/Our_Code_of_Conduct.vm http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance	Magyar Telekom Group's Code of Conduct is a summary of the corporate compliance requirements; this document sets out the common values of the Group and it is also the token of the strong position, reputation and successful future of Telekom. Everyone at Magyar Telekom Group must comply with the Code of Conduct from staff employees to the Board members. In addition to the employees the contracted partners of Magyar Telekom Group are also required to learn and accept these values when registering on the Company's procurement site.		✓
G4-57	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43	http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance	Magyar Telekom Group takes the Code of Conduct and its detailed regulation seriously and considers its enforcement to be among the highest priorities, but it is also acknowledged that it is sometimes difficult to know right from wrong. That's why the employees are encouraged to initiate open communication through an internally available Ask me! portal.		✓
G4-58	3. Suppliers 5.1 Human rights, equal opportunities 7.1 Sustainability coordination	30-33 41-43 52-53	http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance	Complaints and comments related to issues and violations of regulations can be submitted to Magyar Telekom Group's Tell me! portal.		✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance																																																																																																													
SPECIFIC STANDARD DISCLOSURES																																																																																																																			
CATEGORY: ECONOMIC																																																																																																																			
ASPECT: ECONOMIC PERFORMANCE																																																																																																																			
G4-DMA	Our approach (Corporate strategy)	5				✓																																																																																																													
G4-EC1				CREATING VALUE FOR OUR STAKEHOLDERS ✓ <table><tr><td></td><td>2012</td><td>2013</td><td>2014</td><td>2015</td><td>2015</td><td>2015</td><td>2015</td><td>2015</td><td>2015</td></tr><tr><td></td><td>Produced economic value</td><td>Group</td><td>Group</td><td>Group</td><td>Group</td><td>Hungary</td><td>Macedonia</td><td>Montenegro</td><td>Romania</td><td>Bulgaria</td></tr><tr><td></td><td>Revenues (total revenue + share from the after-tax profit of the affiliates)</td><td>607 128 million HUF</td><td>637 521 million HUF</td><td>626 447 million HUF</td><td>656 342 million HUF</td><td>566 584 million HUF</td><td>53 517 million HUF</td><td>30 459 million HUF</td><td>4 095 million HUF</td><td>1 687 million HUF</td></tr><tr><td>Stakeholder</td><td>Distributed economic value</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Suppliers</td><td>Operating costs (total revenue-related payments + net other operating costs)</td><td>318 226 million HUF</td><td>361 368 million HUF</td><td>350 473 million HUF</td><td>377 409 million HUF</td><td>-335 780 million HUF</td><td>-22 520 million HUF</td><td>-14 789 million HUF</td><td>-3 119 million HUF</td><td>-1 201 million HUF</td></tr><tr><td>Employees</td><td>Employee wages and benefits (employee-related costs)</td><td>94 084 million HUF</td><td>96 691 million HUF</td><td>94 750 million HUF</td><td>95 160 million HUF</td><td>-82 746 million HUF</td><td>-6 088 million HUF</td><td>-5 838 million HUF</td><td>-267 million HUF</td><td>-221 million HUF</td></tr><tr><td>Investors</td><td>Payments to capital investors (dividend pay + net other operating costs)</td><td>80 715 million HUF</td><td>83 677 million HUF</td><td>28 397 million HUF</td><td>28 176 million HUF</td><td>-28 219 million HUF</td><td>-147 million HUF</td><td>223 million HUF</td><td>-20 million HUF</td><td>-13 million HUF</td></tr><tr><td>State</td><td>Payments to the state budget (profit tax + crisis tax + telecom tax + utility tax)⁽²⁶⁾</td><td>46 560 million HUF</td><td>45 693 million HUF</td><td>53 614 million HUF</td><td>46 666 million HUF</td><td>-45 147 million HUF</td><td>-876 million HUF</td><td>-583 million HUF</td><td>-66 million HUF</td><td>6 million HUF</td></tr><tr><td>Communities</td><td>Community investments (donations, institutional sponsorship, voluntary work, education)</td><td>226 million HUF</td><td>218 million HUF</td><td>497 million HUF</td><td>348 million HUF</td><td>305 million HUF</td><td>30 million HUF</td><td>13 million HUF</td><td>n.a.</td><td>n.a.</td></tr><tr><td>Overall stakeholders in future</td><td>Retained earnings (after-tax profit + depreciation - dividend paid)</td><td>100 635 million HUF</td><td>81 479 million HUF</td><td>132 674 million HUF</td><td>145 331 million HUF</td><td>113 853 million HUF</td><td>19 874 million HUF</td><td>10 443 million HUF</td><td>785 million HUF</td><td>376 million HUF</td></tr></table>		2012	2013	2014	2015	2015	2015	2015	2015	2015		Produced economic value	Group	Group	Group	Group	Hungary	Macedonia	Montenegro	Romania	Bulgaria		Revenues (total revenue + share from the after-tax profit of the affiliates)	607 128 million HUF	637 521 million HUF	626 447 million HUF	656 342 million HUF	566 584 million HUF	53 517 million HUF	30 459 million HUF	4 095 million HUF	1 687 million HUF	Stakeholder	Distributed economic value										Suppliers	Operating costs (total revenue-related payments + net other operating costs)	318 226 million HUF	361 368 million HUF	350 473 million HUF	377 409 million HUF	-335 780 million HUF	-22 520 million HUF	-14 789 million HUF	-3 119 million HUF	-1 201 million HUF	Employees	Employee wages and benefits (employee-related costs)	94 084 million HUF	96 691 million HUF	94 750 million HUF	95 160 million HUF	-82 746 million HUF	-6 088 million HUF	-5 838 million HUF	-267 million HUF	-221 million HUF	Investors	Payments to capital investors (dividend pay + net other operating costs)	80 715 million HUF	83 677 million HUF	28 397 million HUF	28 176 million HUF	-28 219 million HUF	-147 million HUF	223 million HUF	-20 million HUF	-13 million HUF	State	Payments to the state budget (profit tax + crisis tax + telecom tax + utility tax) ⁽²⁶⁾	46 560 million HUF	45 693 million HUF	53 614 million HUF	46 666 million HUF	-45 147 million HUF	-876 million HUF	-583 million HUF	-66 million HUF	6 million HUF	Communities	Community investments (donations, institutional sponsorship, voluntary work, education)	226 million HUF	218 million HUF	497 million HUF	348 million HUF	305 million HUF	30 million HUF	13 million HUF	n.a.	n.a.	Overall stakeholders in future	Retained earnings (after-tax profit + depreciation - dividend paid)	100 635 million HUF	81 479 million HUF	132 674 million HUF	145 331 million HUF	113 853 million HUF	19 874 million HUF	10 443 million HUF	785 million HUF	376 million HUF		✓
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G4-EC2	Our approach (Management systems) 1. Climate and environmental protection 7.1 Sustainability protection	8 15-23 52-53									✓																																																																																																								
G4-EC3					The relevant figures are contained in the direct answer to the G4-EC1 indicator. Any Magyar Telekom employee who joins the association may buy life, pension and health insurance and mutual assistance services through the Dimenzió Health Care Fund. Members of voluntary pension funds receive supplementary financial support from the company.						✓																																																																																																								
G4-EC4			http://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals http://www.telekom.hu/static-tr/sw/file/IFRS_2015_eng.pdf	Awards won in 2015: Family Friendly Workplace Award 2015, Biker Friendly Workplace Award 2015, Disabled Friendly Workplace Award 2015, Most Creative Good Deed Award: Magyar Telekom Plc. - Szépmű Project, T-Systems Hungary Plc. - Energy Efficient Company							✓																																																																																																								
				SUBSTANTIAL FINANCIAL SUPPORT FROM THE STATE ⁽²⁷⁾ ✓ <table><tr><td></td><td>2012</td><td>2013</td><td>2014</td><td>2015</td></tr><tr><td>Tax credit utilization</td><td>4946 million HUF</td><td>3011 million HUF</td><td>3323 million HUF</td><td>5493 million HUF</td></tr><tr><td>Film- and sport subsidies</td><td>723 million HUF</td><td>409 million HUF</td><td>584 million HUF</td><td>664 million HUF</td></tr><tr><td>Tax benefit on wage cost of software developers</td><td>20 million HUF</td><td>20 million HUF</td><td>-</td><td>-</td></tr><tr><td>Tax impact of tax base decreasing item on donations</td><td>8 million HUF</td><td>8 million HUF</td><td>0,4 million HUF</td><td>0,3 million HUF</td></tr><tr><td>Tax impact of tax base decreasing item on R&D</td><td>1 million HUF</td><td>58 million HUF</td><td>-</td><td>-</td></tr></table>		2012	2013	2014	2015	Tax credit utilization	4946 million HUF	3011 million HUF	3323 million HUF	5493 million HUF	Film- and sport subsidies	723 million HUF	409 million HUF	584 million HUF	664 million HUF	Tax benefit on wage cost of software developers	20 million HUF	20 million HUF	-	-	Tax impact of tax base decreasing item on donations	8 million HUF	8 million HUF	0,4 million HUF	0,3 million HUF	Tax impact of tax base decreasing item on R&D	1 million HUF	58 million HUF	-	-																																																																																	
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(26) Value of 2011 contains profit tax and crisis tax, value of 2012 contains profit tax, crisis tax and telecom tax, value of 2013 contains profit tax, telecom tax and utility tax.zmūdót tartalmazza.

