



SUSTAINABILITY REPORT

2017



EGYÜTT. VELED



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5.1 HUMAN RIGHTS AND EQUAL OPPORTUNITIES

Policies and agreements

Code of Conduct

The **Code of Conduct** that has been renewed at the beginning of 2018 provides the framework of orientation for all employees of Deutsche Telekom Group and Magyar Telekom Group. Additionally, it applies to people to who are viewed as equivalent to employees in functional terms, e. g. to temporary agency employees. It combines the joint requirement of compliance with legal obligations and acting with integrity and thus ensures that Deutsche Telekom and Magyar Telekom remain transparent and traceable enterprises for everybody. Deutsche Telekom and Magyar Telekom expect their suppliers and consultants to comply with the rules of behavior manifested in this Code of Conduct and to endeavor them to ensure that they are also obliged to abide to its regulation by contract.

Code of Human Rights and Social Principles

The **Code of Human Rights and Social Principles** and the Equal Opportunities Plan of Magyar Telekom set the general human rights principles of the group and guidance to their group-wide implementation. Magyar Telekom Group recognizes and respects the fact that the cultural, social and legal diversity of its employees provide the foundations of operations based on equal opportunities. It is also a competitive advantage that leads to business success. The Code of Human Rights & Social Principles has replaced the former Social Charter in November, 2017 and it now serves as the framework of the protection of human rights, diversity and inclusive corporate culture.

Diversity Policy

The **Diversity Policy** of Magyar Telekom Group underscores our commitment to consistently identify and utilize potential for improvement. We embrace, respect and acknowledge the diversity of our employees, the markets we serve, the suppliers we work with, our shareholders and the entire society we live in. We consider diversity to be our strength and this is the quality we strive to encourage in our approach to business as well.



Suppliers' Compliance

Magyar Telekom Group is committed to respect and protect human rights and it expects its suppliers to comply with these rules of behavior. Prior to becoming authorized suppliers of Magyar Telekom and T-Systems our suppliers must register their enterprises at our vendors' **registration site**.

As an obligatory part of the registration process vendors are obliged to understand and accept our Suppliers Code of Conduct that among other policies, entails our Code of Conduct, Code of Human Rights and Social Principles and Diversity Policy. Our suppliers must understand and accept these policies and obligatory frameworks for their behaviors as well.

Equal Opportunities Plan

Anti-discrimination and the safeguarding of equal opportunities is a key priority to Magyar Telekom Group. According to the act CXXV of 2003 on Equal Treatment and Promotion of Equal Opportunities, and the corporate protocol in place since 2010 Magyar Telekom Group has accepted its 4th **Equal Opportunities Plan** in order to secure the practices of equal treatment, the advancement of equal opportunities and the monitoring an improvement of the labor positions of particular disadvantaged employee groups. The Equal Opportunities plan currently in force is valid between 2016 and 2020 and has been developed in close cooperation with the employee representative bodies.



The Diversity Charter of the European Union

Hungary has joined the Diversity Charter of the European Union in 2016 and, among 50 signatory companies Magyar Telekom has also declared its dedication to safeguard diversity as a fundamental value. Magyar Telekom has been among the signatory companies in 2017 too.

UN Guiding Principles on Business and Human Rights

According to the dedication of Magyar Telekom Group to safeguard and protect human rights along its operations as stated in the UN Guiding Principles of Business and Human Rights, the company considers the rights and guidelines stated in the Universal Declaration of Human Rights and in the ILO's Declaration on Fundamental Principles and Rights at Work to be mandatory in its own practices.

UN Human Rights Treaties ratified by Hungary

Magyar Telekom Group as a corporation legally registered in Hungary is carrying out its entire operations and business practices in full accordance with the nationally ratified UN Human Rights Treaties.

