

# GRI CONTENT INDEX

GRI STANDARDS USED:  
GRI 101: FOUNDATION 2016,  
GRI 102: GENERAL DISCLOSURES 2016,  
GRI 103: MANAGEMENT APPROACH 2016,  
GRI 200: ECONOMIC 2016,

GRI 300: ENVIRONMENTAL 2016,  
GRI 400: SOCIAL 2016;  
GRI 303: WATER AND EFFLUENTS 2018;  
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

| Discolsure Number                | Disclosure Title                           | Chapter in Sustainability Report 2018 | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Omission     | External Assurance |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
|----------------------------------|--------------------------------------------|---------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------|---|------------------------------|--------|--|----------------------------|--------|--|----------------------|-------|--|-----------------------|-------|--|----------------------------------|-------|--|-------|-------|--|-------|---------|--|--|---|
| GRI 102: GENERAL DISLOSURES 2016 |                                            |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 1. ORGANIZATIONAL PROFILE        |                                            |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-1                            | Name of the organization                   |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | The registered company name of Magyar Telekom is Magyar Telekom Telecommunications Public Limited Company, and its abbreviated name is Magyar Telekom Plc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-2                            | Activities, brands, products, and services |                                       |             | <a href="http://www.telekom.hu/lakossagi/english/plans">http://www.telekom.hu/lakossagi/english/plans</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom">http://www.telekom.hu/about_us/about_magyar_telekom</a><br><a href="http://www.telekom.hu/uzleti/main">http://www.telekom.hu/uzleti/main</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group">http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group</a> Magyar | The activities of Magyar Telekom Group cover three main business areas:<br>- fixed-line and mobile telecommunication services to residential customers (under the Telekom brand),<br>- services to small- and medium-sized businesses (under the T-Systems brand),<br>- and services to large businesses (under the T-Systems brand).<br>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.<br>The Magyar Telekom Group's member companies operating in Hungary are managing content, media and other, non-access services provided under various brands. The Group's international member companies are operating in the markets of the South-East European region as integrated and alternative telecommunications service providers.<br>Magyar Telekom does not sell debated or prohibited products.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-3                            | Location of headquarters                   |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | The headquarters of the Group are located in Budapest (IX., Könyves Kálmán krt. 36.).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-4                            | Location of operations                     |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | The Group's area of operation: Hungary, Macedonia, Bulgaria and Romania.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-5                            | Ownership and legal form                   |                                       |             | <a href="http://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/ownership_structure">http://www.telekom.hu/about_us/investor_relations/magyar_telekom_shares/ownership_structure</a>                                                                                                                                                                                                                                                                                             | <table><tr><th>Shareholders</th><th>Ownership %</th><th>✔</th></tr><tr><td>Deutsche Telekom Europe B.V.</td><td>59,21%</td><td></td></tr><tr><td>Other foreign institutions</td><td>20,05%</td><td></td></tr><tr><td>Domestic individuals</td><td>9,45%</td><td></td></tr><tr><td>Domestic institutions</td><td>4,08%</td><td></td></tr><tr><td>Employee Share Ownership Program</td><td>0,84%</td><td></td></tr><tr><td>Other</td><td>6,37%</td><td></td></tr><tr><td>Total</td><td>100,00%</td><td></td></tr></table> <p>Magyar Telekom, founded in 1991 (under the name of Matáv) was privatized in 1993. Magyar Telekom's shares were introduced at the Budapest and at the New York Stock Exchange in 1997. Magyar Telekom delisted in 2010 and deregistered in 2012 from the New York Stock Exhchange maintaining an American Depositary Receipt program on a Level I basis with American Depositary Shares ("ADSs") traded on OTC markets. The majority shareholder of Magyar Telekom (59.21%) is Deutsche Telekom Europe B.V., which is indirectly owned exclusively by Deutsche Telekom AG. Deutsche Telekom Europe B.V. (formerly called CMobil B.V.) is 100%-os owned by Deutsche Telekom Europe Holding B.V., whose 100%-os 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 rights in Magyar Telekom Plc.</p> | Shareholders | Ownership %        | ✔ | Deutsche Telekom Europe B.V. | 59,21% |  | Other foreign institutions | 20,05% |  | Domestic individuals | 9,45% |  | Domestic institutions | 4,08% |  | Employee Share Ownership Program | 0,84% |  | Other | 6,37% |  | Total | 100,00% |  |  | ✔ |
| Shareholders                     | Ownership %                                | ✔                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Deutsche Telekom Europe B.V.     | 59,21%                                     |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Other foreign institutions       | 20,05%                                     |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Domestic individuals             | 9,45%                                      |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Domestic institutions            | 4,08%                                      |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Employee Share Ownership Program | 0,84%                                      |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Other                            | 6,37%                                      |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| Total                            | 100,00%                                    |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |                    |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-6                            | Markets served                             |                                       |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group">http://www.telekom.hu/about_us/about_magyar_telekom/magyar_telekom_group</a><br><a href="http://www.telekom.hu/lakossagi/english/plans">http://www.telekom.hu/lakossagi/english/plans</a><br><a href="http://www.telekom.hu/lakossagi/english">http://www.telekom.hu/lakossagi/english</a><br><a href="http://www.telekom.hu/uzleti/main">http://www.telekom.hu/uzleti/main</a>                                | The activities of Magyar Telekom Group cover three main business areas:<br>- fixed-line and mobile telecommunication services to residential customers (under the Telekom brand),<br>- services to small- and medium-sized businesses (under the T-Systems brand),<br>- and services to large businesses (under the T-Systems brand).<br>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.<br>The Magyar Telekom Group's member companies operating in Hungary are managing content, media and other, non-access services provided under various brands. The Group's international member companies are operating in the markets of the South-East European region as integrated and alternative telecommunications service providers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |
| 102-7                            | Scale of the organization                  |                                       |             | <a href="https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2017_1.0_final_alairt_nyilatkozattal.pdf">https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2017_1.0_final_alairt_nyilatkozattal.pdf</a>                                                                                                                                                                                                                                                                                           | Number of employees of Magyar Telekom Group: 8,980 persons (as of December 31, 2018)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |              | ✔                  |   |                              |        |  |                            |        |  |                      |       |  |                       |       |  |                                  |       |  |       |       |  |       |         |  |  |   |

| Discolsure Number                                                       | Disclosure Title                                                                                                                     | Chapter in Sustainability Report 2018 | Page Number                 | Website                                                                                                                                                | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Omission                                                                | External Assurance |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
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| 102-8                                                                   | Information on employees and other workers                                                                                           | 5. Employees                          |                             | https://www.telekom.hu/about_us/career/telekom_internship_program                                                                                      | The company uses external workforce in all major areas of its operations. The decisions are made by the relevant directorates. Generally we rely on external workforce in special areas, rare skillsets and qualities contracting them to fill in temporary vacancies in different areas of our operations. The positions as well as the levels of expertise may vary and thus they are hard to specify. In 2018 Magyar Telekom had 343 interns, and T-Systems had 166 interns. Throughout our internship program these 509 interns were provided with opportunities to gain real workforce experience in various areas of our operations. The diverse team of our Y2018 interns included students from the fields of IT, business, economy, architecture, horticultural sciences and many other areas. Admission to the internship program of the company is not limited to any scholarly areas, we are eager to find out more about the applicants main drives and personality as well. We believe that thinking together with a diverse set of great people can lead to great solutions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                         | ✓                  |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| 102-9                                                                   | Supply chain                                                                                                                         | 3. Suppliers                          |                             | http://www.telekom.hu/about_us/about_magyar_telekom/procurement; https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm | The total number of suppliers that Magyar Telekom Plc. contacted with procurement orders in 2018 was 1323. The GRI 102-10 table lists the types of suppliers by procurement areas. If suppliers are involved in the procurement processess of multiple areas than the above table lists them in all areas concerned. Therefore the sum of the above numbers does not reflect to the total number of suppliers enegged in our corporate procurement processes. There is a corporate intranet site providing internal information for employees on the Procurement and Logistics Directorate's areas of concern, representatives and the related rules and regulations. The procurement processes, that constitute a significant part of the vendor relations, are implemented with the support of IT systems. Internal procurement processes are initiated mostly through electronic systems. The suppliers' selection process is supported by an internet-based RPF and tool (OneSource), orders are also placed/confirmed through an electronic commerce solution (CPEx) or e-mail, managing transactions growing from year to year. These electronic solutions substantially reduce the processing time of the procurement processes and the e-mail based placement of orders further reduces the quantity of paper-based documents. In the past years direct electronic procurement transactions (CPEx) hit a steady high level and in 2018 reached 92.35% of all items ordered (in 2015: 69%, in 2016: 89.9% and in 2017: 91.3%). The aim of DT Group One.ERP system was to make the orders running electronically smoothly. In PSL system (related on the network-based real estate assets and the tool area of the technology area) the proportion of electronically ordered requests was 95.66% in 2018 (2017: 95.4%). While in 2016 the total number of orders sent electronically without intervention in the procurement area was 83.89%, this proportion rose to 96.35% by 2018. In 2017, in order to improve our procurement business processes, we examined the areas, where robotization could be used. As a result, we started the robotization in due diligence of suppliers in 2018. In the office stationary catalogue the supplier already marks "green" products, and we encourage our colleagues to order such items. We ensure compliance with the statutory and corporate expectations by including sustainability, environmental clauses in the supplier contracts. We expect our suppliers to use environment-friendly materials, technology and energy-saving solutions. As to products, there is a blacklist and a gray list of ingredients, i.e. products that contain any of the listed materials are banned from procurement (blacklist), or are not recommended to be procured (gray list) by Magyar Telekom. In an effort to prevent any damage and minimize transportation time, hazardous materials purchased are transported directly to the internal customer, with the exception of storing a minimum inventory. In an effort to raise cost efficiency and reduce transportation, we increase the percentage of stocks managed by the suppliers. We study the possibility of this jointly with the supplier when entering into the contract. |                                                                         | ✓                  |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| 102-10                                                                  | Significant changes to the organization and its supply chain                                                                         | 3. Suppliers                          |                             |                                                                                                                                                        | <table><tr><th colspan="5">CHANGE IN THE COMPOSITION OF MAGYAR TELEKOM GROUP OVER THE PAST YEARS ✓</th></tr><tr><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></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></tr><tr><td>T-Systems Hungary<sup>1</sup></td><td>T-Systems Hungary</td><td>T-Systems Hungary</td><td>T-Systems Hungary</td><td>T-Systems Hungary</td></tr><tr><td>Origo</td><td>Origo</td><td>Origo<sup>2</sup></td><td>-</td><td>-</td></tr><tr><td>Kalásznét<sup>3</sup></td><td>Kalásznét</td><td>Kalásznét</td><td>Kalásznét</td><td>Kalásznét</td></tr><tr><td>TCG<sup>4</sup></td><td>TCG</td><td>TCG</td><td>TCG5</td><td>-</td></tr><tr><td>MakTel<sup>6</sup></td><td>MakTel</td><td>MakTel</td><td>MakTel<sup>7</sup></td><td>MakTel</td></tr><tr><td></td><td>GTS<sup>8</sup></td><td>GTS</td><td>GTS<sup>9</sup></td><td>-</td></tr></table><br><table><tr><th colspan="5">NUMBER OF SUPPLIERS AT DIFFERENT PROCUREMENT AREAS</th></tr><tr><th>Procurement area</th><th>Description</th><th>Number of suppliers in 2016</th><th>Number of suppliers in 2017</th><th>Number of suppliers in 2018</th></tr><tr><td>Network</td><td>wire and wireless network, transmission technology, backbone network</td><td>347</td><td>333</td><td>342</td></tr><tr><td>IT</td><td>hardware, softver procurement, IT Consulting &amp; Contracting, IT-operations and desktop-services, OSS, BSS</td><td>347</td><td>346</td><td>331</td></tr><tr><td>CPE &amp; Noncore</td><td>special projects and terminals, functional area</td><td>80</td><td>79</td><td>86</td></tr><tr><td>Indirect</td><td>marketing, low cost suppliers, fleet management, real estate manage-ment, related services, consultancy, labor force and HR services</td><td>1035</td><td>878</td><td>783</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | CHANGE IN THE COMPOSITION OF MAGYAR TELEKOM GROUP OVER THE PAST YEARS ✓ |                    |  |  |  | 2014 | 2015 | 2016 | 2017 | 2018 | Magyar Telekom Plc. | Magyar Telekom Plc. | Magyar Telekom Plc. | Magyar Telekom Plc. | Magyar Telekom Plc. | T-Systems Hungary <sup>1</sup> | T-Systems Hungary | T-Systems Hungary | T-Systems Hungary | T-Systems Hungary | Origo | Origo | Origo <sup>2</sup> | - | - | Kalásznét <sup>3</sup> | Kalásznét | Kalásznét | Kalásznét | Kalásznét | TCG <sup>4</sup> | TCG | TCG | TCG5 | - | MakTel <sup>6</sup> | MakTel | MakTel | MakTel <sup>7</sup> | MakTel |  | GTS <sup>8</sup> | GTS | GTS <sup>9</sup> | - | NUMBER OF SUPPLIERS AT DIFFERENT PROCUREMENT AREAS |  |  |  |  | Procurement area | Description | Number of suppliers in 2016 | Number of suppliers in 2017 | Number of suppliers in 2018 | Network | wire and wireless network, transmission technology, backbone network | 347 | 333 | 342 | IT | hardware, softver procurement, IT Consulting & Contracting, IT-operations and desktop-services, OSS, BSS | 347 | 346 | 331 | CPE & Noncore | special projects and terminals, functional area | 80 | 79 | 86 | Indirect | marketing, low cost suppliers, fleet management, real estate manage-ment, related services, consultancy, labor force and HR services | 1035 | 878 | 783 |  | ✓ |
| CHANGE IN THE COMPOSITION OF MAGYAR TELEKOM GROUP OVER THE PAST YEARS ✓ |                                                                                                                                      |                                       |                             |                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| 2014                                                                    | 2015                                                                                                                                 | 2016                                  | 2017                        | 2018                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Magyar Telekom Plc.                                                     | Magyar Telekom Plc.                                                                                                                  | Magyar Telekom Plc.                   | Magyar Telekom Plc.         | Magyar Telekom Plc.                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| T-Systems Hungary <sup>1</sup>                                          | T-Systems Hungary                                                                                                                    | T-Systems Hungary                     | T-Systems Hungary           | T-Systems Hungary                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Origo                                                                   | Origo                                                                                                                                | Origo <sup>2</sup>                    | -                           | -                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Kalásznét <sup>3</sup>                                                  | Kalásznét                                                                                                                            | Kalásznét                             | Kalásznét                   | Kalásznét                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| TCG <sup>4</sup>                                                        | TCG                                                                                                                                  | TCG                                   | TCG5                        | -                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| MakTel <sup>6</sup>                                                     | MakTel                                                                                                                               | MakTel                                | MakTel <sup>7</sup>         | MakTel                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
|                                                                         | GTS <sup>8</sup>                                                                                                                     | GTS                                   | GTS <sup>9</sup>            | -                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| NUMBER OF SUPPLIERS AT DIFFERENT PROCUREMENT AREAS                      |                                                                                                                                      |                                       |                             |                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Procurement area                                                        | Description                                                                                                                          | Number of suppliers in 2016           | Number of suppliers in 2017 | Number of suppliers in 2018                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Network                                                                 | wire and wireless network, transmission technology, backbone network                                                                 | 347                                   | 333                         | 342                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| IT                                                                      | hardware, softver procurement, IT Consulting & Contracting, IT-operations and desktop-services, OSS, BSS                             | 347                                   | 346                         | 331                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| CPE & Noncore                                                           | special projects and terminals, functional area                                                                                      | 80                                    | 79                          | 86                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |
| Indirect                                                                | marketing, low cost suppliers, fleet management, real estate manage-ment, related services, consultancy, labor force and HR services | 1035                                  | 878                         | 783                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                         |                    |  |  |  |      |      |      |      |      |                     |                     |                     |                     |                     |                                |                   |                   |                   |                   |       |       |                    |   |   |                        |           |           |           |           |                  |     |     |      |   |                     |        |        |                     |        |  |                  |     |                  |   |                                                    |  |  |  |  |                  |             |                             |                             |                             |         |                                                                      |     |     |     |    |                                                                                                          |     |     |     |               |                                                 |    |    |    |          |                                                                                                                                      |      |     |     |  |   |

(1) Before 01.04.2012 under the name of KFKI Zrt.  
(2) In 2016 100% of Origo shares sold to the New Wave Media Hirdetésszervező és Reklámértékesítő Szolgáltató Korlátolt Felelősségű Társaság.  
(3) Before 27.03.2013 under the name of Budakalász Kábel TV.  
(4) The data of Crnogorski Telekom is quoted under the name of TCG.  
(5) In 2017 the 76.53% shareholding in Crnogorski Telekom AD Podgorica has been transferred to Hrvatski Telekom d.d.  
(6) The data of Makedonski Telekom AD and T-Mobile Macedonia AD are quoted under the name of MakTel.  
(7) T-Mobile Macedonia AD merged into Makedonski Telekom AD (with effect 01.07.2015). Thereafter, only the data of Makedonski Telekom AD is quoted under the name of MakTel.  
(8) In 2015 GTS Hungary appeared as new data provider.  
(9) GTS merges into T-Systems Magyarország Zrt. (with effect 30.09.2017).