(27) There is no significant state financial aid (donation, R+D or tax discount, etc.) in other countries above Hungary, that we report in Hungary.

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: MARKET PRESENCE						
G4-DMA	Our approach (Corporate strategy, Strategies and policies related to our sustainability approach)	5, 7-8				✓
G4-EC5	5.1 Human rights, equal opportunities	41-43		Telekom always pays at least the minimum wage as required in the relevant legislation and the salary of new entrants is exclusively determined by the value of the advertised position. The pay brackets are determined on the basis of the actual market benchmark.		✓
G4-EC6	5.1 Human rights, equal opportunities	41-43				✓
ASPECT: INDIRECT ECONOMIC IMPACTS						
G4-DMA	Our approach (Corporate strategy) 2.1 Closing the digital divide	5 25-27				✓
G4-EC7	2.1 Closing the digital divide 6. Social engagement	25-27 46-50				✓
G4-EC8	2.1 Closing the digital divide 2.3 Innovation for sustainability 3. Suppliers 6. Social engagement	25-27 28-29 30-33 46-50				✓
ASPECT: PROCUREMENT PRACTICES						
G4-DMA	Our approach (Sustainability strategy) 3. Suppliers	6 30-33				✓
G4-EC9	3.3 Local proucurement	33				✓
CATEGORY: ENVIRONMENTAL						
ASPECT: MATERIALS						
G4-DMA	Our approach (Sustainability strategy, Environmental policy) 1. Climate and environmental protection	6, 8 15-23	http://www.telekom.hu/about_us/society_and_environment https://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf http://www.telekom.hu/static-tr/sw/file/ISO_14001_2004_Nyrt_E.pdf			✓
G4-EN1	Our approach (Environmental policy, Management systems) 1.2.5 Paper consumption 1.3.1 Waste 1.3.2 Producer's responsibility	8 20-21 21-22 23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management			✓
G4-EN2	1.2.5 Paper consumption 1.3.2 Producer's responsibility 1.3.3 Effects of transport and logistics	20-21 23 23	http://www.telekom.hu/about_us/society_and_environment			✓
ASPECT: ENERGY						
G4-DMA	Our approach (Sustainability strategy, Environmental policy, Management systems) 1. Climate and environmental protection	6, 8 15-23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✓
G4-EN3	1.1. Climate protection and energy efficiency 1.2 Resources management	16-17 18-21				✓
G4-EN4	1.1.3 Equipment in customers' premises 1.2.2 Fleet management, fuel consumption	17 18-19				✓
G4-EN5	1.1.2 Energy efficiency	17				✓
G4-EN6	1.1. Climate protection and energy efficiency 1.2 Resources management	16-17 18-21	http://www.telekom.hu/about_us/society_and_environment			✓
G4-EN7	1.1.2 Energy efficiency 1.2.1 Electricity consumption	17 18				✓
ASPECT: WATER						
G4-DMA	Our approach (Environmental policy, Management systems) 1. Climate and environmental protection	8 15-23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✓
G4-EN8	1.2.6 Biodiversity (Water consumption)	21				✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
G4-EN9	1.2.6 Biodiversity (Water consumption)	21		Note: 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	1.2.6 Biodiversity (Water consumption)	21		Telekom does not perform water recycling activities.		✔
ASPECT: BIODIVERSITY						
G4-DMA	The aspect is not material.					✔
G4-EN11	1.2.6 Biodiversity (Water consumption)	21	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✔
G4-EN12	-			Whenever possible the Company avoids construction projects in protected or Natura 2000 areas.		✔
G4-EN13	-			Not relevant.		✔
G4-EN14	-			Not relevant.		✔
ASPECT: EMISSIONS						
G4-DMA	Our approach (Sustainability strategy, Environmental policy) 1. Climate and environmental protection	6, 8 15-23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✔
G4-EN15	1.1. Climate protection and energy efficiency 1.2 Resources management	16-17 18-21				✔
G4-EN16	1.1. Climate protection and energy efficiency 1.2 Resources management	16-17 18-21				✔
G4-EN17	1.1. Climate protection and energy efficiency 1.1.3 Equipment in customers' premises 1.2.5 Paper consumption	16-17 17 20-21				✔
G4-EN18	1.1.2 Energy efficiency	17				✔
G4-EN19	1.1. Climate protection and energy efficiency 1.2 Resources management	16-17 18-21				✔
G4-EN20	-			ODS 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 Telekom does not report this item.		✔
G4-EN21	1.3.4 Emissions into the air	23				✔
ASPECT: EFFLUENTS AND WASTE						
G4-DMA	Our approach (Environmental policy) 1. Climate and environmental protection	8 15-23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✔
G4-EN22	1.2.6 Biodiversity (Water consumption)	21		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.		✔
G4-EN23	1.3.1 Waste 1.3.2 Producer's responsibility	21-22 23				✔
G4-EN24				There was no significant leakage or unsupervised output.		✔
G4-EN25				Magyar Telekom does not import or export or manage hazardous waste.		✔
G4-EN26				Not relevant.		✔
ASPECT: PRODUCTS AND SERVICES						
G4-DMA	Our approach (Sustainability strategy, Environmental policy) 1. Climate and environmental protection	6, 8 15-23	http://www.telekom.hu/about_us/society_and_environment http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees			✔
G4-EN27	1. Climate and environmental protection 1.1 Climate protection and energy efficiency 1.2 Resources management 1.3.2 Producer's responsibility 2.2 ICT for sustainability	15-23 16-17 18-21 23 27-28	http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/vendors/information/main.vm			✔

	Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance																		
G4-EN28	1.3.2 Producer's responsibility	23	http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/vendors/information/main.vm	Magyar Telekom Plc.'s intermediary partner for batteries is ReLEM (http://www.relem.hu/).		✔																		
ASPECT: COMPLIANCE																								
G4-DMA	Our approach (Environmental policy, Management systems)	8	https://www.telekom.hu/about_us/society_and_environment			✔																		
	1. Climate and environmental protection	15-23	https://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees																					
G4-EN29	1.4 Environmental objectives, costs and compliance	23		The company has not been sanctioned by the environment protection authorities.		✔																		
ASPECT: TRANSPORT																								
G4-DMA	Our approach (Environmental policy)	8	https://www.telekom.hu/about_us/society_and_environment			✔																		
	1. Climate and environmental protection	15-23	https://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees																					
G4-EN30	1.1 Climate protection and energy efficiency	16-17				✔																		
	1.2 Resources management	18-21																						
	1.3.3 Effects of transport and logistics	23																						
ASPECT: OVERALL																								
G4-DMA	Our approach (Sustainability strategy, Environmental policy)	8				✔																		
	1. Climate and environmental protection	15-23																						
	1.4 Environmental objectives, costs and compliance	23																						
G4-EN31	1.4 Environmental objectives, costs and compliance	23				✔																		
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT																								
G4-DMA	Our approach (Sustainability strategy)	6				✔																		
	3. Suppliers	30-33																						
G4-EN32	3. Suppliers	30-33	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✔																		
G4-EN33	3. Suppliers	30-33		Telekom has not terminated any agreement with any of its Suppliers with reference to sustainability/environment protection reasons.		✔																		
ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS																								
G4-DMA	Our approach (Environmental policy)	8	http://www.telekom.hu/about_us/society_and_environment			✔																		
	1. Climate and environmental protection	15-23	http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf http://www.telekom.hu/static-tr/sw/file/Magyar_telekom_csopot14001.pdf																					
G4-EN34	1.4 Environmental objectives, costs and compliance	23	http://www.telekom.hu/about_us/society_and_environment			✔																		
CATEGORY: SOCIAL																								
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK																								
ASPECT: EMPLOYMENT																								
G4-DMA	Our approach (Human resources strategy)	7				✔																		
	5. Employees	40-45				✔																		
G4-LA1				FLUCTUATION AT MAGYAR TELEKOM GROUP⁽²⁸⁾ ✔ <table><tr><td></td><td>2011 (Plc./ group)</td><td>2012 Plc./ group)</td><td>2013 (Plc./ group)</td><td>2014 (Plc./ group)</td><td>2015 (Plc./ group)</td></tr><tr><td>Total fluctuation</td><td>9.3%/9.5%</td><td>10.6%/8.0%</td><td>13.4%/13.5%</td><td>16.8%/15.4%</td><td>15.0%/13.7%</td></tr><tr><td>Termination initiated by the employee</td><td>2.1%/2.8%</td><td>3.7%/3.8%</td><td>3.9%/3.4%</td><td>4.4%/4.7%</td><td>5.5%/6.9%</td></tr></table>		2011 (Plc./ group)	2012 Plc./ group)	2013 (Plc./ group)	2014 (Plc./ group)	2015 (Plc./ group)	Total fluctuation	9.3%/9.5%	10.6%/8.0%	13.4%/13.5%	16.8%/15.4%	15.0%/13.7%	Termination initiated by the employee	2.1%/2.8%	3.7%/3.8%	3.9%/3.4%	4.4%/4.7%	5.5%/6.9%		
	2011 (Plc./ group)	2012 Plc./ group)	2013 (Plc./ group)	2014 (Plc./ group)	2015 (Plc./ group)																			
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Termination initiated by the employee	2.1%/2.8%	3.7%/3.8%	3.9%/3.4%	4.4%/4.7%	5.5%/6.9%																			

(28) There are no data available broken down to age and other indicators. The number of employment terminations, with the exception of the 2012 data, are compared to the previous year's closing headcount, due to the employment of the rented workforce, in 2012 we calculated with an annual average headcount. This change does not impact the comparability of the data.