Monitoring and auditing practices

Magyar Telekom Group's Corporate Compliance Program has been elaborated with the aim to ensure that Magyar Telekom Group conducts its business with maximum consciousness and commitment, in accordance with relevant laws and regulations, in harmony with the strictest possible business ethics standards. The Compliance Program involves the Group Compliance Manager and compliance representatives of particular functional areas of operation, who are working together as members of the Group Compliance Committee. 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. External audits or inspections could be initiated towards any employer in Hungary by the Hungarian Labor Inspectorate due to public interest complaints, inquiries or reports of concern. The institution supports employer-compliance with the relevant laws and regulations with counseling and supervision. The Equal Treatment Authority is the relevant authority responsible for issues concerning equal opportunities. The authority accepts direct appeals from employees. There were no equal opportunity proceedings initiated on account of Magyar Telekom in 2017.

As Deutsche Telekom's subsidiary Magyar Telekom Group takes part in the annual internal survey, to ensure the compliance of the subsidiaries of the Deutsche Telekom Group with the social principles of DT. Since November 2017, the basic principles of Deutsche Telekom are no longer included in the Social Charter, but in the Code of Human Rights & Social Principles. The Social Charter has thus been replaced by the Code of Human Rights & Social Principles. The senior executive responsible for the confirmation of the observance of these principles is Magyar Telekom's Chief Human Resources Officer, by way of providing the annual Human Rights and Social Performance Report.

New employees of Magyar Telekom Group as part of their orientation process in their first two months receive compulsory education about the company principles, guidelines and practices concerning social issues, labor standards and human rights. All employees must understand and accept these guidelines as the fundamentals of their own professional behavior and operations. Nevertheless, the company is aware of the fact that there could be situations in which it is harder to tell appropriate from inappropriate. In order to assist employees in making the right choices in these situations, the company offers secure internal whistleblower channels, operated by the Corporate Compliance Department. "Kérdezz!" ("Ask me!") advice portal has been set up to help resolve uncertainties as far as compliance-relevant behavior is concerned. Serious misconduct must be announced for prevention purposes

and for appropriate sanctions. For this reason the "Tell me!" whistleblower portal has been established. The main principles and the detailed description of the internal inspection process is detailed in employee directives available on all employees on the shared intranet platform. Throughout the inspection process the whistleblowers' anonymity, personal and data privacy are guaranteed and handled with utmost discretion.

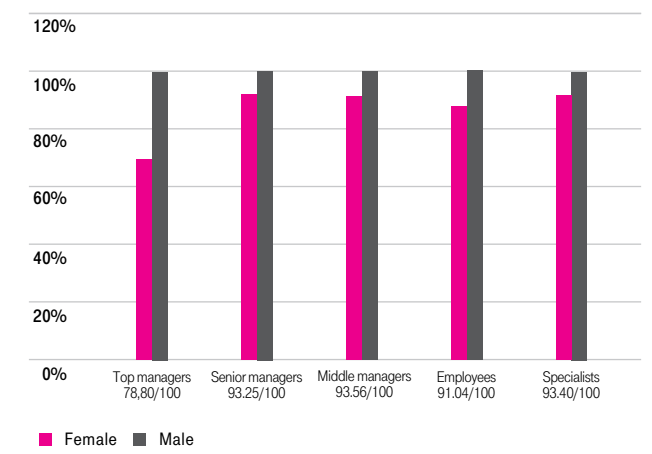
Diversity and Equal Opportunities

One of the targets of our 2016-2020 Sustainability strategy was to measure and improve the diversity culture of Magyar Telekom. We measure the state of corporate diversity culture through an internal survey between December 2017 and January 2018. In the beginning of 2018 the results and findings of the survey have been used in the process of defining the strategic steps, targets and result indicators of the effective improvement of our corporate diversity and equal opportunities culture, the advancement of which is being carried out as of 2018 through the complex implementation of operative measures.