| Discolsure Number                                                                                                                             | Disclosure Title                    | Chapter in Sustainability Report 2018                                                              | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Omission                                                                                                                                      | External Assurance |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
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| 102-11                                                                                                                                        | Precautionary Principle or approach | Our Approach (Sustainability strategy)<br>1. Climate- and environmental protection<br>3. Suppliers |             | <a href="http://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals">http://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals</a><br><a href="https://www.telekom.hu/static-tr/sw/file/20160224_Risk_management_guideline_ENG.pdf">https://www.telekom.hu/static-tr/sw/file/20160224_Risk_management_guideline_ENG.pdf</a><br><a href="https://www.telekom.com/resource/blob/525950/75e73159e55aec7fd50199ffb9878ad7/dl-180528-umweltschutz-en-data.pdf">https://www.telekom.com/resource/blob/525950/75e73159e55aec7fd50199ffb9878ad7/dl-180528-umweltschutz-en-data.pdf</a>                                                                                                                                                                                                                                                                                                                                                          | It is Magyar Telekom’s policy that all disclosures made by the company to our security holders 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 our 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. From risk management to efficiency, Telekom must ensure that the business decisions of the managementare being taken 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.                                                                                                                                                                                |                                                                                                                                               | ✔                  |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| 102-12                                                                                                                                        | External initiatives                | Our Approach<br>3. Suppliers<br>5. Employees                                                       |             | <a href="http://hblf.hu/">http://hblf.hu/</a><br><a href="http://hblf.hu/content/_common/attachments/file1.pdf">http://hblf.hu/content/_common/attachments/file1.pdf</a><br><a href="https://etno.eu/">https://etno.eu/</a><br><a href="https://www.telekom.hu/rolunk/fenntarthatosag/hello-holnap/diicsomagok">https://www.telekom.hu/rolunk/fenntarthatosag/hello-holnap/diicsomagok</a><br><a href="http://www.oecd.org/investment/mne/38111194.pdf">http://www.oecd.org/investment/mne/38111194.pdf</a><br><a href="https://sokszinusegikarta.hu/fooldal/eu-platform/">https://sokszinusegikarta.hu/fooldal/eu-platform/</a><br><a href="https://www.unglobalcompact.org/">https://www.unglobalcompact.org/</a><br><a href="https://sustainabledevelopment.un.org/?menu=1300">https://sustainabledevelopment.un.org/?menu=1300</a><br><a href="https://www.cdp.net/en">https://www.cdp.net/en</a><br><a href="https://sciencebasedtargets.org/">https://sciencebasedtargets.org/</a> | CHARTERS AND INITIATIVES OF COOPERATION ACCEPTED AND SIGNED BY MAGYAR TELEKOM GROUP Besides professional challenges, the Group also seeks cooperation opportunities for the solution of social and environmental problems. Hungarian Business Leaders Forum (HBLF) – In November, 2007, in the frame of the cooperation, the company signed the „Code of Organisational Diversity and Acceptance" principles, issued by HBLF and ILO (International Labour Office). Besides, our company actively participates in the activities of the HBFL workgroup. We are participating in the Budapest Airport’s Green Airport initiatives. The Group has been an active member of ETNO’s (European Telecommunications Network Operators Association) Sustainability Workgroup for years. The members work closely towards solving all kinds of sustainability-related programs. In addition to the three meetings held each year, an internet portal also helps our joint work and contributes to the sharing of best practices. We reconsider the hello holnap! fee package with the involved organizations (SINOSZ, MVGYOSZ, MEOSZ, ÉFOÉSZ, AOSZ), how can we expand the fee package discount to our other fixed line services. In the current fee package each member entitled to use three hello holnap! subscriptions to involve a family member or an attendant. We supported the work of the Environment Protection Committee of the Hungarian Academy of Sciences with our scientific knowledge and many presentation. Our colleagues are in close relationship with several higher education institutes and we help the universities with consultancy for writing theses, expert education and giving lectures. OECD-guidelines – Magyar Telekom has been the first among the Hungarian companies to accept OECD Guidelines for Multinational Enterprises and set them up as mandatory guidelines for its operations. European Union’s Diversity Charter – has been signed by the company and considered as a mandatory guideline inherent in the corporate Human strategy. UN Global Compact has been signed by the company and the current report also stands to report our achievements in the 10 principles. UN Sustainable Development Goals (SDG) – Magyar Telekom has acknowledged the SDG and through incorporating them as guidelines in its 2016-2020 the company finds the contribution to the goals a mandatory element of its operations. Carbon Disclosure Project (CDP) – Magyar Telekom has signed the global initiative and fulfills its annual reporting obligations. In 2018 we committed to Science Based Target initiative and set up a longterm emission reduction goals. |                                                                                                                                               | ✔                  |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| 102-13                                                                                                                                        | Membership of associations          |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <table><tr><th colspan="3">A LIST OF THE MAIN MEMBERSHIPS OF MAGYAR TELEKOM GROUP OF INDUSTRIAL AND OTHER ASSOCIATIONS, NATIONAL OR INTERNATIONAL ADVOCACY ORGANIZATIONS</th></tr><tr><th>Name of Association</th><th>Strategic membership</th><th>Holding position in the governance body</th></tr><tr><td>Magyar Telekom Plc.</td><td></td><td></td></tr><tr><td>European Telecommunications Network Operators Associations (ETNO)</td><td>x</td><td></td></tr><tr><td>GSMA Association</td><td>x</td><td></td></tr><tr><td>Joint Venture Association (JVSZ)</td><td>x</td><td>Curatorium membership</td></tr><tr><td>German-Hungarian Chamber of Industry and Commerce</td><td>x</td><td>Curatorial membership</td></tr><tr><td>Telecommunications Advocacy Council</td><td>x</td><td>Chairmanship</td></tr><tr><td>ICT Association of Hungary</td><td>x</td><td>Chairman of multinational department</td></tr><tr><td>Hungarian Association of International Companies</td><td></td><td></td></tr><tr><td>Hungarian Business Leaders Forum (HBLF)</td><td>x</td><td></td></tr><tr><td>Employers' Equal Opportunities Forum</td><td>x</td><td></td></tr><tr><td>Hungarian Chamber of Engineers</td><td></td><td></td></tr><tr><td>Hungarian Logistics, Procurement and Inventory Management Association</td><td></td><td></td></tr><tr><td>Large Enterprise Logistics Managers Club</td><td></td><td></td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | A LIST OF THE MAIN MEMBERSHIPS OF MAGYAR TELEKOM GROUP OF INDUSTRIAL AND OTHER ASSOCIATIONS, NATIONAL OR INTERNATIONAL ADVOCACY ORGANIZATIONS |                    |  | Name of Association | Strategic membership | Holding position in the governance body | Magyar Telekom Plc. |  |  | European Telecommunications Network Operators Associations (ETNO) | x |  | GSMA Association | x |  | Joint Venture Association (JVSZ) | x | Curatorium membership | German-Hungarian Chamber of Industry and Commerce | x | Curatorial membership | Telecommunications Advocacy Council | x | Chairmanship | ICT Association of Hungary | x | Chairman of multinational department | Hungarian Association of International Companies |  |  | Hungarian Business Leaders Forum (HBLF) | x |  | Employers' Equal Opportunities Forum | x |  | Hungarian Chamber of Engineers |  |  | Hungarian Logistics, Procurement and Inventory Management Association |  |  | Large Enterprise Logistics Managers Club |  |  |  | ✔ |
| A LIST OF THE MAIN MEMBERSHIPS OF MAGYAR TELEKOM GROUP OF INDUSTRIAL AND OTHER ASSOCIATIONS, NATIONAL OR INTERNATIONAL ADVOCACY ORGANIZATIONS |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Name of Association                                                                                                                           | Strategic membership                | Holding position in the governance body                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Magyar Telekom Plc.                                                                                                                           |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| European Telecommunications Network Operators Associations (ETNO)                                                                             | x                                   |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| GSMA Association                                                                                                                              | x                                   |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Joint Venture Association (JVSZ)                                                                                                              | x                                   | Curatorium membership                                                                              |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| German-Hungarian Chamber of Industry and Commerce                                                                                             | x                                   | Curatorial membership                                                                              |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Telecommunications Advocacy Council                                                                                                           | x                                   | Chairmanship                                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| ICT Association of Hungary                                                                                                                    | x                                   | Chairman of multinational department                                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Hungarian Association of International Companies                                                                                              |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Hungarian Business Leaders Forum (HBLF)                                                                                                       | x                                   |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Employers' Equal Opportunities Forum                                                                                                          | x                                   |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Hungarian Chamber of Engineers                                                                                                                |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Hungarian Logistics, Procurement and Inventory Management Association                                                                         |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |
| Large Enterprise Logistics Managers Club                                                                                                      |                                     |                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                               |                    |  |                     |                      |                                         |                     |  |  |                                                                   |   |  |                  |   |  |                                  |   |                       |                                                   |   |                       |                                     |   |              |                            |   |                                      |                                                  |  |  |                                         |   |  |                                      |   |  |                                |  |  |                                                                       |  |  |                                          |  |  |  |   |

| Discolsure Number                                                                   | Disclosure Title                                     | Chapter in Sustainability Report 2018                                 | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Omission            | External Assurance   |                                         |                        |  |  |                            |   |  |                                         |   |  |                                         |  |  |                                |   |  |                                     |   |  |                                          |   |                 |                                               |  |  |                                   |   |  |                        |  |  |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                      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| 102-13                                                                              | Membership of associations                           |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div><div>A LIST OF THE MAIN MEMBERSHIPS OF MAGYAR TELEKOM GROUP OF INDUSTRIAL AND OTHER ASSOCIATIONS, NATIONAL OR INTERNATIONAL ADVOCACY ORGANIZATIONS</div><table><tr><th>Name of Association</th><th>Strategic membership</th><th>Holding position in the governance body</th></tr><tr><td>T-Systems Magyarország</td><td></td><td></td></tr><tr><td>ICT Association of Hungary</td><td>x</td><td></td></tr><tr><td>American Chamber of Commerce in Hungary</td><td>x</td><td></td></tr><tr><td>Hungarian Outsourcing Association (HOA)</td><td></td><td></td></tr><tr><td>Hungarian Hospital Association</td><td>x</td><td></td></tr><tr><td>Hungarian Water Utility Association</td><td>x</td><td></td></tr><tr><td>Hungarian Project Management Association</td><td>x</td><td>Vice-presidency</td></tr><tr><td>Scientific Association for Infocommunications</td><td></td><td></td></tr><tr><td>Hungarian Librarian's Association</td><td>x</td><td></td></tr><tr><td>Lobby Club Association</td><td></td><td></td></tr><tr><td>Hungarian Chamber of Engineers</td><td></td><td></td></tr><tr><td>Agro ICT Claster</td><td>x</td><td>Chairmanship</td></tr><tr><td>Buday Business Club</td><td></td><td></td></tr><tr><td>Association of Health Technology Suppliers and Medical Device Manufacturers (ETOSZ)</td><td>x</td><td>Board membership</td></tr><tr><td>it Service Management Forum (itSMF)</td><td></td><td></td></tr><tr><td>Chamber of Bodyguards, Property Protection and Private Detectives</td><td></td><td></td></tr><tr><td>Chamber of Architects</td><td></td><td></td></tr><tr><td>Hungarian Innovation Association</td><td></td><td>Board membership</td></tr><tr><td>Makedonski Telekom</td><td></td><td></td></tr><tr><td>International Telecommunication Union (ITU)</td><td>x</td><td></td></tr><tr><td>European Telecommunications Network Operators Associations (ETNO)</td><td>x</td><td></td></tr><tr><td>RIPE Network Coordination Centre</td><td>x</td><td></td></tr><tr><td>GS1 Macedonia (bar code association)</td><td></td><td></td></tr><tr><td>Economic Chamber of Macedonia</td><td>x</td><td>Board membership</td></tr><tr><td>American Chamber of Commerce in Macedonia (AmCham – USA)</td><td>x</td><td>Board membership</td></tr><tr><td>Macedonian-German Business Association</td><td>x</td><td></td></tr><tr><td>Macedonian IT Chamber (MASIT)</td><td></td><td>Board membership</td></tr><tr><td>GSMA Association</td><td>x</td><td>Board membership DT</td></tr><tr><td>Chamber of authorised architects and engineers of Macedonia</td><td>x</td><td></td></tr></table></div> | Name of Association | Strategic membership | Holding position in the governance body | T-Systems Magyarország |  |  | ICT Association of Hungary | x |  | American Chamber of Commerce in Hungary | x |  | Hungarian Outsourcing Association (HOA) |  |  | Hungarian Hospital Association | x |  | Hungarian Water Utility Association | x |  | Hungarian Project Management Association | x | Vice-presidency | Scientific Association for Infocommunications |  |  | Hungarian Librarian's Association | x |  | Lobby Club Association |  |  | Hungarian Chamber of Engineers |  |  | Agro ICT Claster | x | Chairmanship | Buday Business Club |  |  | Association of Health Technology Suppliers and Medical Device Manufacturers (ETOSZ) | x | Board membership | it Service Management Forum (itSMF) |  |  | Chamber of Bodyguards, Property Protection and Private Detectives |  |  | Chamber of Architects |  |  | Hungarian Innovation Association |  | Board membership | Makedonski Telekom |  |  | International Telecommunication Union (ITU) | x |  | European Telecommunications Network Operators Associations (ETNO) | x |  | RIPE Network Coordination Centre | x |  | GS1 Macedonia (bar code association) |  |  | Economic Chamber of Macedonia | x | Board membership | American Chamber of Commerce in Macedonia (AmCham – USA) | x | Board membership | Macedonian-German Business Association | x |  | Macedonian IT Chamber (MASIT) |  | Board membership | GSMA Association | x | Board membership DT | Chamber of authorised architects and engineers of Macedonia | x |  |  | ✓ |
| Name of Association                                                                 | Strategic membership                                 | Holding position in the governance body                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| T-Systems Magyarország                                                              |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| ICT Association of Hungary                                                          | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| American Chamber of Commerce in Hungary                                             | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Outsourcing Association (HOA)                                             |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Hospital Association                                                      | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Water Utility Association                                                 | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Project Management Association                                            | x                                                    | Vice-presidency                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Scientific Association for Infocommunications                                       |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Librarian's Association                                                   | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Lobby Club Association                                                              |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Chamber of Engineers                                                      |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Agro ICT Claster                                                                    | x                                                    | Chairmanship                                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Buday Business Club                                                                 |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Association of Health Technology Suppliers and Medical Device Manufacturers (ETOSZ) | x                                                    | Board membership                                                      |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| it Service Management Forum (itSMF)                                                 |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Chamber of Bodyguards, Property Protection and Private Detectives                   |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Chamber of Architects                                                               |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Hungarian Innovation Association                                                    |                                                      | Board membership                                                      |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| Makedonski Telekom                                                                  |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| International Telecommunication Union (ITU)                                         | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| European Telecommunications Network Operators Associations (ETNO)                   | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| RIPE Network Coordination Centre                                                    | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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| GS1 Macedonia (bar code association)                                                |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| Economic Chamber of Macedonia                                                       | x                                                    | Board membership                                                      |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| American Chamber of Commerce in Macedonia (AmCham – USA)                            | x                                                    | Board membership                                                      |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| Macedonian-German Business Association                                              | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| Macedonian IT Chamber (MASIT)                                                       |                                                      | Board membership                                                      |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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 |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |
| GSMA Association                                                                    | x                                                    | Board membership DT                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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 |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |
| Chamber of authorised architects and engineers of Macedonia                         | x                                                    |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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       |   |  |  |   |
| 2. STRATEGY                                                                         |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                               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  |   |  |  |   |
| 102-14                                                                              | Statement from senior decision-maker                 | Letter from the CEO                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          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 |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |
| 102-15                                                                              | Key impacts, risks, and opportunities                | Our Approach (Sustainability strategy)                                |             | <a href="https://www.telekom.hu/about_us/society_and_environment">https://www.telekom.hu/about_us/society_and_environment</a><br><a href="https://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">https://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a><br><a href="https://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals">https://www.telekom.hu/about_us/society_and_environment/approach_strategy_and_goals</a>                                                                                                                                                                                                                                |                                                          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 |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |
| 3. ETHICS AND INTEGRITY                                                             |                                                      |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                               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  |   |  |  |   |
| 102-16                                                                              | Values, principles, standards, and norms of behavior | Our Approach<br>3. Suppliers<br>5.1 Human rights, equal opportunities |             | <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf">https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf</a> | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                     | ✓                    |                                         |                        |  |  |                            |   |  |                                         |   |  |                                         |  |  |                                |   |  |                                     |   |  |                                          |   |                 |                                               |  |  |                                   |   |  |                        |  |  |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |
| 102-17                                                                              | Mechanisms for advice and concerns about ethics      |                                                                       |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Magyar Telekom Group takes the Code of Conduct and its detailed regulation seriously and considers its enforcement to be among the highest priorities, but it is also acknowledged that it is sometimes difficult to know right from wrong. That's why the employees are encouraged to initiate open communication through an internally available Ask me! portal. Complaints and concerns about possible non-compliance with ethics are to be issued through the dedicated Tell Me! secure internal employee site.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                     | ✓                    |                                         |                        |  |  |                            |   |  |                                         |   |  |                                         |  |  |                                |   |  |                                     |   |  |                                          |   |                 |                                               |  |  |                                   |   |  |                        |  |  |                                |  |  |                  |   |              |                     |  |  |                                                                                     |   |                  |                                     |  |  |                                                                   |  |  |                       |  |  |                                  |  |                  |                    |  |  |                                             |   |  |                                                                   |   |  |                                  |   |  |                                      |  |  |                               |   |                  |                                                          |   |                  |                                        |   |  |                               |  |                  |                  |   |                     |                                                             |   |  |  |   |