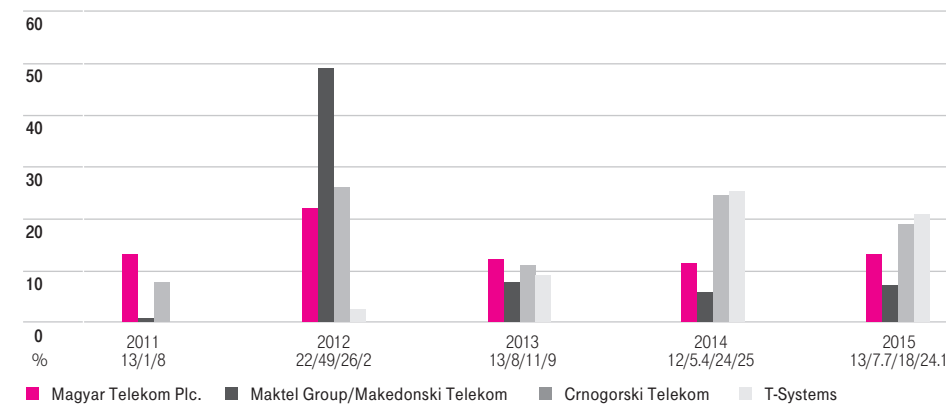
Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance																																			
				FLUCTUATION AT MAGYAR TELEKOM GROUP IN 2015 ⁽²⁹⁾ <table><tr><td></td><td>Magyar Telekom Group</td><td>Magyar Telekom Plc.</td><td>T-Systems</td><td>Origo</td><td>Makedonski Telekom</td><td>Crnogorski Telekom</td></tr><tr><td>Total fluctuation</td><td>13.7% </td><td>15.0% </td><td>10.0%</td><td>22.0%</td><td>6.0%</td><td>0.0%</td></tr><tr><td>Termination initiated by the employee</td><td>6.9% </td><td>5.5% </td><td>6.0%</td><td>18.0%</td><td>3.0%</td><td>0.0%</td></tr></table> NUMBER OF NEW HIRES AT MAGYAR TELEKOM GROUP IN 2015 <table><tr><td>Member company</td><td>Magyar Telekom Group</td><td>Magyar Telekom Plc.</td><td>T-Systems</td><td>Origo</td><td>Makedonski Telekom</td><td>Crnogorski Telekom</td></tr><tr><td>Head</td><td>935</td><td>652</td><td>135</td><td>40</td><td>34</td><td>43</td></tr></table>		Magyar Telekom Group	Magyar Telekom Plc.	T-Systems	Origo	Makedonski Telekom	Crnogorski Telekom	Total fluctuation	13.7%	15.0%	10.0%	22.0%	6.0%	0.0%	Termination initiated by the employee	6.9%	5.5%	6.0%	18.0%	3.0%	0.0%	Member company	Magyar Telekom Group	Magyar Telekom Plc.	T-Systems	Origo	Makedonski Telekom	Crnogorski Telekom	Head	935	652	135	40	34	43		
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Head	935	652	135	40	34	43																																			
G4-LA2	Our approach (Human resources strategy) 5.1 Human rights, equal opportunities	7 41-43		The remuneration elements are determined by the position level (job grade) of the given position (base wage, bonus %, cafeteria, etc.).																																					
G4-LA3	5.1 Human rights, equal opportunities	41-43																																							
ASPECT: LABOR/MANAGEMENT RELATIONS																																									
G4-DMA	Our approach (Human resources strategy)	7		Magyar Telekom has long traditions of negotiation with employee representative bodies. Employee representation bodies are treated as partners in the operation of the company. At present two unions and workers council operate at Magyar Telekom, communication with them runs on two levels. Central decisions concerning the whole Company, when the employee representation bodies need to be consulted, are deliberated with the Central Workers Council and the representatives delegated by the trade unions, either in the frame of joint consultation (Interest Reconciliation Council), or separately, depending on the nature of the matter discussed. Central communication is managed both verbally (negotiation) and in writing. The Chief HR Officer and the HR Strategic Director are responsible for central-level communication with the employee representation bodies. Interest enforcement issues concerning a given governance area are also discussed locally with the representatives of the trade unions and the local workers council. The HR Business Partners of the governance area are responsible for communication with the local employee representation bodies.																																					
G4-LA4				Trade union and the workers council (Central Workers Council) must be consulted and their opinion solicited on significant decisions resulting in organizational changes or changes affecting a large group of employees. In organization restructuring decisions the collective bargaining bodies have 7 days to submit their comments, in other cases 15 days. The measure in question may not be implemented during this 15-day period. Trade unions and workers councils (Central Workers Council) must be consulted with regard to draft resolutions, aiming at organizational changes without regard to the number of employees concerned.																																					
ASPECT: OCCUPATIONAL HEALTH AND SAFETY																																									
G4-DMA	Our approach (Human resources strategy)	7		Magyar Telekom looks at health and safety as a precondition of the success of the company that play an important role in the satisfaction of our employees as well as in the quality of work and corporate culture. That is the reason why the company is committed to operate the Workplace Healthcare and Occupational Safety Management System that ensures the successful fulfillment of the objectives. The results justify Telekom's work, i.e. as a result of the year 2015 audit the Company successfully renewed the MEBIR certification.																																					
G4-LA5				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. M 0.01% (81 persons), T-Systems: 0.01% (23 persons)																																					

(29) There are no data available broken down to age and other indicators.

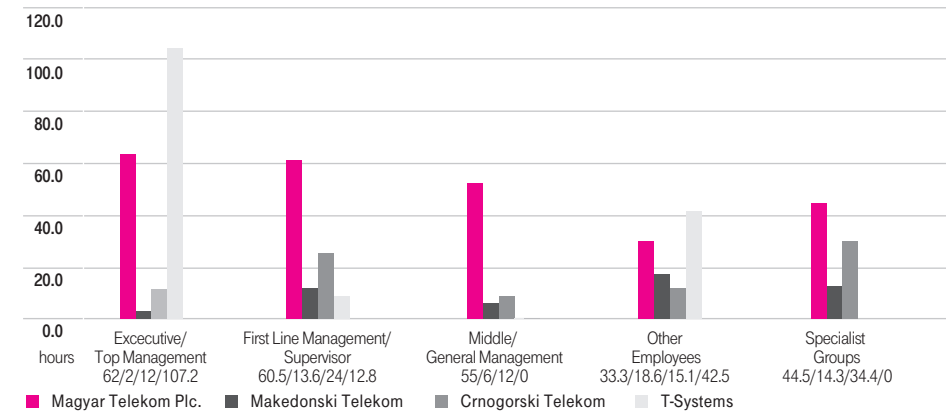
Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance																																																																								
G4-LA6			WORKPLACE ACCIDENTS AT MAGYAR TELEKOM GROUP ✓ <table border="1"><caption>Workplace Accidents at Magyar Telekom Group</caption><thead><tr><th>Year</th><th>Magyar Telekom Plc.</th><th>Maktel Group/Makedonski Telekom</th><th>Crnogorski Telekom</th><th>Origo</th><th>T-Systems</th></tr></thead><tbody><tr><td>2011</td><td>13</td><td>9</td><td>15</td><td>3</td><td>0</td></tr><tr><td>2012</td><td>29</td><td>29</td><td>5</td><td>2</td><td>0</td></tr><tr><td>2013</td><td>31</td><td>6</td><td>6</td><td>2</td><td>0</td></tr><tr><td>2014</td><td>31</td><td>5</td><td>6</td><td>3</td><td>0</td></tr><tr><td>2015</td><td>21</td><td>4</td><td>8</td><td>0</td><td>0</td></tr></tbody></table> ACCIDENT RATIO FOR ONE THOUSAND EMPLOYEES ✓ <table border="1"><caption>Accident Ratio for one thousand employees</caption><thead><tr><th>Year</th><th>Magyar Telekom Plc.</th><th>Maktel Group/Makedonski Telekom</th><th>Crnogorski Telekom</th><th>Origo</th><th>T-Systems</th></tr></thead><tbody><tr><td>2011</td><td>2.5</td><td>12</td><td>8.5</td><td>2.5</td><td>0</td></tr><tr><td>2012</td><td>4</td><td>17</td><td>4.5</td><td>1.5</td><td>0</td></tr><tr><td>2013</td><td>4.5</td><td>3.5</td><td>7.5</td><td>0.5</td><td>0</td></tr><tr><td>2014</td><td>4.5</td><td>3.5</td><td>8</td><td>2</td><td>0</td></tr><tr><td>2015</td><td>3.5</td><td>3</td><td>11.5</td><td>0</td><td>0</td></tr></tbody></table> In 2015 there was no occupational disease or fatal accident. Most frequent injuries are bruising and dislocation of limbs, Magyar Telekom Plc.: 52 injuries (10 female, 42 male): 20 cases with more than 3 lost workdays, 27 cases that did not involve loss of workdays, 5 unsubstantiated accidents, i.e. a total of 1031 lost workdays. Injury types: 39 technical and 13 office. T-Systems: There was no accident. Makedonski Telekom: 3 injuries with 62 lost workdays. Crnogorski Telekom: 7 injuries with 399 lost workdays. Telekom does not keep records on injuries at suppliers.	Year	Magyar Telekom Plc.	Maktel Group/Makedonski Telekom	Crnogorski Telekom	Origo	T-Systems	2011	13	9	15	3	0	2012	29	29	5	2	0	2013	31	6	6	2	0	2014	31	5	6	3	0	2015	21	4	8	0	0	Year	Magyar Telekom Plc.	Maktel Group/Makedonski Telekom	Crnogorski Telekom	Origo	T-Systems	2011	2.5	12	8.5	2.5	0	2012	4	17	4.5	1.5	0	2013	4.5	3.5	7.5	0.5	0	2014	4.5	3.5	8	2	0	2015	3.5	3	11.5	0	0		✓
Year	Magyar Telekom Plc.	Maktel Group/Makedonski Telekom	Crnogorski Telekom	Origo	T-Systems																																																																								
2011	13	9	15	3	0																																																																								
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2015	3.5	3	11.5	0	0																																																																								
G4-LA7			Prevention and screening examinations are important part of Magyar Telekom's prevention system. Within the frame of the system the Company requires the vaccination of employees who are exposed to thick bites. It is also important that within aptitude tests Telekom performs hearing and eye examinations. The company pays special attention to locomotor screening examinations too. Independently from the activities performed Telekom provides opportunities for heart and cardiovascular examinations as well. The Company elaborates 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			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.		✓																																																																								