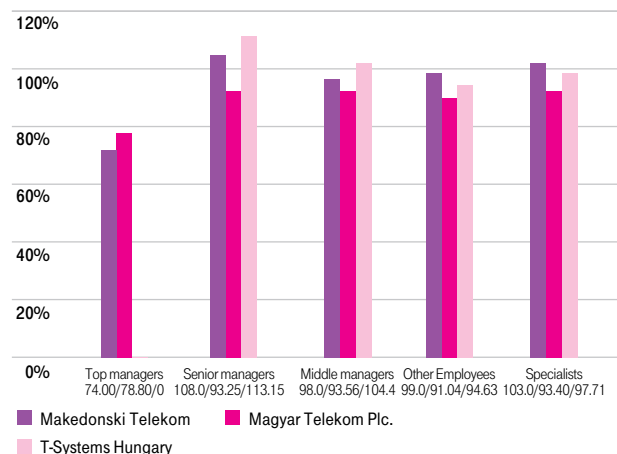
Employee expectations and equal opportunities

The pillars of our People Strategy are based on the aim to meet the needs of our employees, and to live up to the challenges of maintaining our company status as a highly competitive and future oriented employer. Our employees require security, stability, opportunities for advancement and competitive compensations. Magyar Telekom, as a company committed to provide equal opportunities to its employees, finds it especially important to harmonize wages and to terminate unjust wage gaps. Our tiered wage system, built on the Hay methodology, serves the above purpose. Our remuneration system is fully transparent thus our base wage tables and the relevant policies are available for all employees. We pay special attention to avoid gender pay gap and any unjust discrepancies between the wages of colleagues doing similar jobs. We and that potential differences should solely be based on their performance and achievements.

BASE WAGE COMPARISON BY JOB GRADES AND GENDER, MAGYAR TELEKOM PLC., 2017 ✓

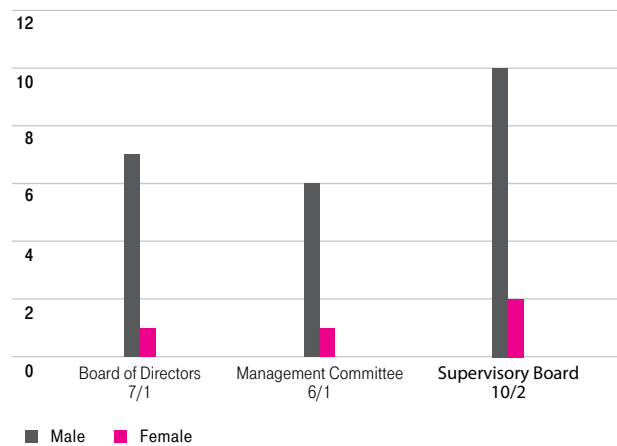


PROPORTION OF BASE WAGES OF FEMALE EMPLOYEES COMPARED TO THE BASE WAGES OF MALE EMPLOYEES (100%) BROKEN DOWN TO JOB CATEGORIES, MAGYAR TELEKOM GROUP, 2017 ✓