| Disclosure Number    | Disclosure Title                                                             | Chapter in Sustainability Report 2018                                                                       | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Omission | External Assurance |
|----------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| <b>4. GOVERNANCE</b> |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |                    |
| 102-18               | Governance structure                                                         | 7. Corporate governance                                                                                     |             | <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance">http://www.telekom.hu/about_us/investor_relations/corporate_governance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Magyar Telekom's Board of Directors as the management body of the Company represents the Company with regard to third parties, in court and before other authorities. The Board of Directors exercise their rights and perform their obligations as independent body. The Board of Directors are responsible for all matters relating to the Company's management and course of business not otherwise reserved to the General Meeting or to other corporate bodies by the Articles of Association of the Company or by the law.</p> <p>The Board of Directors is not an operative management body, in other words, the Board of Directors is not involved in the Company's daily business. For the purpose of the operative control and effective day-to-day management of the Company the Board of Directors established the Management Committee the members of which are the CEO and the Chief Officers. The Management Committee acts within the scope of competences assigned to it by the Board of Directors. The Management Committee reports to the Board of Directors on the operation and status of Magyar Telekom Group at each meeting of the Board of Directors. The Supervisory Board (SB) supervises the management of the Company in order to protect its interests. Within the framework of this activity the Supervisory Board supervises the control, management and business activities of the Company as well as compliance of the Company's operation with the laws and the Articles of Association.</p> <p>The Audit Committee is a permanent committee composed – by selection of the Company's General Meeting – of independent members of the Company's Supervisory Board. The purpose of the Committee is to support the Supervisory Board (1) in supervising the financial reporting system, (2) in selecting the statutory Auditor and (3) in cooperating with the statutory Auditor. The Committee shall act within its scope of authority provided in the Civil Code, in the Capital Markets Act, in the Articles of Association and in the Rules of Procedure of the SB.</p> <p>The Board of Directors established the Remuneration and Nomination Committee to function as supporting body of the Board of Directors of the Company regarding the remuneration and certain nomination related issues of the members of the corporate bodies and the top executives of the Company in accordance with its Rules of Procedure. The reason for combining certain tasks regarding the remuneration and nomination is to make the decision making procedure of the Board of Directors more efficient in personnel matters, and to ensure the complex handling thereof.</p> |          | ✓                  |
| 102-19               | Delegating authority                                                         | 7. Corporate governance                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✓                  |
| 102-20               | Executive-level responsibility for economic, environmental and social topics | 7. Corporate governance                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✓                  |
| 102-21               | Consulting stakeholders on economic, environmental and social topics         | Stakeholders<br>3. Suppliers<br>4.3 Involvement of our customers<br>5. Employees<br>7. Corporate governance |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✓                  |
| 102-22               | Composition of the highest governance body and its committees                |                                                                                                             |             | <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors">http://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors</a><br><a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/management_committee">http://www.telekom.hu/about_us/investor_relations/corporate_governance/management_committee</a><br><a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation">http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation</a><br><a href="https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2018_AGM_alairt_nyilatkozattal.pdf">https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2018_AGM_alairt_nyilatkozattal.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2018_eng.pdf">https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2018_eng.pdf</a>                                                                                                                                                                                                                                                                                                             | <p>As at December 31, 2018 the Board of Directors had 7 members, with one executive and six non-executive members. 2 members are considered independent and 5 members are not considered independent. Members of the Board of Directors on December 31, 2018: Dr. Robert Hauber, Chairman of the Board of Directors, Senior Vice President Finance &amp; Performance Management Europe, Deutsche Telekom AG; Tibor Rékasi, Chief Executive Officer, Magyar Telekom Plc.; Guido Menzel, Senior Vice President Technology Europe, Deutsche Telekom AG; Ralf Nejedl, Senior Vice President B2B Europe, Deutsche Telekom AG; Mardia Niehaus, Lead of Innovation Hub at Technology &amp; Innovation, Deutsche Telekom AG; Frank Odzuck, Chief Executive Officer, Zwack Unikum Plc. (independent); Dr. Mihály Patai, Chairman-CEO, UniCredit Bank Hungary Zrt. (independent). Members of the Management Committee on December 31, 2018: Tibor Rékasi Chief Executive Officer; Zsuzsanna Friedl, Chief Human Resources Officer; Melinda Szabó, Chief Commercial Officer Residential; Balázs Máthé, Chief Legal and Corporate Affairs Officer; Zoltán Kaszás, Chief Commercial Officer Enterprise; János Szabó, Chief Financial Officer.</p> <p>Members of the Remuneration and Nomination Committee on December 31, 2018: Dr. Robert Hauber, Chairman of the Remuneration and Nomination Committee, Senior Vice President Finance &amp; Performance Management Europe, Deutsche Telekom AG; Frank Odzuck, Chief Executive Officer of Zwack Unicum Plc., Ralf Nejedl, Senior Vice President B2B Europe, Deutsche Telekom AG.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          | ✓                  |
| 102-23               | Chair of the highest governance body                                         |                                                                                                             |             | <a href="https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors/_members_of_the_board_of_directors">https://www.telekom.hu/about_us/investor_relations/corporate_governance/board_of_directors/_members_of_the_board_of_directors</a><br><a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | The Chief Executive Officer does not fill the position of the Chairman of the Board of Directors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✓                  |
| 102-24               | Nominating and selecting the highest governance body                         |                                                                                                             |             | <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation">http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation</a><br><a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents">http://www.telekom.hu/about_us/investor_relations/corporate_governance/corporate_governance_documents</a><br><a href="https://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf">https://www.telekom.hu/static-tr/sw/file/20160321_kgy_eloterjeszesek_eng.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/Resolutions_of_the_AGM_12april2016.pdf">https://www.telekom.hu/static-tr/sw/file/Resolutions_of_the_AGM_12april2016.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/AGM_2017_combined_file_EN_v04.pdf">https://www.telekom.hu/static-tr/sw/file/AGM_2017_combined_file_EN_v04.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/20170407_kozgyulesi_hatarozatok_ENG.pdf">https://www.telekom.hu/static-tr/sw/file/20170407_kozgyulesi_hatarozatok_ENG.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/2018EGM_submission_20180531_eng.pdf">https://www.telekom.hu/static-tr/sw/file/2018EGM_submission_20180531_eng.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/20180622_EGM_resolutions.pdf">https://www.telekom.hu/static-tr/sw/file/20180622_EGM_resolutions.pdf</a> | <p>The Annual General Meeting held on April 12, 2016 elected the new Board of Directors members. The April 7, 2017 AGM elected 3 new members and the June 22, 2018 Extraordinary General Meeting elected 1 new member of the Board of Directors. Shareholders shall have the right to participate at the General Meeting, and if holding shares with voting rights, to vote, in accordance with the Articles of Association.</p> <p>The current job grading system is transparent and the structure is reflecting the actual value of the particular positions rather than representing a hierarchical model. Each employee is placed in the respective job category on the basis of the responsibility, professional knowledge required by the given position which is taken by the employee. The individual positions are therefore comparable and the entire system is transparent and clear. The Remuneration and Nomination Committee held its Annual General Meeting on April 21, 2016, where the members have agreed on the acceptance and compliance with the following statement: 'In the nomination process diversity and complementary competencies are taken into consideration.'</p> <p>Representatives of the Annual General Meeting held on April 21, 2016 have voted about the new members of the Board of Directors and shareholders could express their opinions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          | ✓                  |
| 102-25               | Conflicts of interest                                                        |                                                                                                             |             | <a href="https://www.telekom.hu/static-tr/sw/file/20171101-mt-bod-rop-eng.pdf">https://www.telekom.hu/static-tr/sw/file/20171101-mt-bod-rop-eng.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2018_eng.pdf">https://www.telekom.hu/static-tr/sw/file/BoD_self-evaluation_2018_eng.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Members of the Board of Directors shall inform the Board of Directors and the Supervisory Board if he/she (or any other person in a close relationship to him/her) has a significant, personal interest in a transaction of the Company (or of any of the Company's subsidiaries).</p> <p>Transactions between members of the Board of Directors (or persons in a close relationship to them) and the Company (or the Company's subsidiaries) shall be conducted according to the general rules of practice of the Company, but, with stricter transparency rules in place. In the case such a transaction is outside the normal course of the Company's business, the transaction and its terms should be approved by the Supervisory Board.</p> <p>In the event of accepting a new executive office, within fifteen days of accepting such executive office, the member of the Board of Directors shall notify about this fact in writing those companies, where he/she already serves as an executive officer or a supervisory board member. The member of the Board of Directors shall inform the Supervisory Board, if he/she receives an offer of Board of Directors or Supervisory Board membership or an offer of an executive management position in a company which is not part of the Company group and also if he/she accepted the offer.</p> <p>The self-evaluation of the Board of Directors is publicly available.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          | ✓                  |

| Discolsure Number | Disclosure Title                                                         | Chapter in Sustainability Report 2018    | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Omission | External Assurance |
|-------------------|--------------------------------------------------------------------------|------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| 102-26            | Role of highest governance body in setting purpose, values, and strategy | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-27            | Collective knowledge of highest governance body                          | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-28            | Evaluating the highest governance body's performance                     |                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 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. |          | ✓                  |
| 102-29            | Identifying and managing economic, environmental, and social impacts     | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-30            | Effectiveness of risk management processes                               | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | The potential risk segments concerning the operations of Magyar Telekom are being revisioned on a quarterly basis. All of our subsidiaries, business segments and other corporate bodies are obliged to identify and report on the potential risks of their operations on a quarterly basis. The results of assessment and evaluation of these threats are being forwarded to the Board of Directors and the Audit Committee. In order to enable the immediate release of threats that might effect shareholder decisions we have introduced a supplementary element to the risk management process.Our quarterly risk reporting system has been supplemented by a continuous risk reporting obligation. Thus all subsidiaries and business segments of the company are obliged to immediately report on all relevant, news, facts, changes and threats. All transmitted information is being evaluated by the Risk management area, and in case of identifying new and relevant information and/or threat, the representative of the area immediately reports them to the Chief Financial Officer. There is an internal regulation in operation that secures and defines the levels of responsibility of employees in relation to risk management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✓                  |
| 102-31            | Review of economic, environmental, and social topics                     | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-32            | Highest governance body's role in sustainability reporting               | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-33            | Communicating critical concerns                                          | 7. Corporate governance                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-34            | Nature and total number of critical concerns                             | Stakeholders                             |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 102-35            | Remuneration policies                                                    | 5.1 Human rights and equal opportunities |             | <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation">http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation</a><br><a href="https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2018_AGM_alairt_nyilatkozattal.pdf">https://www.telekom.hu/static-tr/sw/file/IFRS_Group_2018_AGM_alairt_nyilatkozattal.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a> | 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. |          | ✓                  |

| Disclosure Number         | Disclosure Title                                           | Chapter in Sustainability Report 2018                                                                                                                                                                                                                               | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                               | Omission           | External Assurance |
|---------------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|
| 102-36                    | Process for determining remuneration                       |                                                                                                                                                                                                                                                                     |             | <a href="http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation">http://www.telekom.hu/about_us/investor_relations/corporate_governance/compensation</a><br><a href="https://www.telekom.hu/static-tr/sw/file/20150415_Javadalmazasi_iranyelvek_ENG.pdf">https://www.telekom.hu/static-tr/sw/file/20150415_Javadalmazasi_iranyelvek_ENG.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/Rules_of_Procedure_of_the_Remuneration_and_Nomination_Committee_ENG_20130920.pdf">https://www.telekom.hu/static-tr/sw/file/Rules_of_Procedure_of_the_Remuneration_and_Nomination_Committee_ENG_20130920.pdf</a>                                                                                                                            | Members of the Committee may request presence of external invitees (e.g. experts) who can attend parts or the entire meeting related to the agenda item.                                                                                                                                                                                                                                                                                    |                    | ✓                  |
| 102-37                    | Stakeholders' involvement in remuneration                  |                                                                                                                                                                                                                                                                     |             | <a href="http://www.telekom.hu/static-tr/sw/file/8_javadalmazas_19March2014_eng.pdf">http://www.telekom.hu/static-tr/sw/file/8_javadalmazas_19March2014_eng.pdf</a><br><a href="http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2014AGM_14April2014_eng.pdf">http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2014AGM_14April2014_eng.pdf</a><br><a href="http://www.telekom.hu/static-tr/sw/file/20150324_AGM_submission_Javadalmazasi_iranyelvek_ENG.pdf">http://www.telekom.hu/static-tr/sw/file/20150324_AGM_submission_Javadalmazasi_iranyelvek_ENG.pdf</a><br><a href="http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2015AGM_ENG.pdf">http://www.telekom.hu/static-tr/sw/file/kozgyulesi_hatarozatok_2015AGM_ENG.pdf</a> | The Annual General Meeting, held on April 11, 2014, determined the remuneration of the members of the Board of Directors, the Supervisory Board and the Audit Committee. The Annual General Meeting, held on April 15, 2015 approved the amendments of the Remuneration Guidelines. The guidelines of remuneration accepted in 2015 were still in effect in 2018.                                                                           |                    | ✓                  |
| 102-38                    | Annual total compensation ratio                            |                                                                                                                                                                                                                                                                     |             | <a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Information disclosed on remuneration of Board of Directors, Supervisory Board, Audit Committee and Management (the members of the Management Committee of the Company) is available in Corporate Governance and Management Report (prepared on the basis of the provisions of the Civil Code and the Corporate Governance Recommendations of the Budapest Stock Exchange (BSE)).                                                           | Partial disclosure | ✓                  |
| 102-39                    | Percentage increase in annual total compensation ratio     |                                                                                                                                                                                                                                                                     |             | <a href="https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf">https://www.telekom.hu/static-tr/sw/file/2019AGM-Corporate-Governance-Report-2018.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Information disclosed on remuneration of Board of Directors, Supervisory Board, Audit Committee and Management (the members of the Management Committee of the Company) is available in Corporate Governance and Management Report (prepared on the basis of the provisions of the Civil Code and the Corporate Governance Recommendations of the Budapest Stock Exchange (BSE)).                                                           | Partial disclosure | ✓                  |
| 5. STAKEHOLDER ENGAGEMENT |                                                            |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                    |
| 102-40                    | List of stakeholder groups                                 | Stakeholders                                                                                                                                                                                                                                                        |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 102-41                    | Collective bargaining agreements                           |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 100% of the employment contracts of Magyar Telekom Group employees operating in Hungary fall under collective bargaining agreements, the same ratio for Macedonian workers is 90.2%.                                                                                                                                                                                                                                                        |                    | ✓                  |
| 102-42                    | Identifying and selecting stakeholders                     | Stakeholders                                                                                                                                                                                                                                                        |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 102-43                    | Approach to stakeholder engagement                         | Stakeholders<br>2.1 Closing the digital divide<br>2.4 Protection of our children in the digital age<br>3. Suppliers<br>4.1 Customer satisfaction<br>4.3 Involvement of our customers<br>5.2 Involvement of our employees<br>6.2 Our employees and social engagement |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 102-44                    | Key topics and concerns raised                             | Stakeholders                                                                                                                                                                                                                                                        |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 6. REPORTING PRACTICE     |                                                            |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                    |
| 102-45                    | Entities included in the consolidated financial statements |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | The report covers Hungary and Macedonia 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 102-10 indicator. |                    | ✓                  |
| 102-46                    | Defining report content and topic Boundaries               | Our approach (Materiality)                                                                                                                                                                                                                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 102-47                    | List of material topics                                    | Our approach (Materiality)                                                                                                                                                                                                                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    | ✓                  |
| 102-48                    | Restatements of information                                |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | The report does not contain any restatements.                                                                                                                                                                                                                                                                                                                                                                                               |                    | ✓                  |
| 102-49                    | Changes in reporting                                       |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | There is no any significant change in reporting.                                                                                                                                                                                                                                                                                                                                                                                            |                    | ✓                  |
| 102-50                    | Reporting period                                           |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | All data and information presented in this current report references the year 2018.                                                                                                                                                                                                                                                                                                                                                         |                    | ✓                  |
| 102-51                    | Date of most recent report                                 |                                                                                                                                                                                                                                                                     |             | <a href="https://www.telekom.hu/static-tr/sw/file/sustainability-report-2017.pdf">https://www.telekom.hu/static-tr/sw/file/sustainability-report-2017.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | The most recent report was published in 2018 covering the year 2017.                                                                                                                                                                                                                                                                                                                                                                        |                    | ✓                  |
| 102-52                    | Reporting cycle                                            |                                                                                                                                                                                                                                                                     |             | <a href="https://www.telekom.hu/about_us/society_and_environment/sustainability_reports/?token=1468592762386">https://www.telekom.hu/about_us/society_and_environment/sustainability_reports/?token=1468592762386</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Magyar Telekom releases its sustainability report on an annual basis.                                                                                                                                                                                                                                                                                                                                                                       |                    | ✓                  |
| 102-53                    | Contact point for questions regarding the report           |                                                                                                                                                                                                                                                                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Should you have any questions or queries on the report, please do not hesitate to write to the following e-mail address: <a href="mailto:fenntarthatosag@telekom.hu">fenntarthatosag@telekom.hu</a>                                                                                                                                                                                                                                         |                    | ✓                  |