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: TRAINING AND EDUCATION						
G4-DMA	Our approach (Human resources strategy)	7		Magyar Telekom Group lays much emphasis on constant training, development of its employees and supports the use of the acquired knowledge. Magyar Telekom Group is a decisive organization of Hungary's ICT sector. In this industry it is imperative to know and apply new trends, research results both at employee and managerial levels. The development plans are based on the alignment of the company's strategic objectives and the individuals' development targets.		✔
G4-LA9						✔

RATIO OF DISTANCE LEARNING AT MAGYAR TELEKOM GROUP ✓



ANNUAL AVERAGE TRAINING HOURS PER CAPITA, BROKEN DOWN TO EMPLOYEE CATEGORIES AT MAGYAR TELEKOM GROUP IN 2015



Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance																														
G4-LA9			STUDENT DAYS PER CAPITA AT MAGYAR TELEKOM GROUP <table><tr><th>Year</th><th>Magyar Telekom Plc.</th><th>Maktel Group / Makedonski Telekom</th><th>Crnogorski Telekom</th><th>T-Systems</th></tr><tr><td>2011 9/3/6</td><td>11</td><td>4</td><td>7</td><td>0</td></tr><tr><td>2012 8/3/5/2</td><td>10</td><td>4</td><td>6</td><td>3</td></tr><tr><td>2013 5/1/21/6</td><td>6</td><td>1</td><td>22</td><td>7</td></tr><tr><td>2014 5/1/2/6.9</td><td>6</td><td>1</td><td>3</td><td>10</td></tr><tr><td>2015 4.3/2.1/2.1/5.5</td><td>5</td><td>2</td><td>3</td><td>7</td></tr></table>	Year	Magyar Telekom Plc.	Maktel Group / Makedonski Telekom	Crnogorski Telekom	T-Systems	2011 9/3/6	11	4	7	0	2012 8/3/5/2	10	4	6	3	2013 5/1/21/6	6	1	22	7	2014 5/1/2/6.9	6	1	3	10	2015 4.3/2.1/2.1/5.5	5	2	3	7		✓
Year	Magyar Telekom Plc.	Maktel Group / Makedonski Telekom	Crnogorski Telekom	T-Systems																															
2011 9/3/6	11	4	7	0																															
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2014 5/1/2/6.9	6	1	3	10																															
2015 4.3/2.1/2.1/5.5	5	2	3	7																															
G4-LA10	5.1 Human rights, equal opportunities	41-43	The company's management has been using its best efforts to devote 1.5-2% of the personnel expenses to the training and development of managers and employees. 2015 was an outstanding year in terms of trainings and education because the management of the company increased the annual training budget with 50%, i.e. the management would like to offer even more opportunities to employees to have access to the latest developments of their professional fields. Besides, Telekom also strengthened the internal knowledge sharing system (Knowledge Stock Exchange, Employee Academy). Training plans at business unit level define the direction of development activities, professional training courses, skills and cooperation development programs, management development events and conferences of the given year. Coaching is a key management development and culture forming tool at Magyar Telekom both for individuals and groups. Telekom elaborated the corporate mentoring system with the focus on knowledge sharing and self-development. The company also supports its employees in their studies, pursued in the framework of the state education system by concluding study contracts with them, thus providing financial subsidy and some reduction of working hours. In 2015, Magyar Telekom concluded a total of 106 study contracts. Out of them 14 covered school training, the others were related to training courses or agreements containing mutual commitments. Upon registration the employees involved in downsizing could use the following services: two-day labor market training course in groups, support in active job search, financial support to training and retraining activities to meet labor market requirements, personal psychological and labor law consulting, as well as follow-up activities and monitoring participants' potential placement are also granted.		✓																														
G4-LA11			In 2015 almost 100% of Magyar Telekom Plc. employees participated in the centrally operated performance management system (TM). The majority of the member companies apply the same TM-KMR system as the parent company does, or run their own performance assessment system to assess the employees' performance and professional development. In the career management (KMR) system not only the employees' professional performance, but also their personal competences and the performance-potential are assessed and the areas of future development are also planned jointly by the relevant manager and the employee. The system does not store information on the gender of employees therefore it is not possible to assess the male - female ratio of the evaluated staff.		✓																														
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY																																			
G4-DMA	Our approach (Human resources strategy)	7																																	
	5.1 Human rights, equal opportunities	41-43			✓																														
G4-LA12	5.1 Human rights, equal opportunities	41-43			✓																														
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN																																			
G4-DMA	Our approach (Human resources strategy)	7																																	
	5.1 Human rights, equal opportunities	41-43			✓																														
G4-LA13	5.1 Human rights, equal opportunities	41-43			✓																														
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES																																			
G4-DMA	Our approach (Sustainability strategy)	6																																	
	3. Suppliers	30-33			✓																														
G4-LA14	3. Suppliers	30-33	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm		✓																														
G4-LA15	3. Suppliers	30-33			✓																														

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS						
G4-DMA	Our approach (Human resources strategy) 5. Employees 7.2 Regulatory compliance	7 40-45 53				✓
G4-LA16				On January 1, 2015 there were 12 pending labor law litigations. In 2015 three more cases were launched and 11 cases were postponed/ carried over to 2016.		✓
SUB-CATEGORY: HUMAN RIGHTS						
ASPECT: INVESTMENT						
G4-DMA	Our approach (Sustainability strategy) 3. Suppliers	6 30-33				✓
G4-HR1	3. Suppliers	30-33	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm			✓
G4-HR2	5.1 Human rights, equal opportunities	41-43		In 2010 an external, independent party audited the Compliance program and they issued a certificate on Telekom's compliance with the external expectations and the system itself. In 2013 the Company reviewed the program, involving other areas, like the procure- ment, internal audit, HR, sales area. This audit did not only focus on the system at various areas but also measured the operational effectiveness of the control system as well. We again met the requirements that is certified by Ernst&Young, as an independent external auditor. In 2012 every employee of Magyar Telekom Group had to update their knowledge and accept the Code of Conduct after an online training. In addition, the Company launched online training courses at group-level on anti-corruption and employee conflict of interest for employee target groups selected through risk analysis. The Company provides training appropriate for their position for the new entrants on an ongoing basis. In 2015 a total of 2264 persons were given remote training and 84% successfully completed them. Since 2008 Magyar Telekom Group employees have completed a total of 61,179 remote-learning compliance courses.		✓
ASPECT: NON-DISCRIMINATION						
G4-DMA	Our approach (Human resources strategy) 5. Employees	7 40-45	https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf	Magyar Telekom Group's Code of Conduct is a summary of the corporate compliance requirements; this document sets out the com- mon values of the Group and it is also the token of the strong position, reputation and successful future of Telekom. Everyone at Magyar Telekom Group must comply with the Code of Conduct from staff employees to the Board members. In addition to the employees the contracted partners of Magyar Telekom Group are also required to learn and accept these values when registering on the Company's procurement site.		✓
G4-HR3				In 2015 a total of 3 complaints were made - and the relevant procedures were launched - against the Company by the Equal Opportu- nity Authority for discriminative practices.		✓
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
G4-DMA	Our approach (Human resources strategy) 3. Suppliers 5. Employees	7 30-33 40-45	https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf			✓
G4-HR4	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43				✓
ASPECT: CHILD LABOR						
G4-DMA	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43	https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf			✓
G4-HR5	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43				✓
ASPECT: FORCED OR COMPULSORY LABOR						
G4-DMA	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43	https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf			✓
G4-HR6	3. Suppliers 5.1 Human rights, equal opportunities	30-33 41-43				✓
ASPECT: SECURITY PRACTICES						
G4-DMA	The aspect is not material.					✓
G4-HR7	-					✓

Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: INDIGENOUS RIGHTS					
G4-DMA	The aspect is not material.				✓
G4-HR8	-				✓
ASPECT: ASSESSMENT					
G4-DMA	3. Suppliers	30-33			✓
	5.1 Human rights, equal opportunities	41-43			
G4-HR9	3. Suppliers	30-33	https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf		✓
	4.2. Involvement of our customers	37-39	http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2013_2015_en.pdf		
	5.1 Human rights, equal opportunities	41-43			
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT					
G4-DMA	Our approach (Sustainability strategy)	6			✓
	3. Suppliers	30-33			
G4-HR10	3. Suppliers	30-33	https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm		✓
G4-HR11	3. Suppliers	30-33			✓
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS					
G4-DMA	Our approach (Human resources strategy)	7	https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf	Magyar Telekom Group's Code of Conduct is a summary of the corporate compliance requirements; this document sets out the common values of the Group and it is also the token of the strong position, reputation and successful future of Telekom. Everyone at Magyar Telekom Group must comply with the Code of Conduct from staff employees to the Board members.	✓
	5. Employees	40-45	https://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf		
G4-HR12				In 2015 there was no such case.	✓
SUB-CATEGORY: SOCIETY					
ASPECT: LOCAL COMMUNITIES					
G4-DMA	2.1 Closing the digital divide	25-27			✓
	4.2 Involvement of our customers	37-39			
	5.2 Involvement of our employees	44-45			
G4-SO1	2.1 Closing the digital divide	25-27	facebook.com/okosdigitális		✓
	2.2 ICT for sustainability	27-28	facebook.com/digitalishid		
	2.3 Innovation for sustainability	28-29	http://www.telekom.hu/about_us/company/telekom-for-digital-hungary		
	2.4 Protection of our children in the digital age	29			
	4.2 Involvement of our customers	37-39			
	5.2 Involvement of our employees	44-45			
G4-SO2			http://www.telekom.hu/about_us/company/telekom-for-digital-hungary	In the case of network development efforts the physical construction of the network make cause inconvenience to the residents.	✓
ASPECT: ANTI-CORRUPTION					
G4-DMA			https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf	In 2012 every employee of Magyar Telekom Group had to update their knowledge and accept the Code of Conduct after an online training. In addition, the Company launched online training courses at group-level on anti-corruption and employee conflict of interest for employee target groups selected through risk analysis. The Company provides training appropriate for their position for the new entrants on an ongoing basis. In addition to the above, both the parent company and the Hungarian and international subsidiaries have given personal coaching to employees working in areas exposed to compliance and fraud related risks about anti-corruption attitude, screening of the contracted partners and gift regulations. In 2015, similarly to earlier years, the organizational units and the subsidiaries of Magyar Telekom Plc. took part in the process of risk analysis. On the basis of the result of the analysis a comprehensive audit was conducted about the potential compliance and fraud related risks, the findings of which were submitted to the Company's Audit Committee.	✓
G4-SO3				Our yearly Compliance Risk Assessment (CRA) addresses active and passive corruption separately. It always includes Magyar Telekom, T-Systems, Makedonski Telekom and Crngorski 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%).	✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
G4-SO4				a. number and proportion of the members of management bodies to which the organization's anticorruption policy and processes have been communicated, broken down to regions: 100%, all regions, Magyar Telekom: 7 persons b. number and proportion of employees to whom the organization's anticorruption policy and processes have been communicated, broken down to employee categories and regions: 100%, all regions c. number and proportion of business partners to which the organization's anticorruption policy and processes have been communicated, broken down to business partner type and region: 100%, Magyar Telekom's current business partners d. number and proportion of management organizations that were trained on anticorruption, broken down to regions: 100%, all regions, Magyar Telekom: 7 persons e. number and proportion of employees who were trained on anticorruption, broken down to employee a category and region: Magyar Telekom Plc.: 2264 persons, in 2015 84% of new entrants completed the course successfully.		✔
G4-SO5				a. number of confirmed corruption incidents: 0 b. number of cases as a result employees have been dismissed or were subject to disciplinary measures due to corruption: 0 c. number of incidents as a result contracts were terminated or were not prolonged with business partners due to corruption: 0 d. public legal action initiated in the reporting period against organizations or employees due to corruption: 0		✔
ASPECT: PUBLIC POLICY						
G4-DMA				Magyar Telekom Group is involved in shaping public politics indirectly, through its representation organizations, in such a way that the representation organizations, in compliance with the effective regulation, are given the opportunity to comment draft laws and industry-specific strategies. The ministries and authorities supervising the industry pass the relevant regulations to the representation organizations, which synthesize the opinions received from the member companies and submit a summary to the relevant ministry. Such regulation commenting procedures are implemented through e.g. the Telecommunication Reconciliation Council, the Joint Venture Association, the American Chamber of Commerce (AmCham), the German-Hungarian Chamber of Industry and Trade, the Association of IT Enterprises, the Communication Interest Conciliation Council and the Hungarian Energy Traders' Association.		✔
G4-SO6			http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees https://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_8April2011_web.pdf	The Company has no knowledge of any financial support to political parties, politicians or any related entities provided by Magyar Telekom Group affiliates in 2015, which is in full compliance with the detailed stipulations set forth in the Code of Conduct - Paragraph [3.1.1 and 3.1.4].		✔
ASPECT: ANTI-COMPETITIVE BEHAVIOR						
G4-DMA				Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In order to prevent potential authority penalties and sanctions the Company always strive to ensure Magyar Telekom's compliance with the effective laws and manage conflicts - besides harmonizing our processes and IT systems with the amendment of laws - with continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations.		✔
G4-SO7				In 2015 no fines were imposed due to anti-competitive conduct or violation of anti-trust or anti-monopoly statutes. In 2015 there was one Competition Office proceeding initiated against Telekom, which is still pending.		✔
ASPECT: COMPLIANCE						
G4-DMA				Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In order to prevent potential authority penalties and sanctions the Company always strives to ensure Magyar Telekom's compliance with the effective laws and manage conflicts - besides harmonizing processes and IT systems with the amendment of laws - with continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations.		✔
G4-SO8				In 2015 the National Media and Info-Communications Authority conducted several individual complaint and general/overall market supervision proceedings against our company. Within the frame of general market supervision proceedings the authority imposed HUF 180 million HUF whereas in the case of subscriber complaints a total of 354 million HUF penalty. The Hungarian Consumer Protection Authority completed several investigations against Magyar Telekom, in 2015 the total amount of fines were HUF 43.8 million.		✔
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY						
G4-DMA	Our approach (Sustainability strategy)	6				✔
	3. Suppliers	30-33				
G4-SO9	3. Suppliers	30-33	http://www.telekom.hu/about_us/about_magyar_telekom/procurement			✔
G4-SO10	3. Suppliers	30-33				✔