| Disclosure Number                                   | Disclosure Title                                                                        | Chapter in Sustainability Report 2018                                         | Page Number         | Website             | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | External Assurance                       |                    |                   |                   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |                    |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
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-----------|-------------|----------------------------|--|--|--|--|--|--|--|--|--|----------|------------------------------------------------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|-------------------|-------------------|-----------|------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|-----------------|-----------------|-----------|------------------------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------|-----------------|---------------|----------------|-------|------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|---------------|----------------|-------------|-----------------------------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----|-----|------------------------------------|--------------------------------------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|-----------------|-----------------|--|---|
| 102-54                                              | Claims of reporting in accordance with the GRI Standards                                |                                                                               |                     |                     | 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 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                                                                                                                                | ✔                                        |                    |                   |                   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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                |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 102-55                                              | GRI content index                                                                       | GRI content index                                                             |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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                                                                                                                                | ✔                                        |                    |                   |                   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |                    |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 102-56                                              | External assurance                                                                      | Assurance statement                                                           |                     |                     | 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.<br>Sources of the data included in the report:<br>- The business data are from the Group's year-2017 Annual Report and Quarterly Reports and data collection conducted within the Group.<br>- 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.<br>- 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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                                                                                             | ✔                                        |                    |                   |                   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |              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  |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| GRI 200: ECONOMIC STANDARDS 2016                    |                                                                                         |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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      |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |    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| GRI 201: ECONOMIC PERFORMANCE 2016                  |                                                                                         |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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                |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 103- 1 2 3                                          | Management approach                                                                     | Our approach (Corporate strategy)                                             |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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                                                                                                                                | ✔                                        |                    |                   |                   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| 201-1                                               | Direct economic value generated and distributed                                         |                                                                               |                     |                     | <table><tr><th colspan="11">CREATING VALUE FOR OUR STAKEHOLDERS ✔</th></tr><tr><th></th><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2018</th><th>2018</th><th>2018</th><th>2018</th></tr><tr><td></td><td>Produces economic value</td><td>Group</td><td>Group</td><td>Group</td><td>Group</td><td>Group</td><td>Hungary</td><td>Macedonia</td><td>Bulgaria</td><td>Romania</td></tr><tr><td></td><td>Revenues (total revenue + share from the after-tax profit of the affiliates)</td><td>626 442 HUF million</td><td>656 342 HUF million</td><td>602 729 HUF million</td><td>611 194 HUF million</td><td>657 692 HUF million</td><td>597 191 HUF million</td><td>54 612 HUF million</td><td>2 310 HUF million</td><td>3 579 HUF million</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>Supplies</td><td>Operating costs (total revenue-related payments + net other operating costs)</td><td>354 573 HUF million</td><td>377 409 HUF million</td><td>311 721 HUF million</td><td>345 245 HUF million</td><td>374 470 HUF million</td><td>343 261 HUF million</td><td>27 308 HUF million</td><td>1 639 HUF million</td><td>2 262 HUF million</td></tr><tr><td>Employees</td><td>Employee wages and benefits (employee related costs)</td><td>94 750 HUF million</td><td>95 160 HUF million</td><td>83 327 HUF million</td><td>80 240 HUF million</td><td>82 968 HUF million</td><td>76 362 HUF million</td><td>5 892 HUF million</td><td>337 HUF million</td><td>377 HUF million</td></tr><tr><td>Investors</td><td>Payment to capital investors dividend pay + net other operating costs)</td><td>28 397 HUF million</td><td>28 176 HUF million</td><td>42 448 HUF million</td><td>47 708 HUF million</td><td>43 852 HUF million</td><td>43 653 Ft</td><td>178 HUF million</td><td>6 HUF million</td><td>15 HUF million</td></tr><tr><td>State</td><td>Payments to the state budget (profit tax + crisis tax + telecom tax + utility tax)</td><td>53 614 HUF million</td><td>46 666 HUF million</td><td>27 128 HUF million</td><td>48 461 HUF million</td><td>45 979 HUF million</td><td>44 874 HUF million</td><td>1 049 HUF million</td><td>7 HUF million</td><td>63 HUF million</td></tr><tr><td>Communities</td><td>Community investments (donations, institutional sponsorship, voluntary work, education)</td><td>497 HUF million</td><td>348 HUF million</td><td>444 HUF million</td><td>363 HUF million</td><td>703 HUF million</td><td>534 HUF million</td><td>169 HUF million</td><td>n.a</td><td>n.a</td></tr><tr><td>Overall stakeholders in the future</td><td>Retailled earnings (after-tax profit + depreciation-dividend paid)</td><td>132 674 HUF million</td><td>145 331 HUF million</td><td>159 066 HUF million</td><td>122 353 HUF million</td><td>135 910 HUF million</td><td>114 528 HUF million</td><td>20 185 HUF million</td><td>335 HUF million</td><td>862 HUF million</td></tr></table> | CREATING VALUE FOR OUR STAKEHOLDERS ✔                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |                    |                   |                   |   |  |  |      |      |      |      |      | 2014                   | 2015             | 2016             | 2017             | 2018             | 2018             | 2018                      | 2018            | 2018            |                 | Produces economic value | Group           | Group                                         | Group | Group | Group | Hungary | Macedonia | Bulgaria                                            | Romania          |                  | Revenues (total revenue + share from the after-tax profit of the affiliates) | 626 442 HUF million | 656 342 HUF million | 602 729 HUF million                           | 611 194 HUF million | 657 692 HUF million | 597 191 HUF million | 54 612 HUF million | 2 310 HUF million | 3 579 HUF million | Stakeholder | Distributed economic value |  |  |  |  |  |  |  |  |  | Supplies | Operating costs (total revenue-related payments + net other operating costs) | 354 573 HUF million | 377 409 HUF million | 311 721 HUF million | 345 245 HUF million | 374 470 HUF million | 343 261 HUF million | 27 308 HUF million | 1 639 HUF million | 2 262 HUF million | Employees | Employee wages and benefits (employee related costs) | 94 750 HUF million | 95 160 HUF million | 83 327 HUF million | 80 240 HUF million | 82 968 HUF million | 76 362 HUF million | 5 892 HUF million | 337 HUF million | 377 HUF million | Investors | Payment to capital investors dividend pay + net other operating costs) | 28 397 HUF million | 28 176 HUF million | 42 448 HUF million | 47 708 HUF million | 43 852 HUF million | 43 653 Ft | 178 HUF million | 6 HUF million | 15 HUF million | State | Payments to the state budget (profit tax + crisis tax + telecom tax + utility tax) | 53 614 HUF million | 46 666 HUF million | 27 128 HUF million | 48 461 HUF million | 45 979 HUF million | 44 874 HUF million | 1 049 HUF million | 7 HUF million | 63 HUF million | Communities | Community investments (donations, institutional sponsorship, voluntary work, education) | 497 HUF million | 348 HUF million | 444 HUF million | 363 HUF million | 703 HUF million | 534 HUF million | 169 HUF million | n.a | n.a | Overall stakeholders in the future | Retailled earnings (after-tax profit + depreciation-dividend paid) | 132 674 HUF million | 145 331 HUF million | 159 066 HUF million | 122 353 HUF million | 135 910 HUF million | 114 528 HUF million | 20 185 HUF million | 335 HUF million | 862 HUF million |  | ✔ |
| CREATING VALUE FOR OUR STAKEHOLDERS ✔               |                                                                                         |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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|                                                     |                                                                                         | 2014                                                                          | 2015                | 2016                | 2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       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|                                                     | Produces economic value                                                                 | Group                                                                         | Group               | Group               | Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Hungary                                  | Macedonia          | Bulgaria          | Romania           |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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                |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
|                                                     | Revenues (total revenue + share from the after-tax profit of the affiliates)            | 626 442 HUF million                                                           | 656 342 HUF million | 602 729 HUF million | 611 194 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 657 692 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 597 191 HUF million                      | 54 612 HUF million | 2 310 HUF million | 3 579 HUF million |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| Stakeholder                                         | Distributed economic value                                                              |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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                |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| Supplies                                            | Operating costs (total revenue-related payments + net other operating costs)            | 354 573 HUF million                                                           | 377 409 HUF million | 311 721 HUF million | 345 245 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 374 470 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 343 261 HUF million                      | 27 308 HUF million | 1 639 HUF million | 2 262 HUF million |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| Employees                                           | Employee wages and benefits (employee related costs)                                    | 94 750 HUF million                                                            | 95 160 HUF million  | 83 327 HUF million  | 80 240 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         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                                                                                                                                | 76 362 HUF million                       | 5 892 HUF million  | 337 HUF million   | 377 HUF million   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| Investors                                           | Payment to capital investors dividend pay + net other operating costs)                  | 28 397 HUF million                                                            | 28 176 HUF million  | 42 448 HUF million  | 47 708 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         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                                                                                                                                | 43 653 Ft                                | 178 HUF million    | 6 HUF million     | 15 HUF million    |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| State                                               | Payments to the state budget (profit tax + crisis tax + telecom tax + utility tax)      | 53 614 HUF million                                                            | 46 666 HUF million  | 27 128 HUF million  | 48 461 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         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                                                                                                                                | 44 874 HUF million                       | 1 049 HUF million  | 7 HUF million     | 63 HUF million    |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| Communities                                         | Community investments (donations, institutional sponsorship, voluntary work, education) | 497 HUF million                                                               | 348 HUF million     | 444 HUF million     | 363 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 703 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 534 HUF million                          | 169 HUF million    | n.a               | n.a               |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |             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| Overall stakeholders in the future                  | Retailled earnings (after-tax profit + depreciation-dividend paid)                      | 132 674 HUF million                                                           | 145 331 HUF million | 159 066 HUF million | 122 353 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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                                                                                                                                | 114 528 HUF million                      | 20 185 HUF million | 335 HUF million   | 862 HUF million   |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |                    |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 201-2                                               | Financial implications and other risks and opportunities due to climate change          | Our approach (Corporate strategy)<br>1. Climate- and environmental protection |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      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      |                   |                   | ✔ |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |                    |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 201-3                                               | Defined benefit plan obligations and other retirement plans                             |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Besides our legally required contributions to the state owned healthcare, pension and unemployment support systems we also contribute to our employees' savings in voluntary pension, healthcare and mutual funds that supplement the pension and medical care services provided by the state while providing entitlement to private pension and social security services and social benefits. However, we do not guarantee that members of these funds receive payment. On December 31, 2018 approximately 55% of Magyar Telekom Plc.'s employees were members of the private pension fund, 36% of the mutual fund and 44% of the healthcare fund.                                                                                                                                                                                                                                                                                       |                                          |                    |                   | ✔                 |   |  |  |      |      |      |      |      |                        |                  |                  |                  |                  |                  |                           |                 |                 |                 |                         |                 |                                               |       |       |       |         |           |                                                     |                  |                  |                                                                              |                     |                     |                                               |                     |                     |                     |                    |                   |                   |             |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    |                    |                    |                    |                    |                    |                   |               |                |             |                                                                                         |                 |                 |                 |                 |                 |                 |                 |     |     |                                    |                                                                    |                     |                     |                     |                     |                     |                     |                    |                 |                 |  |   |
| 201-4                                               | Financial assistance received from government                                           |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <table><tr><th colspan="6">SUBSTANTIAL FINANCIAL SUPPORT FROM STATE</th></tr><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>tax credit utilization</td><td>3323 HUF million</td><td>5493 HUF million</td><td>1914 HUF million</td><td>3208 HUF million</td><td>2484 HUF million</td></tr><tr><td>film- and sport subsidies</td><td>584 HUF million</td><td>664 HUF million</td><td>395 HUF million</td><td>546 HUF million</td><td>500 HUF million</td></tr><tr><td>tax benefit on wage cost of softer developers</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>tax impact of tax base decreasing item on donations</td><td>400 HUF thousand</td><td>300 HUF thousand</td><td>114 HUF thousand</td><td>189 HUF thousand</td><td>0</td></tr><tr><td>tax impact of tax base decreasing item on R&amp;D</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr></table> | SUBSTANTIAL FINANCIAL SUPPORT FROM STATE |                    |                   |                   |   |  |  | 2014 | 2015 | 2016 | 2017 | 2018 | tax credit utilization | 3323 HUF million | 5493 HUF million | 1914 HUF million | 3208 HUF million | 2484 HUF million | film- and sport subsidies | 584 HUF million | 664 HUF million | 395 HUF million | 546 HUF million         | 500 HUF million | tax benefit on wage cost of softer developers | 0     | 0     | 0     | 0       | 0         | tax impact of tax base decreasing item on donations | 400 HUF thousand | 300 HUF thousand | 114 HUF thousand                                                             | 189 HUF thousand    | 0                   | tax impact of tax base decreasing item on R&D | 0                   | 0                   | 0                   | 0                  | 0                 |                   | ✔           |                            |  |  |  |  |  |  |  |  |  |          |                                                                              |                     |                     |                     |                     |                     |                     |                    |                   |                   |           |                                                      |                    |                    |                    |                    |                    |                    |                   |                 |                 |           |                                                                        |                    |                    |                    |                    |                    |           |                 |               |                |       |                                                                                    |                    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| SUBSTANTIAL FINANCIAL SUPPORT FROM STATE            |                                                                                         |                                                                               |                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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|                                                     | 2014                                                                                    | 2015                                                                          | 2016                | 2017                | 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       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| tax credit utilization                              | 3323 HUF million                                                                        | 5493 HUF million                                                              | 1914 HUF million    | 3208 HUF million    | 2484 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           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| film- and sport subsidies                           | 584 HUF million                                                                         | 664 HUF million                                                               | 395 HUF million     | 546 HUF million     | 500 HUF million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            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| tax benefit on wage cost of softer developers       | 0                                                                                       | 0                                                                             | 0                   | 0                   | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          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| tax impact of tax base decreasing item on donations | 400 HUF thousand                                                                        | 300 HUF thousand                                                              | 114 HUF thousand    | 189 HUF thousand    | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          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| tax impact of tax base decreasing item on R&D       | 0                                                                                       | 0                                                                             | 0                   | 0                   | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          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| Discolsure Number                                                                 | Disclosure Title                                                             | Chapter in Sustainability Report 2018                                                                       | Page Number | Website                                                                                                                                                                                                                                                                                                        | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Omission                                                                          | External Assurance |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------|--|--|--|--|---------------|------|------|------|------|------|---------------------|-----|--------|--------|--------|--------|-------------------|-----|--------|--------|--------|--------|--------------------|-----|------|-----|-----|-----|--------------------|-----|---|---|---|---|--|---|
| GRI 202: MARKET PRESENCE 2016                                                     |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 103-1 2 3                                                                         | Management approach                                                          | Our approach<br>5. Employees                                                                                |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 202-1                                                                             | Ratios of standard entry level wage by gender compared to local minimum wage |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                | Magyar Telekom Group always provides at least the minimum wage as required in the relevant legislation and the salary of new entrants is exclusively determined by the value of the advertised position. Magyar Telekom is an equal opportunity employer. The salary brackets are determined on the basis of the actual market benchmark regardless of the gender of the emlpoyees. The lowest base wage as stated in the Collective Agreement is 120% of the minimum wage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 202-2                                                                             | Proportion of senior management hired from the local community               | 5. Employees                                                                                                |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| GRI 203: INDIRECT ECONOMIC IMPACTS 2016                                           |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 103-1 2 3                                                                         | Management Approach                                                          | Our approach<br>2.1 Closing the digital divide                                                              |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 203-1                                                                             | Infrastructure investments and services supported                            | 2.1 Closing the digital divide<br>6. Social engagement                                                      |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 203-2                                                                             | Significant indirect economic impacts                                        | 2.1 Closing the digital divide<br>2.3 Innovation for sustainability<br>3. Suppliers<br>6. Social engagement |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| GRI 204: PROCUREMENT PRACTICES 2016                                               |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 103-1 2 3                                                                         | Management Approach                                                          | 3. Suppliers                                                                                                |             | https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&page=english/main.vm                                                                                                                                                                                                                          | The group-level coordination of vendor relations is ensured by the Procurement, Logistic and Infrastructure Services Directorate , partly through the provision of centralized procurement services, and partly through the coordination of the member companies' functional organizations. Suppliers are selected in compliance with the laws, in procurement procedures that ensure fair competition, transparency, and documented processes, which are under continuous control by the Internal Control System (ICS) used jointly with Deutsche Telekom Group. Besides providing proper controls the system encourages us to improve and accelerate our processes. In respect of contracting the company seeks to develop mutually advantageous, value-creating partner relations. To ensure cost efficient operation, the company is continuously rationalizing its processes by tapping the synergies of parent company and group-level procurement. One of the main interfaces for supplier relations is the interactive website of the Procurement and Logistic Directorate where suppliers – upon registration – can directly reach the newsletter service, the supplier qualification system, the OneSource system where quotations and auctions are managed, privacy policy, electronic invoicing description and may find further useful information on our procurement processes and sustainability requirements.                                                                                                                                                                                                                                                                                                     |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 204-1                                                                             | Proportion of spending on local suppliers                                    | 3. Suppliers                                                                                                |             |                                                                                                                                                                                                                                                                                                                | Despite the globalization of procurement, we continue to purchase a considerable amount of products and services from local suppliers (with headquarters in a given country). By ordering products and services from local suppliers we significantly contribute to the retention of jobs.<br><table><tr><th colspan="6">Value ratio of products and services from local suppliers, Magyar Telekom Group ✔</th></tr><tr><td>Subsidiaries¹</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>Magyar Telekom Plc.</td><td>67%</td><td>74,50%</td><td>78,90%</td><td>77,80%</td><td>85,56%</td></tr><tr><td>T-Systems Hungary</td><td>80%</td><td>77,80%</td><td>78,46%</td><td>84,32%</td><td>82,87%</td></tr><tr><td>Makedonski Telekom</td><td>64%</td><td>65%²</td><td>67%</td><td>65%</td><td>61%</td></tr><tr><td>T-Mobile Macedonia</td><td>46%</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Value ratio of products and services from local suppliers, Magyar Telekom Group ✔ |                    |  |  |  |  | Subsidiaries¹ | 2014 | 2015 | 2016 | 2017 | 2018 | Magyar Telekom Plc. | 67% | 74,50% | 78,90% | 77,80% | 85,56% | T-Systems Hungary | 80% | 77,80% | 78,46% | 84,32% | 82,87% | Makedonski Telekom | 64% | 65%² | 67% | 65% | 61% | T-Mobile Macedonia | 46% | - | - | - | - |  | ✔ |
| Value ratio of products and services from local suppliers, Magyar Telekom Group ✔ |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| Subsidiaries¹                                                                     | 2014                                                                         | 2015                                                                                                        | 2016        | 2017                                                                                                                                                                                                                                                                                                           | 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| Magyar Telekom Plc.                                                               | 67%                                                                          | 74,50%                                                                                                      | 78,90%      | 77,80%                                                                                                                                                                                                                                                                                                         | 85,56%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| T-Systems Hungary                                                                 | 80%                                                                          | 77,80%                                                                                                      | 78,46%      | 84,32%                                                                                                                                                                                                                                                                                                         | 82,87%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| Makedonski Telekom                                                                | 64%                                                                          | 65%²                                                                                                        | 67%         | 65%                                                                                                                                                                                                                                                                                                            | 61%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| T-Mobile Macedonia                                                                | 46%                                                                          | -                                                                                                           | -           | -                                                                                                                                                                                                                                                                                                              | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| GRI 205: ANTI-CORRUPTION 2016                                                     |                                                                              |                                                                                                             |             |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                   |                    |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 103-1 2 3                                                                         | Management Approach                                                          |                                                                                                             |             | http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance<br>https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf<br>http://www.telekom.hu/static-tr/sw/file/Anti_corruption_clause_en.pdf<br>http://www.telekom.hu/static-tr/sw/file/corporate_governance_declarations_ICs_eng.pdf | Magyar Telekom does not tolerate intention or transaction on corruption; therefore several internal policies and procedures have been developed to prohibit and prevent bribery (including making facilitation payments).<br>Magyar Telekom intention is to comply with the anti-corruption rules relevant to the Group and it expects its business partners that they will not use money or other consideration paid by Magyar Telekom Group for unlawful purposes, including purposes violating anti-corruption laws, such as make or cause to be made direct or indirect payments to any public official or private person in order to assist Magyar Telekom or anyone acting on its behalf in obtaining or retaining business with, or directing business to, any person, or securing any improper advantage.<br>Telekom prohibits any form of corruption or bribery including but not limited to providing or accepting or promising personal advantage, kick-backs or facilitation payments.<br>The Group also prohibits its employees to make decisions for the employees' benefit or that of the employees' family, friends, associates and acquaintances.<br>No gift or invitation to events can be granted to a third-party where they could affect or be perceived to affect the outcome of a business transaction.<br>The Magyar Telekom Group does not financially or morally support political parties, political organizations or their representatives. Its charitable contribution activities are disclosed on its internet site .<br>Magyar Telekom does not intent to conduct any business with third parties who violate the anti-corruption regulations or the guiding principles of the Compliance Program. |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |
| 205-1                                                                             | Operations assessed for risks related to corruption                          |                                                                                                             |             | https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance                                                                                                                                                                                                                                     | Our yearly Compliance Risk Assessment (CRA) addresses active and passive corruption separately. It always includes Magyar Telekom, T-Systems, Makedonski Telekom. Other subsidiaries may be included on an ad-hoc basis based on inputs coming from compliance investigations. The CRA covers the before mentioned companies entirely (100%). During the risk asessment we formulate remedial actions concerning the risks identified. We also monitor the fulfillment of these measures.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                   | ✔                  |  |  |  |  |               |      |      |      |      |      |                     |     |        |        |        |        |                   |     |        |        |        |        |                    |     |      |     |     |     |                    |     |   |   |   |   |  |   |