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY						
G4-DMA				Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In order to prevent potential authority penalties and sanctions the Company always strives to ensure Magyar Telekom's compliance with the effective laws and manage conflicts - besides harmonizing processes and IT systems with the amendment of laws - with continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations.		✓
G4-SO11				In 2015 the National Media and Info-Communications Authority conducted several individual complaint and general/overall market supervision proceedings against the Company. Within the frame of general market supervision proceedings the authority imposed HUF 180 million HUF whereas in the case of subscriber complaints a total of 354 million HUF penalty. The Hungarian Consumer Protection Authority completed several investigations against Magyar Telekom, in 2015 the total amount of fines were HUF 43.8 million.		✓
SUB-CATEGORY: PRODUCT RESPONSIBILITY						
ASPECT: CUSTOMER HEALTH AND SAFETY						
G4-DMA	2.4 Protection of our children in the digital age	29		Within Deutsche Telekom Group, issues related to electromagnetic fields are regulated as part of DT's EMF objectives, the so-called 'EMF Policy Recommendations', with special emphasis on transparency, information provision, support of and involvement in research. Magyar Telekom applies the relevant Deutsche Telekom recommendation as mandatory regulation since 2004, T-Mobile Macedonia since March, 2011, and the Management Committee of Crnogorski Telekom adopted the company's EMF regulations aligned to the DT regulations on October 27, 2011. To support preventive action both Magyar Telekom and T-Mobile Macedonia set up dedicated workgroups, which meet quarterly and monitor EMF-related national and international developments and respond to the EMF-related queries of the authorities, residents or employees.		✓
G4-PR1				Magyar Telekom did not identify such impacts.		✓
G4-PR2				The number of health and safety incidents regarding products and services, involving disorderly operating equipment or the breach of internal policies were as follows: penalty or fine due to disorderly operation of equipment: 0 warning due to disorderly operation of equipment: 0 internal warning due to disorderly operation of equipment: 0		✓
ASPECT: PRODUCT AND SERVICE LABELING						
G4-DMA	Our approach (sustainability strategy) 2.2 ICT for sustainability 4.3 Informing our customers	6 27-28 39				✓
G4-PR3	Our approach (sustainability strategy) 1.3.1 Waste 1.3.2 Producer's responsibility	6 21-22 23		The information related to electromagnetic fields (SAR values) can be found in user manuals supplied in the packaging of devices as well as in the web shop among the detailed information of the respective device.		✓
G4-PR4				The Company did not identify such incidents.		✓
G4-PR5	4.1 Customer satisfaction	35-37				✓
ASPECT: MARKETING COMMUNICATIONS						
G4-DMA	4.3 Informing our customers	39				✓
G4-PR6				Magyar Telekom Group does not sell prohibited or debated products.		✓
G4-PR7				In 2015 a consumer protection - e.g. marketing communication - proceeding was initiated against Telekom due to the alleged breach of the relevant rules before the Competition Office which is still pending and no fine has been imposed.		✓
ASPECT: CUSTOMER PRIVACY						
G4-DMA			https://www.telekom.hu/about_us/data_protection	Within the frame of the development and provision of services Magyar Telekom pays increased attention to the protection of its customers' and business partners' personal data. Magyar Telekom controls personal data in accordance with the provisions of the effective Hungarian laws, the recommendations of the Hungarian National Authority for Data Protection and Freedom of Information as well as the European Union's data protection guidelines. The company guarantees the safety of personal data with high-priority security, IT, technical and organizational measures. The company joined those Deutsche Telekom Group member companies that adopted Deutsche Telekom Group's Binding Corporate Rules Privacy as a binding policy.		✓
G4-PR8				In 2013 Magyar Telekom received requests and complaints from the Hungarian National Authority for Data Protection and Freedom of Information or directly from the customers, which were duly investigated by the Data Protection Group of Magyar Telekom, and the findings were reported both to the complaining customer and the Hungarian National Authority for Data Protection and Freedom of Information. In 2015 Telekom receivedd 16 requests, to investigate personal data management complaints and only 4 of these were found to have a ground. Based on the results of the investigation, the Company reviews the processes and makes the necessary adjustments.		✓