| Disclosure Number                              | Disclosure Title                                                                | Chapter in Sustainability Report 2018                                             | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Omission | External Assurance |
|------------------------------------------------|---------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| 205-2                                          | Communication and training about anti-corruption policies and procedures        |                                                                                   |             | <a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>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: 6 persons (Management Committee)</p> <p>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</p> <p>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. There was no external communication on this topic.</p> <p>d. number and proportion of management organizations that were trained on anticorruption, broken down to regions: 100%, all regions, Magyar Telekom: 6 persons</p> <p>e. number and proportion of employees who were trained on anticorruption, broken down to employee a category and region: Magyar Telekom Plc.: 222 persons, in 2018 98% of new entrants completed the course successfully.</p> |          | ✓                  |
| 205-3                                          | Confirmed incidents of corruption and actions taken                             |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Number of confirmed incidents: 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✓                  |
| <b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b> |                                                                                 |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |                    |
| 103-1 2 3                                      | Management Approach                                                             |                                                                                   |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">http://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>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.</p> <p>The antitrust policy covers: price fixing, bid rigging, market allocation scheme. The antitrust policy applies to: employees, contractors, suppliers. The company publicly report on breaches of its antitrust policy. Measures are taken to promote and ensure antitrust compliance.</p>                                                                                                                                                                                                                                                                                                                    |          | ✓                  |
| 206-1                                          | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | In 2018 no fines were imposed due to anti-competitive conduct or violation of anti-trust statutes. Three cases are pending in front of the Hungarian Competition Authority, none of which have been closed in 2018.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          | ✓                  |
| <b>GRI 300: ENVIRONMENTAL STANDARDS 2016</b>   |                                                                                 |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |                    |
| <b>GRI 301: MATERIALS 2016</b>                 |                                                                                 |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |                    |
| 103-1 2 3                                      | Management Approach                                                             | Our approach (Sustainability strategy)<br>1. Climate and environmental protection |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a><br><a href="http://www.telekom.hu/about_us/society_and_environment/environment/management_systems">http://www.telekom.hu/about_us/society_and_environment/environment/management_systems</a>                                                                                                                                                                                                                                                                | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✓                  |
| 301-1                                          | Materials used by weight or volume                                              | Our approach<br>1.2 Environmental impacts<br>1.3 Waste                            |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management">http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management</a><br><a href="http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato">http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato</a> (only HU)<br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a>                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 301-2                                          | Recycled input materials used                                                   |                                                                                   |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek</a> (only HU)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Recycled paper used in 2018: 135 841 kg (bills, office use).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✓                  |
| 301-3                                          | Reclaimed products and their packaging materials                                | 1.2 Environmental impacts                                                         |             | <a href="https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&amp;page=english/vendors/information/main.vm">https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&amp;page=english/vendors/information/main.vm</a><br><a href="http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato">http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato</a> (only HU)<br><a href="http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management">http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management</a><br><a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek</a> (only HU) | Magyar Telekom Plc.'s intermediary partner for batteries is ReLEM.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          | ✓                  |
| <b>GRI 302: ENERGY 2016</b>                    |                                                                                 |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |                    |
| 103-1 2 3                                      | Management Approach                                                             | Our approach (Sustainability strategy)<br>1. Climate and environmental protection |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a>                                                                                                                                                                                                                                                                        | <p>Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group.</p> <p>Magyar Telekom and T-Systems has obtained ISO 50001 energy management system.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✓                  |
| 302-1                                          | Energy consumption within the organization                                      | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 302-2                                          | Energy consumption outside of the organization                                  | 1.1 Emissions and energy efficiency                                               |             | <a href="http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management">http://www.telekom.hu/about_us/society_and_environment/environment/equipment_management</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 302-3                                          | Energy intensity                                                                | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 302-4                                          | Reduction of energy consumption                                                 | 1.1 Emissions and energy efficiency                                               |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 302-5                                          | Reductions in energy requirements of products and services                      | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |

| Disclosure Number                 | Disclosure Title                                                                                                                          | Chapter in Sustainability Report 2018                                             | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Direct answer                                                                                                                                                                                                                                    | Omission | External Assurance |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| GRI 303: WATER AND EFFLUENTS 2018 |                                                                                                                                           |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          |                    |
| 303-1                             | Interactions with water as a shared resource                                                                                              | 1.2 Environmental impacts                                                         |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a>                                                                                                                                | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group. |          | ✓                  |
| 303-2                             | Management of water discharge-related impacts                                                                                             | 1.2 Environmental impacts                                                         |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a>                                                                                                                                |                                                                                                                                                                                                                                                  |          | ✓                  |
| 303-3                             | Water withdrawal                                                                                                                          | 1.2 Environmental impacts                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 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 of consumption.                                                            |          | ✓                  |
| 303-4                             | Water discharge                                                                                                                           | 1.2 Environmental impacts                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| 303-5                             | Water consumption                                                                                                                         | 1.2 Environmental impacts                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| GRI 304: BIODIVERSITY 2016        |                                                                                                                                           |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          |                    |
| 103 1-2-3                         | Management Approach                                                                                                                       | 1.2 Environmental impacts                                                         |             | <a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a> | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group. |          | ✓                  |
| 304-1                             | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 1.2 Environmental impacts                                                         |             | <a href="https://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">https://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a>                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| 304-2                             | Significant impacts of activities, products, and services on biodiversity                                                                 |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Our company avoids operations on protected and Natura 2000 areas.                                                                                                                                                                                |          | ✓                  |
| 304-3                             | Habitats protected or restored                                                                                                            |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | We do not conduct operations on protected or restored habitats.                                                                                                                                                                                  |          | ✓                  |
| 304-4                             | IUCN Red List species and national conservation list species with habitats in areas affected by operations                                |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Our operations do not affect habitats of endangered and/or IUCN Red List species.                                                                                                                                                                |          | ✓                  |
| GRI 305: EMISSIONS 2016           |                                                                                                                                           |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          |                    |
| 103-1 2 3                         | Management Approach                                                                                                                       | Our approach (Sustainability strategy)<br>1. Climate and environmental protection |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a> | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group. |          | ✓                  |
| 305-1                             | Direct (Scope 1) GHG emissions                                                                                                            | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| 305-2                             | Energy indirect (Scope 2) GHG emissions                                                                                                   | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | All emissions are location based.                                                                                                                                                                                                                |          | ✓                  |
| 305-3                             | Other indirect (Scope 3) GHG emissions                                                                                                    | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| 305-4                             | GHG emissions intensity                                                                                                                   | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | We have conducted the following measurements: Scope 1: g/CO2/km, Scope: 2 Gbit/kWh, energy intensity: GJ/HUF M, Scope 3: we measure the emissions related to CPE energy consumption, paper use, emissions of business travel.                    |          | ✓                  |
| 305-5                             | Reduction of GHG emissions                                                                                                                | 1.1 Emissions and energy efficiency                                               |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | The quoted emission data refer to Scope 1 and Scope 2 emissions.                                                                                                                                                                                 |          | ✓                  |
| 305-6                             | Emissions of ozone-depleting substances (ODS)                                                                                             |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 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.                  |          | ✓                  |
| 305-7                             | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions                                                           | 1.2 Environmental impacts                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |
| GRI 306: EFFLUENTS AND WASTE 2016 |                                                                                                                                           |                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          |                    |
| 103-1 2 3                         | Management Approach                                                                                                                       | Our approach (Sustainability strategy)<br>1. Climate and environmental protection |             | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a> | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group. |          | ✓                  |
| 306-1                             | Water discharge by quality and destination                                                                                                | 1.2 Environmental impacts                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 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                                        |          | ✓                  |
| 306-2                             | Waste by type and disposal method                                                                                                         | 1.2 Environmental impacts<br>1.3 Waste                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |          | ✓                  |

| Discolsure Number                               | Disclosure Title                                                                                   | Chapter in Sustainability Report 2018                                          | Page Number       | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omission | External Assurance |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------|--------------|---------------|---------------|---------------|---------------------------------------|-----------|-----------|------------|--------------|--------------|--|----------------------|---------------------|-------------------|--------------------|-------------------|--------|--------|--------|--------|---------------------------------------|--------|-------|--------|--------|-----------|-------|-------|-------|-------|-------|-------|-------|-----|-------|------|-----|-----|----|----|----|----|----|---|-----|--------|-----|----|----|----|----|---|---|---|-----|-----------------|-----|-----|-----|----|----|----|----|----|------|--|--------|------|-------------------|-------|-------|---------------------------------------|-------|-------|--|---|
| 306-3                                           | Significant spills                                                                                 |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | There was no significant leakage or unsupervised output.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 306-4                                           | Transport of hazardous waste                                                                       |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Magyar Telekom does not import or export or manage hazardous waste.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 306-5                                           | Water bodies affected by water discharges and/ or runoff                                           |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Our operations do not directly affect water bodies, water discharges and/or freshwater habitat.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| GRI 307: ENVIRONMENTAL COMPLIANCE 2016          |                                                                                                    |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 103-1 2 3                                       | Management Approach                                                                                | Our approach (Environmental policy)<br>1. Climate and environmental protection |                   | <a href="http://www.telekom.hu/about_us/society_and_environment">http://www.telekom.hu/about_us/society_and_environment</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_environmental_policy.pdf</a><br><a href="http://www.telekom.hu/about_us/society_and_environment/environment/management_systems">http://www.telekom.hu/about_us/society_and_environment/environment/management_systems</a> | Magyar Telekom Group upholds its commitment to sustainable development and the environment protection in the Environmental policy. The policy contains obligations for the members of the Magyar Telekom Group both individually and as a Group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 307-1                                           | Non-compliance with environmental laws and regulations                                             | 1.2 Environmental impacts                                                      |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 |                                                                                                    |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 103-1 2 3                                       | Management Approach                                                                                | Our approach (Environmental policy)<br>3. Suppliers                            |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 308-1                                           | New suppliers that were screened using environmental criteria                                      | 3. Suppliers                                                                   |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | In 2018 325 suppliers were prequalified. This questionnaire contains environmental criteria.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 308-2                                           | Negative environmental impacts in the supply chain and actions taken                               | 3. Suppliers                                                                   |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Magyar Telekom has not terminated any contracts with any of its suppliers with reference to negative environmental impacts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| GRI 400: GRI 400: SOCIAL STANDARDS 2016         |                                                                                                    |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| GRI 401: EMPLOYMENT 2016                        |                                                                                                    |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 103-1 2 3                                       | Management Approach                                                                                | 3. Suppliers<br>5. Employees                                                   |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 401-1                                           | New employee hires and employee turnover                                                           |                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <div><b>FLUCTUATION AT MAGYAR TELEKOM GROUP</b> ✔</div> <table><tr><td></td><td>2014 (Plc./Group)</td><td>2015 (Plc./Group)</td><td>2016 (Plc./Group)</td><td>2017 (Plc./Group)</td><td>2018 (Plc./Group)</td></tr><tr><td>Total fluctuation</td><td>16,8%/15,4%</td><td>14,97%/13,7%</td><td>15,85%/15,63%</td><td>10,81%/12,26%</td><td>16,47%/17,51%</td></tr><tr><td>Termination initiated by the employee</td><td>4,4%/4,7%</td><td>5,5%/6,9%</td><td>5,0%/7,75%</td><td>4,84%/16,20%</td><td>6,81%/18,84%</td></tr></table> <div><b>FLUCTUATION AT MAGYAR TELEKOM GROUP IN 2018</b> ✔</div> <table><tr><td></td><td>Magyar Telekom Group</td><td>Magyar Telekom Plc.</td><td>T-Systems Hungary</td><td>Makedonski Telekom</td></tr><tr><td>Total fluctuation</td><td>17,51%</td><td>16,47%</td><td>25,71%</td><td>11,40%</td></tr><tr><td>Termination initiated by the employee</td><td>18,84%</td><td>6,81%</td><td>12,03%</td><td>93,85%</td></tr></table> <div><b>AGE GROUPS AND GENDER DISTRIBUTION OF NEW HIRES AT MAGYAR TELEKOM PLC. IN 2018</b> ✔</div> <table><tr><td>Age group</td><td>19-25</td><td>26-30</td><td>31-35</td><td>36-40</td><td>41-45</td><td>46-50</td><td>51-55</td><td>56+</td><td>Total</td></tr><tr><td>Male</td><td>344</td><td>220</td><td>71</td><td>32</td><td>36</td><td>16</td><td>11</td><td>9</td><td>739</td></tr><tr><td>Female</td><td>196</td><td>99</td><td>34</td><td>27</td><td>28</td><td>7</td><td>2</td><td>5</td><td>398</td></tr><tr><td>Total headcount</td><td>540</td><td>319</td><td>105</td><td>59</td><td>64</td><td>23</td><td>13</td><td>14</td><td>1137</td></tr></table> <div><b>FLUCTUATION AT MAGYAR TELEKOM PLC. IN 2018</b> ✔</div> <table><tr><td></td><td>Female</td><td>Male</td></tr><tr><td>Total fluctuation</td><td>7,69%</td><td>8,79%</td></tr><tr><td>Termination initiated by the employee</td><td>2,77%</td><td>4,03%</td></tr></table> |          | 2014 (Plc./Group)  | 2015 (Plc./Group) | 2016 (Plc./Group) | 2017 (Plc./Group) | 2018 (Plc./Group) | Total fluctuation | 16,8%/15,4% | 14,97%/13,7% | 15,85%/15,63% | 10,81%/12,26% | 16,47%/17,51% | Termination initiated by the employee | 4,4%/4,7% | 5,5%/6,9% | 5,0%/7,75% | 4,84%/16,20% | 6,81%/18,84% |  | Magyar Telekom Group | Magyar Telekom Plc. | T-Systems Hungary | Makedonski Telekom | Total fluctuation | 17,51% | 16,47% | 25,71% | 11,40% | Termination initiated by the employee | 18,84% | 6,81% | 12,03% | 93,85% | Age group | 19-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56+ | Total | Male | 344 | 220 | 71 | 32 | 36 | 16 | 11 | 9 | 739 | Female | 196 | 99 | 34 | 27 | 28 | 7 | 2 | 5 | 398 | Total headcount | 540 | 319 | 105 | 59 | 64 | 23 | 13 | 14 | 1137 |  | Female | Male | Total fluctuation | 7,69% | 8,79% | Termination initiated by the employee | 2,77% | 4,03% |  | ✔ |
|                                                 | 2014 (Plc./Group)                                                                                  | 2015 (Plc./Group)                                                              | 2016 (Plc./Group) | 2017 (Plc./Group)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2018 (Plc./Group)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Total fluctuation                               | 16,8%/15,4%                                                                                        | 14,97%/13,7%                                                                   | 15,85%/15,63%     | 10,81%/12,26%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 16,47%/17,51%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Termination initiated by the employee           | 4,4%/4,7%                                                                                          | 5,5%/6,9%                                                                      | 5,0%/7,75%        | 4,84%/16,20%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 6,81%/18,84%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
|                                                 | Magyar Telekom Group                                                                               | Magyar Telekom Plc.                                                            | T-Systems Hungary | Makedonski Telekom                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Total fluctuation                               | 17,51%                                                                                             | 16,47%                                                                         | 25,71%            | 11,40%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Termination initiated by the employee           | 18,84%                                                                                             | 6,81%                                                                          | 12,03%            | 93,85%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Age group                                       | 19-25                                                                                              | 26-30                                                                          | 31-35             | 36-40                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 41-45                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 46-50    | 51-55              | 56+               | Total             |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Male                                            | 344                                                                                                | 220                                                                            | 71                | 32                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 36                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 16       | 11                 | 9                 | 739               |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Female                                          | 196                                                                                                | 99                                                                             | 34                | 27                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 28                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 7        | 2                  | 5                 | 398               |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Total headcount                                 | 540                                                                                                | 319                                                                            | 105               | 59                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 64                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 23       | 13                 | 14                | 1137              |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
|                                                 | Female                                                                                             | Male                                                                           |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Total fluctuation                               | 7,69%                                                                                              | 8,79%                                                                          |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| Termination initiated by the employee           | 2,77%                                                                                              | 4,03%                                                                          |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 401-2                                           | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 5.1 Human rights, equal opportunities                                          |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Magyar Telekom provides a broad range of welfare and social benefits. Some of them are provided automatically whereas others can be obtained upon satisfying certain conditions while there are insurance types of benefits, too. The provision of certain benefits is subject to the employee's own contribution. The provision of social benefits and benefits that are not provided automatically is regulated in the Collective Agreement and the relevant policies. We also provide telecommunication discounts, meal allowances, interest free housing loans (such loans are not offered or provided to the members of the Board of Directors), discount priced holiday opportunities as well as various other benefits. Besides our legally required contributions to the state owned healthcare, pension and unemployment support systems we also contribute to our employees' savings in voluntary pension, healthcare and mutual funds that supplement the pension and medical care services provided by the state while providing entitlement to private pension and social security services and social benefits. However, we do not guarantee that members of these funds receive payment. On December 31, 2018 approximately 55% of Magyar Telekom Plc.'s employees were members of the private pension fund, 36% of the mutual fund and 44% of the healthcare fund.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |
| 401-3                                           | Parental leave                                                                                     | 5.1 Human rights, equal opportunities                                          |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |                   |                   |                   |                   |                   |             |              |               |               |               |                                       |           |           |            |              |              |  |                      |                     |                   |                    |                   |        |        |        |        |                                       |        |       |        |        |           |       |       |       |       |       |       |       |     |       |      |     |     |    |    |    |    |    |   |     |        |     |    |    |    |    |   |   |   |     |                 |     |     |     |    |    |    |    |    |      |  |        |      |                   |       |       |                                       |       |       |  |   |

| Disclosure Number                                   | Disclosure Title                                                                                              | Chapter in Sustainability Report 2018 | Page Number | Website                                                                                                                                                                           | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Omission | External Assurance |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------|---------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| <b>GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>     |                                                                                                               |                                       |             |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| 103-1 2 3                                           | Management Approach                                                                                           |                                       |             |                                                                                                                                                                                   | 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. In line with the provisions of Act V of 2013 on the Hungarian Civil Code one third of Supervisory Board members are employee representatives. The employee representatives of the Supervisory Board are nominated by the Central Works Council, in consideration of the opinion of trade unions operating at the Company. The General Meeting is obliged to elect persons nominated by the Central Works Council to the Supervisory Board unless there are underlying circumstances that serve as grounds for exclusion. On December 31, 2018 the Supervisory Board had four employee representatives: Tamás Lichnovszky, Zsoltné Varga, Bujdosó Attila and Sándor Hartai. |          | ✓                  |
| 402-1                                               | Minimum notice periods regarding operational changes                                                          |                                       |             |                                                                                                                                                                                   | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| <b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b> |                                                                                                               |                                       |             |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| 403-1                                               | Occupational health and safety management system                                                              | 3. Suppliers                          |             | <a href="http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees">http://www.telekom.hu/about_us/about_magyar_telekom/principles/quality_guarantees</a> | 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 2018 audit the Company successfully renewed the MEBIR certification. Magyar Telekom together with all of its national and international subsidiaries have the DECRA Certification OHSAS 18001:2007. The company also demands suppliers compliance with its health and safety regulations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          | ✓                  |
| 403-2                                               | Hazard identification, risk assessment, and incident investigation                                            |                                       |             |                                                                                                                                                                                   | Prevention and screening examinations are important part of Magyar Telekom's prevention system. The system provides opportunity for taking preventive measures, such as vaccination of employees who are exposed to tick bites. 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| 403-3                                               | Occupational health services                                                                                  |                                       |             |                                                                                                                                                                                   | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          | ✓                  |
| 403-4                                               | Worker participation, consultation, and communication on occupational health and safety                       |                                       |             |                                                                                                                                                                                   | Workers representation in formal joint management-worker health and safety committees: 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. Magyar Telekom Plc. 1.1 % (72 persons), T-Systems 1.68% (25 persons).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 403-5                                               | Worker training on occupational health and safety                                                             |                                       |             |                                                                                                                                                                                   | All Magyar Telekom employees are required to complete their labor safety training at the time they are hired, and to take the course repeatedly every two years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 403-6                                               | Promotion of worker health                                                                                    |                                       |             |                                                                                                                                                                                   | 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 (Occupational Health and Safety Management System) safety standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          | ✓                  |
| 403-7                                               | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships |                                       |             |                                                                                                                                                                                   | The Company elaborates technological processes to avoid electric shock accidents and to ensure the safety of work performed in heights.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          | ✓                  |
| 403-8                                               | Workers covered by an occupational health and safety management system                                        |                                       |             |                                                                                                                                                                                   | Magyar Telekom together with all of its national and international subsidiaries have the DECRA Certification OHSAS 18001:2007 (Occupational Health and Safety Management System). The company also demands suppliers compliance with its health and safety regulations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          | ✓                  |

| Discolsure Number | Disclosure Title        | Chapter in Sustainability Report 2018 | Page Number       | Website | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Omission | External Assurance  |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
|-------------------|-------------------------|---------------------------------------|-------------------|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|--------------------|-------------------|---------------|-----|-----|-----|---------------|-----|-----|---|---------------|-----|-----|---|---------------|-----|-----|-----|---------------|-----|-----|-----|------|---------------------|--------------------|-------------------|----------------|----|---|---|----------------|----|---|---|----------------|----|----|---|----------------|----|---|---|-----------------|----|----|---|--|---|
| 403-9             | Work-related injuries   |                                       |                   |         | <div><div>ACCIDENT RATIO FOR ONE THOUSAND EMPLOYEE AT MAGYAR TELEKOM GROUP ✓</div><table><tr><th>Year</th><th>Magyar Telekom Plc.</th><th>Makedonski Telekom</th><th>T-Systems Hungary</th></tr><tr><td>2014<br/>4/3/2</td><td>4.5</td><td>3.5</td><td>2.5</td></tr><tr><td>2015<br/>3/2/0</td><td>3.5</td><td>2.5</td><td>0</td></tr><tr><td>2016<br/>3/7/0</td><td>3.5</td><td>6.5</td><td>0</td></tr><tr><td>2017<br/>4/6/2</td><td>4.5</td><td>6.5</td><td>2.5</td></tr><tr><td>2018<br/>4/9/1</td><td>4.5</td><td>9.5</td><td>1.5</td></tr></table></div> <div><div>WORKPLACE ACCIDENTS AT MAGYAR TELEKOM GROUP ✓</div><table><tr><th>Year</th><th>Magyar Telekom Plc.</th><th>Makedonski Telekom</th><th>T-Systems Hungary</th></tr><tr><td>2014<br/>29/4/3</td><td>31</td><td>5</td><td>4</td></tr><tr><td>2015<br/>20/3/0</td><td>21</td><td>4</td><td>0</td></tr><tr><td>2016<br/>21/8/0</td><td>22</td><td>10</td><td>0</td></tr><tr><td>2017<br/>25/7/3</td><td>26</td><td>9</td><td>4</td></tr><tr><td>2018<br/>27/10/2</td><td>28</td><td>11</td><td>2</td></tr></table></div> <p>Magyar Telekom Plc.: There were no occupational fatal accidents in 2018. Most frequent injuries are bruises and twist or dislocation of limbs. 59 injuries (13 female, 46 male): 23 cases involved the loss of more than 3 workdays, 4 cases involving the loss of 1 to 3 workdays, 31 cases that did not involve loss of workdays, 1 unsubstantiated accidents, i.e. a total of 981 lost workdays. Distribution of injury types: 50 technical and other type and 9 office injuries. T-Systems Hungary: There was 1 case of fatal travel/operating accident. The most frequent recorded injuries were and and face injuries related to slipping and falling, and sickness; 3 injuries (2 female, 1 male): 2 case involved the loss of more than 3 workdays, 0 cases involving the loss of 1 to 3 workdays, 1 cases that did not involve loss of workdays, 0 unsubstantiated accident, i.e. a total of 70 lost workdays. Distribution of injury types: 1 slipping in traffic, 1 bicycle fall on team building event, 1 case of sickness.</p> <p>Makedonski Telekom: 0 fatal accidents, 10 accidents at work subject to reporting obligations, i.e. a total of 212 lost workdays.</p> <p>Magyar Telekom does not keep records on injuries of its suppliers.</p> | Year     | Magyar Telekom Plc. | Makedonski Telekom | T-Systems Hungary | 2014<br>4/3/2 | 4.5 | 3.5 | 2.5 | 2015<br>3/2/0 | 3.5 | 2.5 | 0 | 2016<br>3/7/0 | 3.5 | 6.5 | 0 | 2017<br>4/6/2 | 4.5 | 6.5 | 2.5 | 2018<br>4/9/1 | 4.5 | 9.5 | 1.5 | Year | Magyar Telekom Plc. | Makedonski Telekom | T-Systems Hungary | 2014<br>29/4/3 | 31 | 5 | 4 | 2015<br>20/3/0 | 21 | 4 | 0 | 2016<br>21/8/0 | 22 | 10 | 0 | 2017<br>25/7/3 | 26 | 9 | 4 | 2018<br>27/10/2 | 28 | 11 | 2 |  | ✓ |
| Year              | Magyar Telekom Plc.     | Makedonski Telekom                    | T-Systems Hungary |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2014<br>4/3/2     | 4.5                     | 3.5                                   | 2.5               |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2015<br>3/2/0     | 3.5                     | 2.5                                   | 0                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2016<br>3/7/0     | 3.5                     | 6.5                                   | 0                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2017<br>4/6/2     | 4.5                     | 6.5                                   | 2.5               |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2018<br>4/9/1     | 4.5                     | 9.5                                   | 1.5               |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| Year              | Magyar Telekom Plc.     | Makedonski Telekom                    | T-Systems Hungary |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2014<br>29/4/3    | 31                      | 5                                     | 4                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2015<br>20/3/0    | 21                      | 4                                     | 0                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2016<br>21/8/0    | 22                      | 10                                    | 0                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2017<br>25/7/3    | 26                      | 9                                     | 4                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 2018<br>27/10/2   | 28                      | 11                                    | 2                 |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                     |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |
| 403-10            | Work-related ill health |                                       |                   |         | At Magyar Telekom Group there were no occupational diseases in 2018.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                   |                    |                   |               |     |     |     |               |     |     |   |               |     |     |   |               |     |     |     |               |     |     |     |      |                     |                    |                   |                |    |   |   |                |    |   |   |                |    |    |   |                |    |   |   |                 |    |    |   |  |   |



| Discolsure Number                             | Disclosure Title                                                                     | Chapter in Sustainability Report 2018 | Page Number        | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Omission       | External Assurance  |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
|-----------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------------|-------------------|--------------------|---------------------|----|----|----|-------------------------|----|----|----|-------------------------|----|----|----|------------------------|----|----|----|---------------------|----|----|----|--|---|
| 404-1                                         | Average hours of training per year per employee                                      |                                       |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div><div>ANNUAL AVERAGE TRAINING HOURS PER CAPITA, BROKEN DOWN TO EMPLOYEE GROUPS, MAGYAR TELEKOM GROUP 2018 ✓</div><div><table><thead><tr><th>Employee Group</th><th>Magyar Telekom Plc.</th><th>T-Systems Hungary</th><th>Makedonski Telekom</th></tr></thead><tbody><tr><td>Top managers 8/0/10</td><td>11</td><td>12</td><td>12</td></tr><tr><td>Senior Managers 38/0/27</td><td>40</td><td>30</td><td>30</td></tr><tr><td>Middle Managers 34/0/23</td><td>36</td><td>25</td><td>25</td></tr><tr><td>Other Employees 29/0/8</td><td>31</td><td>10</td><td>10</td></tr><tr><td>Specialists 34/0/18</td><td>36</td><td>21</td><td>21</td></tr></tbody></table></div></div> <div>As the company adopted a new system, T-Systems's 2018 training data are not accessible.</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Employee Group | Magyar Telekom Plc. | T-Systems Hungary | Makedonski Telekom | Top managers 8/0/10 | 11 | 12 | 12 | Senior Managers 38/0/27 | 40 | 30 | 30 | Middle Managers 34/0/23 | 36 | 25 | 25 | Other Employees 29/0/8 | 31 | 10 | 10 | Specialists 34/0/18 | 36 | 21 | 21 |  | ✓ |
| Employee Group                                | Magyar Telekom Plc.                                                                  | T-Systems Hungary                     | Makedonski Telekom |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| Top managers 8/0/10                           | 11                                                                                   | 12                                    | 12                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| Senior Managers 38/0/27                       | 40                                                                                   | 30                                    | 30                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| Middle Managers 34/0/23                       | 36                                                                                   | 25                                    | 25                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| Other Employees 29/0/8                        | 31                                                                                   | 10                                    | 10                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| Specialists 34/0/18                           | 36                                                                                   | 21                                    | 21                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 404-2                                         | Programs for upgrading employee skills and transition assistance programs            | 5.1 Human rights, equal opportunities |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div>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. Telekom has 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 2018, Magyar Telekom concluded a total of 93 study contracts. Out of them 15 covered school training, the others were related to training courses or agreements containing mutual commitments.</div> <div>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.</div> |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 404-3                                         | Percentage of employees receiving regular performance and career development reviews |                                       |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div>In 2018 Magyar Telekom has introduced FUTAM, a flexible framework in support of both personal and business success. It is the practical realisation of growth mindset that supports feedback culture. FUTAM is customizable to the relevant targets of personal development and business tartgets both on the level of the organisation and the employee. It provides a framework for employee development tracking and control, based on feedback and cooperation instead of evaluation.</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 |                                                                                      |                                       |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 103-1 2 3                                     | Management Approach                                                                  | 5.1 Human rights, equal opportunities |                    | <div><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br/><a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br/><a href="https://www.telekom.hu/static-tr/sw/file/Diversity_Policy.pdf">https://www.telekom.hu/static-tr/sw/file/Diversity_Policy.pdf</a></div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 405-1                                         | Diversity of governance bodies and employees                                         | 5.1 Human rights, equal opportunities |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 405-2                                         | Ratio of basic salary and remuneration of women to men                               | 5.1 Human rights, equal opportunities |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| GRI 406: NON-DISCRIMINATION 2016              |                                                                                      |                                       |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |                     |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 103-1 2 3                                     | Management Approach                                                                  | 5.1 Human rights, equal opportunities |                    | <div><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br/><a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br/><a href="https://www.telekom.hu/static-tr/sw/file/Diversity_Policy.pdf">https://www.telekom.hu/static-tr/sw/file/Diversity_Policy.pdf</a></div> | <div>Magyar Telekom Group's Code of Conduct and the Code of Human Rights and Social Principles are a summary of the corporate compliance requirements; these documents set out the common values of the Group and it is also the token of the strong position, reputation and successful future of Telekom. Everyone at Magyar Telekom Group must comply with these Codes from staff employees to the Board members. In addition to the employees the contracted partners of Magyar Telekom Group are also required to learn and accept these values when registering on the Company's procurement site.</div> <div>In order to effectively develop Magyar Telekom's Diversity and Equal Opportunities efforts. An anonimous employee survey measuring the diversity and inclusion culture of the company was conducted in 2018 january. The results of the survey were used as the basis of the Diversity and Equal Opportunities Plan prepared at the beginning of 2018.</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |
| 406-1                                         | Incidents of discrimination and corrective actions taken                             |                                       |                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div>In 2017 there were no complaints issued against the company by the Equal Opportunity Authority for Discriminative Practices (EBH).</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                | ✓                   |                   |                    |                     |    |    |    |                         |    |    |    |                         |    |    |    |                        |    |    |    |                     |    |    |    |  |   |

| Disclosure Number                                              | Disclosure Title                                                                                               | Chapter in Sustainability Report 2018 | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Omission | External Assurance |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|---------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016 |                                                                                                                |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |                    |
| 103-1 2 3                                                      | Management Approach                                                                                            | 3. Suppliers                          |             | <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br><a href="https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf">https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf</a> | Magyar Telekom Group has acknowledged the freedom of association and the right for collective bargaining in its Code of Human Rights and Social Principles. Magyar Telekom strives to maintain a dialogue and cooperation with employee representation bodies in the spirit of openness and trust. The Code of Human Rights and Social Principles and the long-standing relationship between Magyar Telekom's management and the employee representation bodies are the guarantee that the relevant rights are observed. The agreement, which can be terminated by either party with three months' notice, applies to all Magyar Telekom Plc. employees except the CEO, regardless of their union membership status. Wage terms in the collective bargaining agreement must be renegotiated annually. If the employment is terminated due to reasons related to the employer's operation, employees are entitled to a specific amount of severance pay surplus, which depends on the tenure of the employee. In addition to the collective bargaining agreement, employees of our Hungarian operations are generally covered by the Act I of 2012 on the Labor Code, which imposes various restrictions on the involuntary termination of employment. The Labor Code protects employee interests through two different labor organizations: the Trade Union and the Workers' Council. The Trade Union, as the official representative of employee interests in negotiations relating to the terms of employment, has the right to be informed of all corporate measures that may significantly affect the interests of employees and to commence legal action against the Company for employment-related conduct that infringes an employment rule. In addition, the Workers' Council directly represents employee interests in dealings with management and decides jointly with manageme on matters involving employee welfare funds and institutions. The Workers' Council must be informed semi-annually on issues affecting our economic performance and changes in wages, employment conditions and working hours. The Workers' Council must also be consulted on corporate measures affecting employees. We believe that our relations with our employees are good. We have not experienced any labor strikes or disruptions since our formation. |          | ✔                  |
| 407-1                                                          | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 3. Suppliers                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 100% of the employment contracts of Magyar Telekom Group employees operating in Hungary fall under collective bargaining agreements, the same ratio for Macedonian workers is 90.2%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          | ✔                  |
| GRI 408: CHILD LABOR 2016                                      |                                                                                                                |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |                    |
| 103-1 2 3                                                      | Management Approach                                                                                            | 3. Suppliers                          |             | <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br><a href="https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf">https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf</a> | Magyar Telekom Group is an ICT company committed to respect and support human and social rights at all times in view of our tasks arising from technological development and digitalization. In line with the basic principles set out in the Code of Human Rights & Social Principles our company stands up for the protection of human rights as set forth in international human rights treaties, including the protection of freedom of speech and protection of the right for ones' own belief. Furthermore, the company rejects child labor, all types of forced or compulsory labor, and uses all measures to fight any kind of human trafficking and modern slavery.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          | ✔                  |
| 408-1                                                          | Operations and suppliers at significant risk for incidents of child labor                                      | 3. Suppliers                          |             | <a href="https://www.telekom.com/en/corporate-responsibility/assume-responsibility/assume-responsibility/supply-chain-management-355304">https://www.telekom.com/en/corporate-responsibility/assume-responsibility/assume-responsibility/supply-chain-management-355304</a>                                                                                                                                                                                                                                                                         | Deutsche Telekom Group as our parent company is responsible for the maintenance and supervision of compliance of global suppliers through monitoring and audits. For further information of the method of classification of global suppliers and the relevant results, please visit the indicated website.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          | ✔                  |
| GRI 409: FORCED OR COMPULSORY LABOR 2016                       |                                                                                                                |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |                    |
| 103-1 2 3                                                      | Management Approach                                                                                            | 3. Suppliers                          |             | <a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br><a href="https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf">https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf</a> | Magyar Telekom Group is an ICT company committed to respect and support human and social rights at all times in view of our tasks arising from technological development and digitalization. In line with the basic principles set out in the Code of Human Rights & Social Principles our company stands up for the protection of human rights as set forth in international human rights treaties, including the protection of freedom of speech and protection of the right for ones' own belief. Furthermore, the company rejects child labor, all types of forced or compulsory labor, and uses all measures to fight any kind of human trafficking and modern slavery.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          | ✔                  |
| 409-1                                                          | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | 3. Suppliers                          |             | <a href="https://www.telekom.com/en/corporate-responsibility/assume-responsibility/assume-responsibility/supply-chain-management-355304">https://www.telekom.com/en/corporate-responsibility/assume-responsibility/assume-responsibility/supply-chain-management-355304</a>                                                                                                                                                                                                                                                                         | Deutsche Telekom Group as our parent company is responsible for the maintenance and supervision of compliance of global suppliers through monitoring and audits. For further information of the method of classification of global suppliers and the relevant results, please visit the indicated website.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          | ✔                  |
| GRI 410: SECURITY PRACTICES 2016                               |                                                                                                                |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |                    |
| 103-1 2 3                                                      | Management Approach                                                                                            |                                       |             | <a href="http://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf">http://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf">https://www.telekom.hu/static-tr/sw/file/mt-code-of-conduct.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a>                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✔                  |
| 410-1                                                          | Security personnel trained in human rights policies or procedures                                              |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Security personnel employed by the company also participated in the compulsory human rights e-Training of all Magyar Telekom Group employees in 2018. The training became an element of the compulsory employee training portfolio as of 2018. As partners of Magyar Telekom they are too obliged to thoroughly comprehend and comply with the contents of Magyar Telekom Group Code of Business Conduct and Ethics and the code of Human Rights and Social Principles.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          | ✔                  |
| GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016                     |                                                                                                                |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |                    |
| 103-1 2 3                                                      | Management Approach                                                                                            |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | In Hungary there is no adequate denotation of the group 'Indigenous Peoples'.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✔                  |
| 411-1                                                          | Incidents of violations involving rights of indigenous peoples                                                 |                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | In Hungary there is no adequate denotation of the group 'Indigenous Peoples'.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          | ✔                  |