Chapter in Sustainability Report 2015		Page Number	Website	Direct Answer	Omission	External Assurance
ASPECT: COMPLIANCE						
G4-DMA				Magyar Telekom uses its best efforts to fulfill its obligations in accordance with the effective laws. In order to prevent potential authority penalties and sanctions the Company always strives to ensure Magyar Telekom's compliance with the effective laws and manage conflicts - besides harmonizing processes and IT systems with the amendment of laws - with continuous personal consultation, agreements concluded with the authorities and retroactive settlement plans set out in undertakings, made in the form of declarations.		✓
G4-PR9				In 2015 the National Media and Info-Communications Authority conducted several individual complaint and general/overall market supervision proceedings against the Company. Within the frame of general market supervision proceedings the authority imposed HUF 180 million HUF whereas in the case of subscriber complaints a total of 354 million HUF penalty. The Hungarian Consumer Protection Authority completed several investigations against Magyar Telekom, in 2015 the total amount of fines were HUF 43.8 million.		✓
TELECOMMUNICATION SECTOR SPECIFIC INDICATORS						
CATEGORY: INTERNAL OPERATIONS						
ASPECT: INVESTMENT						
IO 1.	Letter from the CEO 2.1 Closing the digital divide	3-4 25-27				✓
IO 2.				Not relevant.		✓
ASPECT: HEALTH AND SAFETY						
IO 3.			http://www.emf-portal.hu/portal/	According to the Company's common practice, at base station antennas are installed in a way that employees normally cannot stay in front of them, they cannot and do not have to work in the relevant zone, and passage ways do not cross the areas in question. If, in extraordinary cases, people must pass or work in front of the antennas - which usually occurs with external contractors' work, e.g. when renovating a building, safety distance data are made available. If necessary, site measuring can be conducted, or in justified cases the antennas can be temporarily relocated or the performance of the transmitter can be reduced. If a Magyar Telekom employee performing work in the vicinity of an antenna detects unidentified signal source, he will use his RADMAN personal radiation detector to determine the boundaries of safe zone and prevent health risk. Compliance with the value limits defined by law for Magyar Telekom mobile network is audited and certified by independent measurement bodies. In 2015, 13 on-site non-ionization electromagnetic exposure measurements were made, all of which found the emission levels to be under the relevant limits. In the framework of the company's overall education program, new employees are informed about matters concerning electromagnetic fields as part of their mandatory orientation training. The adaptation of the year 2014 amendments of the law regulating industrial climbing was completed in 2015 upon the Work Safety Regulation's entry into force. The applicable law requires the formal education of employees ("OKJ" training) who do not have the relevant educational background. In 2015 the effected employees have started the necessary formal education.		✓
IO 4.			http://www.emf-portal.hu/portal/	The electromagnetic exposure limits in Hungary have been determined in line with the guidelines set by ICNIRP (International Commission on Non-Ionizing Radiation Protection), which are based on the practice applied in most European countries and on Recommendation 1999/EC/519 of the European Commission. As a result of the relevant Hungarian decree adopted in August, 2004 (63/2004./VII. 26. - ESzCsM/) on the basis of ICNIRP guidelines, the regulations in Hungary are compliant with the EU regulation on electromagnetic fields.		✓
IO 5.			http://www.emf-portal.hu/portal/	The electromagnetic exposure limits in Hungary have been determined in line with the guidelines set by ICNIRP (International Commission on Non-Ionizing Radiation Protection), which are based on the practice applied in most European countries and on Recommendation 1999/EC/519 of the European Commission. As a result of the relevant Hungarian decree adopted in August, 2004 (63/2004./VII. 26. - ESzCsM/) on the basis of ICNIRP guidelines, the regulations in Hungary are compliant with the EU regulation on electromagnetic fields.		✓
IO 6.			http://www.emf-portal.hu/portal/	Within Deutsche Telekom Group, issues related to electromagnetic fields are regulated as part of DT's EMF objectives, the so-called 'EMF Policy Recommendations', with special emphasis on transparency, information provision, support of and involvement in research. Magyar Telekom applies the relevant Deutsche Telekom recommendation as mandatory regulation, T-Mobile Macedonia since 2004 and Crnogorski Telekom since 2011, too. The information related to electromagnetic fields (SAR values) can be found in user manuals supplied in the packaging of devices as well as in the web shop among the detailed information of the respective device.		✓
ASPECT: INFRASTRUCTURE						
IO 7.	1.2.6 Biodiversity	21		The company consults and cooperates with the relevant stakeholders in each and every case when building new base stations. If needed, citizens' forums are held with the participation of all concerned parties to reach an agreement.		✓
IO 8.	1.2.6 Biodiversity	21				✓

Chapter in Sustainability Report 2015	Page Number	Website	Direct Answer	Omission	External Assurance
CATEGORY: PROVIDING ACCESS					
ASPECT: ACCESS TO TELECOMMUNICATION PRODUCTS AND SERVICES: BRIDGING THE DIGITAL DIVIDE					
PA 1.	2.1 Closing the digital divide	25-27			✓
PA 2.	2.1 Closing the digital divide 2.4 Protecion of our children in the digital age	25-27 9			✓
PA 3.				Magyar Telekom grants subscribers' rights connected with service availability and fault repair on the basis of its General Contract Con- ditions, available on the internet and in the customer service points. In these the Company guarantees compliance with the published quality targets in the service provision process in its entire service area, whose compliance is controlled with tests, and the methods of measuring are made public. The Company also specifies here the quality target figures of services provided, and continuously measures their fulfillment and makes the readings publicly available annually. Faults are managed in the dedicated subscriber process, among others, in line with their rights laid down in the General Contract Conditions, after the detection and registration by the Com- pany of the fault. Magyar Telekom strives to ensure continuous availability with regular technological upgrades and with the provision of spare devices, setting the target of improving customer experience.	✓
PA 4.	2.1 Closing the digital divide (Partnership for Digital Hungary) Key operating statistics of Magyar Telekom Group	26-27 54-56			✓
PA 5.	2.1 Closing the digital divide	25-27			✓
PA 6.	Our approach (Management systems) 2.2 ICT for sustainability	8 27-28			✓
ASPECT: ACCESS TO CONTENT					
PA 7.	2.4 Protecion of our children in the digital age	29	http://www.telekom.hu/static-ut/sw/file/Etikai_Kodex_en.pdf	There is an effective service contract and a Code of Ethics in place between the content providers and Magyar Telekom that regulate the terms and conditions of providing services, however, it does not contain provisions on the content.	✓
ASPECT: CUSTOMER RELATIONS					
PA 8.			http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety	As a result of the three mobile operators' cooperation a new website - EMF portal (http://www.emfportal.hu) - was created in 2006 where questions can be asked regarding EMF issues, news are available about the topic and readers can access the findings of the EMF measurements ordered by the operators from external organizations.	✓
PA 9.			http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety	In 2015 Magyar Telekom, together with OSSKI, performed a joint radiofrequency microenvironment and human exposure survey. All measu- rement results were significantly below the ICNIRP threshold limit. Every national affiliate of Deutsche Telekom is committed to supporting independent research aimed at extending the Company's knowledge on the impacts of electromagnetic fields. Magyar Telekom, as a member of the GSM Association, continuously supports GSMA's research in every year through its membership fee. This makes Deutsche Telekom Group one of the biggest supporters of research on this subject.	✓
PA 10.	4.3 Informing our customers	39			✓
PA 11.	1.1 Climate protection and energy efficiency 1.3.2 Producer's responsibility 2.2 ICT for sustainability 2.3 Innovation for sustainability	16-17 23 27-28 28-29	https://www.telekom.hu/about_us/society_and_environment/environment/management_systems		✓
CATEGORY: PROVIDING ACCESS					
ASPECT: RESOURCE EFFICIENCY					
TA 1.	1.1 Climate protection and energy efficiency 2.2 ICT for sustainability	16-17 27-28			✓
TA 2.	1.1 Climate protection and energy efficiency 1.2.2 Fleet management, fuel consumption 1.2.5 Paper consumption 2.2 ICT for sustainability 2.3 Innovation for sustainability	16-17 18-19 20-21 27-28 28-29			✓
TA 3.	1.2.2 Fleet management, fuel consumption 2.2 ICT for sustainability	18-19 27-28			✓
TA 4.	1.2.5 Paper consumption 2.2 ICT for sustainability	20-21 27-28			✓
TA 5.				Magyar Telekom respects intellectual property and observes the provisions of the relevant law. All software used by Magyar Telekom are procured from lawful sources and are used in accordance with the provisions of law.	✓