| Disclosure Number                        | Disclosure Title                                                                                                           | Chapter in Sustainability Report 2018                                                                                                                                                                                          | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Omission | External Assurance |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| GRI 412: HUMAN RIGHTS ASSESSMENT 2016    |                                                                                                                            |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                    |
| 103-1 2 3                                | Management Approach                                                                                                        | 3. Suppliers<br>5.1 Human rights, equal opportunities                                                                                                                                                                          |             | <a href="http://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf">http://www.telekom.hu/static-tr/sw/file/Code_of_Ethics.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a><br><a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/Employee-relations-policy.pdf">https://www.telekom.hu/static-tr/sw/file/Employee-relations-policy.pdf</a> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 412-1                                    | Operations that have been subject to human rights reviews or impact assessments                                            | 3. Suppliers<br>4.3. Involvement of our customers<br>5.1 Human rights, equal opportunities                                                                                                                                     |             | <a href="http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf">http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | As a member of Deutsche Telekom Group, Magyar Telekom Group fulfills its obligation to provide an annual Human Rights & Social Performance Report confirming its observance of the principles of the Code of Human Rights and Social Principles. Following the practice Magyar Telekom Group has declared its full conformity with the ten basic principles of Deutsche Telekom's Code of Human Rights and Social Principles for the year 2018 relevant to all its Hungarian operations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          | ✓                  |
| 412-2                                    | Employee training on human rights policies or procedures                                                                   |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | As a tribute to the 70th anniversary of the Universal Declaration of Human Rights and in compliance with the Code of Human Rights and Social Principles renewed in 2017, all employees of Magyar Telekom Plc. and T-Systems together with their external workforce involved in brand representation participated in a compulsory human rights e-Learning training in 2018. The enrollment of the employees was conducted in four steps, in which the management of the company group took the training first. 85.3% of all people enrolled and 90% of the entire employee group have finished the course by September 18. The online training points to relevant human rights issues, regulations, complaint handling and wistleblowing options that might come up within the employment, sourcing, operational and distributional processes of the company group. The e-Learning material has become part of the compulsory employee e-Learning course portfolio of the company as of 2018. |          | ✓                  |
| 412-3                                    | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 3. Suppliers                                                                                                                                                                                                                   |             | <a href="https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf">https://beszerzes.telekom.hu/beszerzes/portal/objects-beszerzes/doc/mukodesi_kodex_en.pdf</a><br><a href="https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf">https://www.telekom.hu/static-tr/sw/file/code-of-human-rights-social-principles-eng.pdf</a>                                                                                                                                                                                                                                                                                                               | The warranty statement is a compulsory element of the suppliers contracts (100%). Both the suppliers and sponsorship contract sample includes the relevant elements for the declaration of respecting of human rights, and these elements are also part of the Suppliers Code of Conduct.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          | ✓                  |
| GRI 413: LOCAL COMMUNITIES 2016          |                                                                                                                            |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                    |
| 103-1 2 3                                | Management Approach                                                                                                        | 2.1 Closing the digital divide<br>4.3 Involvement of our customers<br>5.2 Involvement of our employees                                                                                                                         |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 413-1                                    | Operations with local community engagement, impact assessments, and development programs                                   | 2.1 Closing the digital divide<br>2.2 ICT for sustainability<br>2.3 Innovation for sustainability<br>2.4 Protection of our children in the digital age<br>4.3 Involvement of our customers<br>5.2 Involvement of our employees |             | <a href="http://www.telekom.hu/about_us/company/telekom-for-digital-hungary">http://www.telekom.hu/about_us/company/telekom-for-digital-hungary</a><br><a href="https://www.facebook.com/LegyelTeisInformatikus/">https://www.facebook.com/LegyelTeisInformatikus/</a><br><a href="https://www.facebook.com/DigitalisHid/?fref=ts">https://www.facebook.com/DigitalisHid/?fref=ts</a>                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 413-2                                    | Operations with significant actual and potential negative impacts on local communities                                     |                                                                                                                                                                                                                                |             | <a href="http://www.telekom.hu/about_us/company/telekom-for-digital-hungary">http://www.telekom.hu/about_us/company/telekom-for-digital-hungary</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | In some cases of network development processes the physical construction of the network might cause temporary inconvenience to residents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          | ✓                  |
| GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 |                                                                                                                            |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                    |
| 103-1 2 3                                | Management Approach                                                                                                        | 3. Suppliers                                                                                                                                                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          | ✓                  |
| 414-1                                    | New suppliers that were screened using social criteria                                                                     | 3. Suppliers                                                                                                                                                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | In 2018 325 supplier were prequalified. This questionnaire contains social criterias.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✓                  |
| 414-2                                    | Negative social impacts in the supply chain and actions taken                                                              | 3. Suppliers                                                                                                                                                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Magyar Telekom has not terminated any contracts with any of its suppliers with reference to negative environmental impacts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          | ✓                  |
| GRI 415: PUBLIC POLICY 2016              |                                                                                                                            |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |                    |
| 103-1 2 3                                | Management Approach                                                                                                        |                                                                                                                                                                                                                                |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Magyar Telekom Group is involved in shaping public politics indirectly, through its representation organizations, in such a way that the representation organizations, in compliance with the effective regulation, are given the opportunity to comment draft laws and industry-specific strategies. The ministries and authorities supervising the industry pass the relevant regulations to the representation organizations, which synthesize the opinions received from the member companies and submit a summary to the relevant ministries. Such regulation commenting procedures are implemented 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.                                                          |          | ✓                  |
| 415-1                                    | Political contributions                                                                                                    |                                                                                                                                                                                                                                |             | <a href="http://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_31March2011.pdf">http://www.telekom.hu/static-tr/sw/file/MT_Code_of_Conduct_31March2011.pdf</a><br><a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles">https://www.telekom.hu/about_us/about_magyar_telekom/principles</a>                                                                                                                                                                                                                                                                                                                                                                                             | The Company has no knowledge of any financial support to political parties, politicians or any related entities provided by Magyar Telekom Group affiliates in 2018, which is in full compliance with the detailed stipulations set forth in the Code of Conduct - Paragraph [2.10]. If it would have done so the operation would have been in full compliance with the relevant international bookkeeping regulations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          | ✓                  |

| Disclosure Number                        | Disclosure Title                                                                              | Chapter in Sustainability Report 2018                                                                                            | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Omission | External Assurance |
|------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| GRI 416: CUSTOMER HEALTH AND SAFETY 2016 |                                                                                               |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |                    |
| 103-1 2 3                                | Management Approach                                                                           | 2.4 Protecion of our children in the digital age                                                                                 |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a><br><a href="https://www.telekom.hu/about_us/society_and_environment/society/protection_of_our_children">https://www.telekom.hu/about_us/society_and_environment/society/protection_of_our_children</a>                                                                                                                                                                                                                                                                                                                                                                       | In order to provide high-quality services to the Hungarian and Macedonian mobile telephone subscribers through the mobile telecom network, UMTS licenses were distributed among operators in Hungary in December, 2004 and for operators in Macedonia in June, 2009. Besides, in December, 2011 Magyar Telekom acquired the right to launch the LTE service and the commercial rollout started in 2012. By the end of 2017 the frequency right acquired in the 800 MHz band allowed that almost 100% of Hungarian citizens can use Magyar Telekom's LTE service. However, the rollout of the LTE related networks may heighten the interest of the communities in the issue of electromagnetic fields, which will increase the importance of the company's strategy in addressing the issue.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✓                  |
| 416-1                                    | Assessment of the health and safety impacts of product and service categories                 |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Magyar Telekom did not identify such impacts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✓                  |
| 416-2                                    | Incidents of non-compliance concerning the health and safety impacts of products and services |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | The number of health and safety incidents regarding products and services, involving disorderly operating equipment or the breach of internal policies were as follows:<br>penalty or fine due to disorderly operation of equipment: 0<br>warning due to disorderly operation of equipment: 0<br>internal warning due to disorderly operation of equipment: 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          | ✓                  |
| GRI 417: MARKETING AND LABELING 2016     |                                                                                               |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |                    |
| 103-1 2 3                                | Management Approach                                                                           | Our approach (sustainability strategy)<br>1.2 Environmental impacts<br>2.2 ICT for sustainability<br>4.4 Informing our customers |             | <a href="http://www.telekom.hu/lakossagi/english">http://www.telekom.hu/lakossagi/english</a><br><a href="http://www.telekom.hu/lakossagi/english/plans/mobile">http://www.telekom.hu/lakossagi/english/plans/mobile</a><br><a href="https://www.telekom.hu/lakossagi/english/plans/phone">https://www.telekom.hu/lakossagi/english/plans/phone</a><br><a href="https://www.telekom.hu/uzleti/main">https://www.telekom.hu/uzleti/main</a><br><a href="http://www.t-systems.hu/home-page">http://www.t-systems.hu/home-page</a><br><a href="http://kibu.hu/">http://kibu.hu/</a><br><a href="http://www.kalasznet.hu/">http://www.kalasznet.hu/</a> (only HU)<br><a href="https://www.telekom.mk/prepaid-en.nspx">https://www.telekom.mk/prepaid-en.nspx</a> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✓                  |
| 417-1                                    | Requirements for product and service information and labeling                                 | 1.2 Environmental impacts<br>1.3 Waste                                                                                           |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          | ✓                  |
| 417-2                                    | Incidents of non-compliance concerning product and service information and labeling           |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | The Company did not identify such incidents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✓                  |
| 417-3                                    | Incidents of non-compliance concerning marketing communications                               |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | In 2015 one and in 2016 four consumer protection - e.g. marketing communication - proceedings were initiated against Telekom before the Hungarian Competition Authority (GVH) due to the alleged breach of the relevant regulations. The proceedings were closed in 2017. In two cases the Competition Office identified an infringement and imposed a fine of 600m HUF and 35m HUF respectively. Magyar Telekom requested the judicial review of the authority's resolution and the administrative actions are in progress. Two cases were terminated while in one case the Competition Office accepted Telekom's undertaken commitment and closed the case without defining an infringement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| GRI 418: CUSTOMER PRIVACY 2016           |                                                                                               |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |                    |
| 103-1 2 3                                | Management Approach                                                                           | 2.5. Data Protection                                                                                                             |             | <a href="http://www.telekom.hu/about_us/data_protection">http://www.telekom.hu/about_us/data_protection</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          | ✓                  |
| 418-1                                    | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | 2.5. Data Protection                                                                                                             |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Magyar Telekom received requests and complaints from the National Authority for Data Protection and Freedom of Information and also directly from customers in 2018, which were duly investigated by Magyar Telekom, and the findings were reported to the complaining customer or to the Authority. Based on the results of the investigation, we review our processes and make adjustments, if necessary.<br>In 2018 we received 17 requests to investigate personal data management complaints of which 9 cases were closed. 3 of these cases any non-compliance has not been found. Based on the results of the investigation, we review our processes and make the necessary adjustments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| GRI 419: SOCIOECONOMIC COMPLIANCE 2016   |                                                                                               |                                                                                                                                  |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |                    |
| 103-1 2 3                                | Management Approach                                                                           |                                                                                                                                  |             | <a href="https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance">https://www.telekom.hu/about_us/about_magyar_telekom/principles/compliance</a><br><a href="https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&amp;page=english/main.vm">https://beszerzes.telekom.hu/beszerzes/portal_en?appid=beszerzes&amp;page=english/main.vm</a>                                                                                                                                                                                                                                                                                                                                                                                     | The Management and Board of Magyar Telekom Group are unanimous in their commitment that the Magyar Telekom Group (hereinafter 'Magyar Telekom' or 'Group') will conduct all business activities in accordance with the highest legal and ethical standards. In support of this commitment the Magyar Telekom Corporate Compliance Program ('hereinafter 'Compliance Program') has been developed to create an internal culture where 'Respect and Integrity' is one of the most crucial values. The Compliance Program is enacted at all members companies of the Group where Magyar Telekom has effective control. The Compliance Program applies to all bodies, organizations, directors, officers and employees of the Magyar Telekom Group, as well as to consultants, agents, representatives, and all other persons or bodies who carry out work on behalf of any company within the Group. Additionally, we expect our business partners, suppliers and customers to aid us in this effort by acting in a similarly ethical manner. As such, certain aspects of the Compliance Program, apply not just to Magyar Telekom Group employees, but also to third parties with whom we do business. The Compliance Program has been designed to ensure that the Group conducts its business to the highest standards of awareness, transparency, accountability, commitment, and adherence to applicable laws and regulations. To do so requires the implementation of policies and procedures that address potential compliance risk areas together with identifiable mechanisms for reporting, investigating, monitoring, and correcting cases of suspected or actual non-compliance. The elements of Compliance Program is continuously tailored to the changes in the business sector, location of operation, business circumstances, culture and risks, international best practices.<br>The Compliance Program is reflected in the Code of Conduct which is accepted internally by all employees, and by all suppliers through Magyar Telekom Procurement Intranet site .<br>The Group Compliance Officer is responsible for operation and monitoring the Compliance Programme. |          | ✓                  |

| Discolsure Number                            | Disclosure Title                                                                                                                                                                                                                                                                                                                                                             | Chapter in Sustainability Report 2018                                 | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Omission | External Assurance |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| 419-1                                        | Non-compliance with laws and regulations in the social and economic area                                                                                                                                                                                                                                                                                                     |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 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. In 2018 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 167.8 million HUF whereas in the case of subscriber complaints a total of 177.15 million HUF penalty. The District Offices of Government Offices, as bodies responsible for consumer protection completed several investigations against Magyar Telekom, in 2018 the total amount of fines were HUF 13.275 million. Our clients have used the services of alternative dispute resolution fora, in relation to which there were a total of 101 cases handled with the assistance of the Media and Communicatio Commissioner, and 556 cases in which dispute resolution plenums provided assistance. |          | ✓                  |
| TELECOMMUNICATION SECTOR SPECIFIC INDICATORS |                                                                                                                                                                                                                                                                                                                                                                              |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| CATEGORY: INTERNAL OPERATIONS                |                                                                                                                                                                                                                                                                                                                                                                              |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| ASPECT: INVESTMENT                           |                                                                                                                                                                                                                                                                                                                                                                              |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| IO 1.                                        | Capital investment in telecommu-<br>nication network infrastructure<br>broken down by country/region.                                                                                                                                                                                                                                                                        | Letter from the CEO<br>Our approach<br>2.1 Closing the digital divide |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          | ✓                  |
| IO 2.                                        | Net costs for service providers<br>under the Universal Service<br>Obligation when extending<br>service to geographic locations<br>and low-income groups, which<br>are not profitable. Describe re-<br>levant legislative and regulatory<br>mechanisms.                                                                                                                       | 2.1 Closing the digital divide                                        |             | <a href="https://www.telekom.hu/about_us/company/telekom-for-digital-hungary">https://www.telekom.hu/about_us/company/telekom-for-digital-hungary</a><br><a href="https://www.telekom.hu/lakossagi/szolgaltatasok/mobil/domino-dijcsomagok/hello-holnap-dijcsomagok">https://www.telekom.hu/lakossagi/szolgaltatasok/mobil/domino-dijcsomagok/hello-holnap-dijcsomagok</a><br><a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/hello_holnap_dijcsomagok">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/hello_holnap_dijcsomagok</a> | In accordance with the Partnership for digital Hungary document Telekom's investments are intended to make high-speed broadband internet available for Hungarian consumers as soon as possible. The intensive use of new technologies and info-communication solutions greatly contribute to the improvement of the Hungarian people's quality of life, effectiveness of their businesses and the international competitiveness of the Hungarian economy. Another objective of the company is to spread digital literacy and knowledge on the safe use of the internet throughout the entire country.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          | ✓                  |
| ASPECT: HEALTH AND SAFETY                    |                                                                                                                                                                                                                                                                                                                                                                              |                                                                       |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |                    |
| IO 3.                                        | Practices to ensure health and<br>safety of field personnel involved<br>in the installation, operation and<br>maintenance of masts, base<br>stations, laying cables and other<br>outside plant. Related health and<br>safety issues include working<br>at heights, electric shock,<br>exposure to EMF and radio<br>frequency fields, and exposure to<br>hazardous chemicals. |                                                                       |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a><br><a href="http://www.emf-portal.hu/portal/">http://www.emf-portal.hu/portal/</a> (only HU)                                                                                                                                                                                                                                                                                          | According to the Company's common practice 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 – this usually happens related to external contractors' work, e.g. when renovating a building, safety distance data are made clear and 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. The company acts in accordance with the relevant laws and consults, 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 4.                                        | Compliance with ICNIRP<br>(International Commission<br>on Non-Ionising Radiation<br>Protection) standards on<br>exposure to radiofrequency (RF)<br>emissions from handsets.                                                                                                                                                                                                  |                                                                       |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a><br><a href="http://www.emf-portal.hu/portal/">http://www.emf-portal.hu/portal/</a> (only HU)                                                                                                                                                                                                                                                                                          | 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.                                        | Compliance with ICNIRP<br>(International Commission<br>on Non-Ionising Radiation<br>Protection) guidelines on<br>exposure to radiofrequency (RF)<br>emissions from base stations.                                                                                                                                                                                            |                                                                       |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a><br><a href="http://www.emf-portal.hu/portal/">http://www.emf-portal.hu/portal/</a> (only HU)                                                                                                                                                                                                                                                                                          | 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.                                        | Policies and practices with<br>respect to Specific Absorption<br>Rate (SAR) of handsets.                                                                                                                                                                                                                                                                                     |                                                                       |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a><br><a href="http://www.emf-portal.hu/portal/">http://www.emf-portal.hu/portal/</a> (only HU)                                                                                                                                                                                                                                                                                          | 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. 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          | ✓                  |

| Discolsure Number                                                                      | Disclosure Title                                                                                                                                                                                                                                             | Chapter in Sustainability Report 2018                                              | Page Number          | Website                                                                                                                                                             | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Omission                 | External Assurance |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------|--|--|--|--|-------------------------|------|------|------|------|------|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------|--------|--------|-------|-------|-------|------|-------|--------|-------|-------|-------|------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------------|-------------------|-------------------|-------------------|--------|--------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-----------------------------|----------------------|----------------------|----------------------|-------|--------|--|---|
| ASPECT: INFRASTRUCTURE                                                                 |                                                                                                                                                                                                                                                              |                                                                                    |                      |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| IO 7.                                                                                  | Policies and practices on the siting of masts and transmission sites including stakeholder consultation, site sharing, and initiatives to reduce visual impacts. Describe approach to evaluate consultations and quantify where possible.                    | 1.2 Environmental impacts                                                          |                      |                                                                                                                                                                     | 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 in order to reach satisfactory agreement to all concerned parties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                          | ✔                  |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| IO 8.                                                                                  | Number and percentage of stand-alone sites, shared sites, and sites on existing structures.                                                                                                                                                                  | 1.2 Environmental impacts                                                          |                      |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          | ✔                  |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| CATEGORY: PROVIDING ACCESS                                                             |                                                                                                                                                                                                                                                              |                                                                                    |                      |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| ASPECT: ACCESS TO TELECOMMUNICATION PRODUCTS AND SERVICES: BRIDGING THE DIGITAL DIVIDE |                                                                                                                                                                                                                                                              |                                                                                    |                      |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| PA 1.                                                                                  | Polices and practices to enable the deployment of telecommunications infrastructure and access to telecommunications products and services in remote and low population density areas. Include an explanation of business models applied.                    | 2.1 Closing the digital divide                                                     |                      | http://www.telekom.hu/about_us/company/telekom-for-digital-hungary                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          | ✔                  |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| PA 2.                                                                                  | Policies and practices to overcome barriers for access and use of telecommunication products and services including: language, culture, illiteracy, and lack of education, income, disabilities, and age. Include an explanation of business models applied. | 1.2 Environmental impacts<br>2.4 Protecion of our children in the digital age      |                      | http://www.telekom.hu/about_us/company/telekom-for-digital-hungary<br>http://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/hello_holnap_dijcsomagok (only HU) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          | ✔                  |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| PA 3.                                                                                  | Policies and practices to ensure availability and reliability of telecommunications products and services and quantify, where possible, for specified time periods and locations of down time.                                                               |                                                                                    |                      | http://www.telekom.hu/rolunk/szolgaltatasok/aszf (only HU)                                                                                                          | Magyar Telekom Plc. guarantees its customers rights in connection with service availability and troubleshooting on the basis of the General Contract Terms and Conditions (GTC) available at the customer service points and also in the Internet. In this it declares to fulfill the published quality targets during providing services on the entire service territory, to check this via measurements and to publish the measurement methods. Here, the Company also defines the quality targets for the services provided, meeting of which is continuously measured and made available to everyone on an annual basis. The trouble management for customers is handled along a defined process - in accordance with their rights set out in the GTC, inter alia - after having detected the problem and having filed the trouble at the company.<br>Magyar Telekom, by permanently developing technical solutions, security systems and backup tools, seeks to ensure continuity of the availability of the services, with setting the enhancement of customer experience as an objective.                                                                                                                                |                          | ✔                  |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| PA 4.                                                                                  | Quantify the level of availability of telecommunications products and services in areas where the organisation operates. Examples include: customer numbers/ market share, addressable market, percentage of population covered, percentage of land covered. | 2.1 Closing the digital divide<br>Key operating statistics of Magyar Telekom Group |                      | http://www.telekom.hu/about_us/company/telekom-for-digital-hungary<br>http://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/hello_holnap_dijcsomagok (only HU) | <table><tr><th colspan="6">SERVICE AVAILABILITIES ✔</th></tr><tr><td>Annual availability (%)</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>Cable television analougue/digital</td><td>99,94/99,90</td><td>99,93/99,84</td><td>99,97/99,89</td><td>99,97/99,90</td><td>99,98/99,50</td></tr><tr><td>SatTV</td><td>99,948</td><td>99,924</td><td>99,92</td><td>99,90</td><td>99,91</td></tr><tr><td>IPTV</td><td>99,83</td><td>99,898</td><td>99,85</td><td>99,82</td><td>99,84</td></tr><tr><td>Fixed line internet (ADSL/GPON/KábelNet)</td><td>99,89/99,90/99,86</td><td>99,90/99,97/99,92</td><td>99,88/99,96/99,90</td><td>99,89/99,96/99,90</td><td>99,90/99,95/99,92</td></tr><tr><td>Mobile internet (2G/3G/4G)</td><td>99,66/99,74/99,67</td><td>99,66/99,74/99,67</td><td>99,56/99,79/99,35</td><td>99,902</td><td>99,893</td></tr><tr><td>Telephone/VoIP/VoCa</td><td>99,94/99,88/99,90</td><td>99,94/99,92/99,91</td><td>99,94/99,90/99,91</td><td>99,94/99,93/99,92</td><td>99,94/99,93/99,95</td></tr><tr><td>Mobile telephone (2G/3G/4G)</td><td>99,907/99,883/99,849</td><td>99,907/99,883/99,849</td><td>99,907/99,901/99,844</td><td>99,91</td><td>99,906</td></tr></table> | SERVICE AVAILABILITIES ✔ |                    |  |  |  |  | Annual availability (%) | 2014 | 2015 | 2016 | 2017 | 2018 | Cable television analougue/digital | 99,94/99,90 | 99,93/99,84 | 99,97/99,89 | 99,97/99,90 | 99,98/99,50 | SatTV | 99,948 | 99,924 | 99,92 | 99,90 | 99,91 | IPTV | 99,83 | 99,898 | 99,85 | 99,82 | 99,84 | Fixed line internet (ADSL/GPON/KábelNet) | 99,89/99,90/99,86 | 99,90/99,97/99,92 | 99,88/99,96/99,90 | 99,89/99,96/99,90 | 99,90/99,95/99,92 | Mobile internet (2G/3G/4G) | 99,66/99,74/99,67 | 99,66/99,74/99,67 | 99,56/99,79/99,35 | 99,902 | 99,893 | Telephone/VoIP/VoCa | 99,94/99,88/99,90 | 99,94/99,92/99,91 | 99,94/99,90/99,91 | 99,94/99,93/99,92 | 99,94/99,93/99,95 | Mobile telephone (2G/3G/4G) | 99,907/99,883/99,849 | 99,907/99,883/99,849 | 99,907/99,901/99,844 | 99,91 | 99,906 |  | ✔ |
| SERVICE AVAILABILITIES ✔                                                               |                                                                                                                                                                                                                                                              |                                                                                    |                      |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Annual availability (%)                                                                | 2014                                                                                                                                                                                                                                                         | 2015                                                                               | 2016                 | 2017                                                                                                                                                                | 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Cable television analougue/digital                                                     | 99,94/99,90                                                                                                                                                                                                                                                  | 99,93/99,84                                                                        | 99,97/99,89          | 99,97/99,90                                                                                                                                                         | 99,98/99,50                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| SatTV                                                                                  | 99,948                                                                                                                                                                                                                                                       | 99,924                                                                             | 99,92                | 99,90                                                                                                                                                               | 99,91                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| IPTV                                                                                   | 99,83                                                                                                                                                                                                                                                        | 99,898                                                                             | 99,85                | 99,82                                                                                                                                                               | 99,84                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Fixed line internet (ADSL/GPON/KábelNet)                                               | 99,89/99,90/99,86                                                                                                                                                                                                                                            | 99,90/99,97/99,92                                                                  | 99,88/99,96/99,90    | 99,89/99,96/99,90                                                                                                                                                   | 99,90/99,95/99,92                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Mobile internet (2G/3G/4G)                                                             | 99,66/99,74/99,67                                                                                                                                                                                                                                            | 99,66/99,74/99,67                                                                  | 99,56/99,79/99,35    | 99,902                                                                                                                                                              | 99,893                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Telephone/VoIP/VoCa                                                                    | 99,94/99,88/99,90                                                                                                                                                                                                                                            | 99,94/99,92/99,91                                                                  | 99,94/99,90/99,91    | 99,94/99,93/99,92                                                                                                                                                   | 99,94/99,93/99,95                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |
| Mobile telephone (2G/3G/4G)                                                            | 99,907/99,883/99,849                                                                                                                                                                                                                                         | 99,907/99,883/99,849                                                               | 99,907/99,901/99,844 | 99,91                                                                                                                                                               | 99,906                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |                    |  |  |  |  |                         |      |      |      |      |      |                                    |             |             |             |             |             |       |        |        |       |       |       |      |       |        |       |       |       |                                          |                   |                   |                   |                   |                   |                            |                   |                   |                   |        |        |                     |                   |                   |                   |                   |                   |                             |                      |                      |                      |       |        |  |   |

| Discolsure Number          | Disclosure Title                                                                                                                                                                                                                                                                                                                                        | Chapter in Sustainability Report 2018                                              | Page Number | Website                                                                                                                                                                         | Direct answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omission | External Assurance |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| PA 5.                      | Number and types of telecommunication products and services provided to and used by low and no income sectors of the population. Provide definitions selected. Include explanation of approach to pricing, illustrated with examples such as price per minute of dialogue/bit of data transfer in various remote, poor or low population density areas. | 2.1 Closing the digital divide<br>Key operating statistics of Magyar Telekom Group |             | <a href="http://www.telekom.hu/about_us/company/telekom-for-digital-hungary">http://www.telekom.hu/about_us/company/telekom-for-digital-hungary</a>                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |
| PA 6.                      | Programmes to provide and maintain telecommunication products and services in emergency situations and for disaster relief.                                                                                                                                                                                                                             | Our approach<br>2.2 ICT for sustainability                                         |             |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          | ✔                  |
| ASPECT: ACCESS TO CONTENT  |                                                                                                                                                                                                                                                                                                                                                         |                                                                                    |             |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |
| PA 7.                      | Polices and practices to manage human rights issues relating to access and use of telecommunications products and services.                                                                                                                                                                                                                             | 2.4 Protecion of our children in the digital age                                   |             | <a href="http://www.telekom.hu/static-tr/sw/file/etikaikodex_en.pdf">http://www.telekom.hu/static-tr/sw/file/etikaikodex_en.pdf</a>                                             | The coercive measure of blocking certain electronic data on the internet was introduced by the new Penal Code (Act C of 2012 on the Penal Code). The most important rules of this measure are contained in Section 158/B-D of Act XIX of 1998 (Act on Criminal Procedures - "ACP") – amended by Act LXXVIII of 2013. The ACP distinguishes between two kinds of measures: the removal of electronic data where the primary target group is hosting service providers and the temporary and final blocking of access to electronic data which is mainly applicable to telecommunications service providers. The blocking or filtering of websites containing content that is subject to public prosecution is implemented in conformity with the ACP measures: the court may order to make electronic data temporarily inaccessible by way of temporarily blocking access thereto. When elaborating the new Penal Code the original objective of the above measure was to be able to take immediate action in serious cases (child pornography, crime against the state or act of terrorism) so that the authorities do not have to wait until a final court decision. The amendment of Act LXXVI of 2015 has significantly extended the scope of criminal offenses where court resolutions can rule on the temporary blocking of content. Such crimes are as follows: trafficking of drugs, incitement to the use of narcotics, furthering the manufacture of drugs, drug abuse, new psychoactive substance abuse, child pornography, criminal act against the state, act of terrorism, or financing terrorism or, if the electronic data is connected to the above criminal acts. The technical implementation of temporary blocking is the responsibility and obligation of the National Media and Info-Communications Authority (NMHH) and the internet service providers. In 2013, upon the implementation of the above coercive measure, a similar legislative measure was introduced by the National Tax and Customs Administration of Hungary (NAV) by promulgating. Paragraph 36/G of Act XXXIV of 1991 according to which the tax authority without the involvement of a court - is entitled to render any data provided through an electronic communications operator temporary inaccessible if the access thereto or the publication thereof is related to prohibited gambling. The temporary blocking of content pursuant to the Tax Authority's resolution may last for 365 days. From January 1, 2015, in accordance with Act XCV of 2005 on the use of pharmaceutical products applied to humans and the amendment of other regulations of the pharmaceutical market, the National Institute of Pharmacy and Nutrition (OGYÉI) is also granted the right to temporarily block electronic data on non-authorized medicinal products, i.e. may request the hosting service provider of the website to remove the website in question. The link between the potential sanctions of courts and the Tax Authority is so strong that the entity responsible for the enforcement of the measures is the National Media and Info-Communications Authority in both cases. Since 2014, in accordance with 159/B (3) of Act C of 2003 on Electronic Communications, the National Media and Info-Communications Authority has been managing a central database on rulings to block access to electronic information (hereinafter referred to as "KEHTA"), and processes the data entries to that end. This database contains all court and Tax Authority rulings that order the blocking of websites. All electronic communications operators must join the KEHTA thereby all operators are obliged to block prohibited websites. Thus, in line with the provisions of law, Magyar Telekom has also been blocking the given web pages. |          | ✔                  |
| ASPECT: CUSTOMER RELATIONS |                                                                                                                                                                                                                                                                                                                                                         |                                                                                    |             |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                    |
| PA 8.                      | Policies and practices to publicly communicate on EMF related issues. Include information provides at points of sales material.                                                                                                                                                                                                                         |                                                                                    |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a> | As a result of the three mobile operators' cooperation a new website - EMF portal ( <a href="http://www.emfportal.hu">http://www.emfportal.hu</a> ) - 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.                      | Total amount invested in programmes and activities in electromagnetic field research. Include description of programmes currently contributed to and funded by the reporting organisation.                                                                                                                                                              |                                                                                    |             | <a href="http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety">http://www.telekom.hu/about_us/society_and_environment/society/health_and_safety</a> | The assumed health effects of mobile telecommunication have been studied and analyzed for more than twenty-five years. So far scientific researches have not confirmed any negative health impact of mobile telecommunication on the human body. The largest research project of this type, the INTERPHONE project of WHO-IARC (International Agency for Research on Cancer) conducted with the participation of 13 countries, was closed in 2011. After closing the INTERPHONE project on May 31, 2011, WH-IARC classified electro-magnetic fields into the 2B potential carcinogenic category. According to the Chairman of the WHO-IARC workgroup "the evidence, while still accumulating, is strong enough to support a conclusion and the 2B classification. The conclusion means that there could be some risk, therefore we need to keep a close watch for a link between cell phones and cancer risk". At present the following agents are classified to 2B category: coffee, petrol, the exhaust of petrol-fueled engines, nickel and alloys, talcum powder, network frequency magnetic field and mobile phone use as well. Through its GSM Association membership, Magyar Telekom has directly contributed to the progress of independent research into the health impacts of mobile networks. 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. This makes Deutsche Telekom Group one of the biggest supporters of research on this subject.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          | ✔                  |

| Discolsure Number                 | Disclosure Title                                                                                                                                                                                                                           | Chapter in Sustainability Report 2018                                                                      | Page Number | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Direct answer                                                                                                                                                                                                              | Omission | External Assurance |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|
| PA 10.                            | Initiatives to ensure clarity of charges and tariffs.                                                                                                                                                                                      | 4.4 Informing our customers                                                                                |             | <a href="http://www.telekom.hu/lakossagi/english">http://www.telekom.hu/lakossagi/english</a><br><a href="http://www.telekom.hu/lakossagi/english/plans/mobile">http://www.telekom.hu/lakossagi/english/plans/mobile</a><br><a href="https://www.telekom.hu/lakossagi/english/plans/phone">https://www.telekom.hu/lakossagi/english/plans/phone</a><br><a href="https://www.telekom.hu/uzleti/main">https://www.telekom.hu/uzleti/main</a><br><a href="http://www.t-systems.hu/home-page">http://www.t-systems.hu/home-page</a><br><a href="http://kibu.hu/">http://kibu.hu/</a><br><a href="http://www.kalasznet.hu/">http://www.kalasznet.hu/</a> (only HU)<br><a href="https://www.telekom.mk/prepaid-en.nspx">https://www.telekom.mk/prepaid-en.nspx</a> |                                                                                                                                                                                                                            |          | ✓                  |
| PA 11.                            | Initiatives to inform customers about product features and applications that will promote responsible, efficient, cost effective, and environmentally preferable use.                                                                      | 1. Climate and environmental protection<br>2.2 ICT for sustainability<br>2.3 Innovation for sustainability |             | <a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek</a> (only HU)<br><a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/fenntarthato_keszulekek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek/fenntarthato_keszulekek</a> (only HU)<br><a href="http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato">http://www.t-systems.hu/a-t-systemsrol/iranyelveink/gyartoi-tajekoztato</a> (only HU)                                                                                                                                                                                                                                |                                                                                                                                                                                                                            |          | ✓                  |
| CATEGORY: TECHNOLOGY APPLICATIONS |                                                                                                                                                                                                                                            |                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          |                    |
| ASPECT: RESOURCE EFFICIENCY       |                                                                                                                                                                                                                                            |                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          |                    |
| TA 1.                             | Provide examples of the resource efficiency of telecommunication products and services delivered.                                                                                                                                          | 1.1 Emissions and energy efficiency<br>2.2 ICT for sustainability                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          | ✓                  |
| TA 2.                             | Provide examples of telecommunication products, services and applications that have the potential to replace physical objects (e.g. a telephone book by a database on the web or travel by videoconferencing).                             | 1.1 Emissions and energy efficiency                                                                        |             | <a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek</a> (only HU)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          | ✓                  |
| TA 3.                             | Disclose any measures of transport and/or resource changes of customer use of the telecommunicaation products and services listed above. Provide some indication of scale, market size, or potential savings.                              | 1.1 Emissions and energy efficiency<br>2.2 ICT for sustainability                                          |             | <a href="https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek">https://www.telekom.hu/rolunk/fenntarthatosag/ugyfeleinknek</a> (only HU)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          | ✓                  |
| TA 4.                             | Disclose any estimates of the rebound effect (indirect consequences) of customer use of the products and services listed above, and lessons learned for future development. This may include social consequences as well as environmental. | 1.1 Emissions and energy efficiency<br>2.2 ICT for sustainability                                          |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                            |          | ✓                  |
| TA 5.                             | Description of practices relating to intellectual property rights and open source technologies.                                                                                                                                            |                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 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. |          | ✓                  |