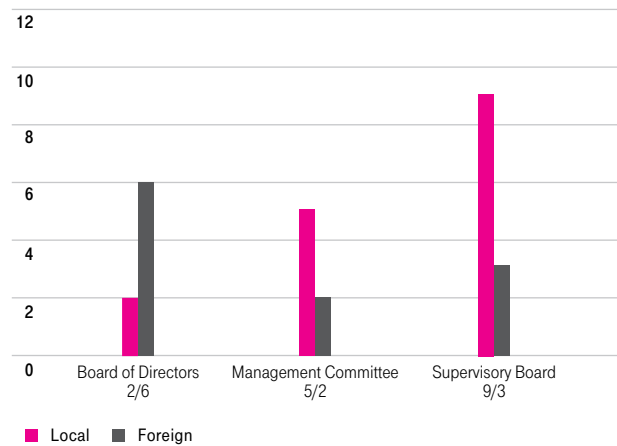


Raise in the amount of women in leadership positions

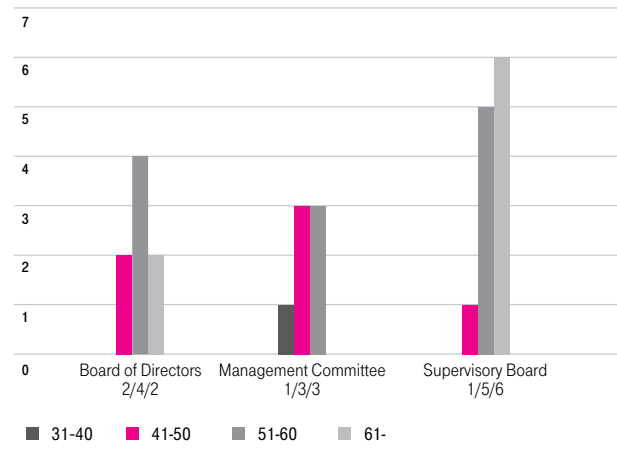
GENDER MIX OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2017 ✓



BREAKDOWN OF THE MEMBERS OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2017 ✓



AGE BREAKDOWN OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2017 ✓



As an employer dedicated to diversity as a core value, Magyar Telekom finds it important to raise the amount of women in leadership positions. As a member of **Deutsche Telekom Group** the objective in 2010 was to increase the proportion of female managers to 30% by 2020. Along the aim to contribute to reaching the defined target, the company strives to utilize the actual business benefits inherent to the advancement of corporate diversity culture.

In 2017 the ratio of female employees in the top management was 19,35% whereas the same ratio in the middle and senior management was 27,93%. The overall ratio of female employees in the management is 27.27%. Our objective is to bridge the current gap between managerial levels and to support female talents to reach higher level management positions.

Our policies, charters and initiatives do not only aim to ensure equal opportunities for employees but also to strengthen our engagement in this field, in line with our corporate sustainability strategy. The Equal Opportunities Principles (2016–2020) of Magyar Telekom Plc. and T-Systems Hungary Plc. are:

1. Enforcement of requirements pertaining to equal treatment and the prohibition of differentiation
2. Equitable and flexible treatment, diversity
3. Respect for human dignity, securing healthy and safe working environment
4. Partnership, cooperation
5. Social Solidarity

Plan for the period of 2016-2020 the employers especially plan to take measures to improve the situation of the following employee target groups:

a. Women

b. Employees with families in particular those who:

- Raise three or more children under 18 years of age
- Raise their children alone
- Raise disabled children, and
- Employees who care for a permanently ill family member

c. Employees on maternity leave or childcare benefit (GYES/GYED)

d. Disabled employees or whose ability to work has deteriorated

e. Career entrants

f. Employees above the age of 5

g. Female employees in leadership positions

On May 6, 2009 the company joined the **UN Global Compact initiative** and its 10 principles in the areas of human rights, labor, environment and anti-corruption. Our measures to maintain gender equity among employees are consistently taken in the spirit of the following Global Agreement Principles:

- (1) Support and respect the protection of internationally proclaimed human rights
- (2) Make sure that they are not complicit in human rights abuses
- (3) Eliminate all forms of discrimination in employment and occupation
- (4) The elimination of all forms of forced and compulsory labour
- (5) The elimination of discrimination in respect of employment and occupation
- (6) The elimination of discrimination in respect of employment and occupation

Magyar Telekom joined the “Girls’ Day” international initiative several times. Within the frame of the initiative various introduction programs were offered for secondary school-girls at the Telekom and T-Systems headquarters as well as at Kitchen Budapest. We aim to provide attractive introductions to the IT related professions, provide insights on how to manage a digital project, what is it like to be part of a working team as a female IT expert and we are also here to provide practice driven guidance to choosing the right career path within the IT universe.

The “Girls’ Day” is an interactive, open day, organized on the same day in all countries of the European Union, when girls interested in technical sciences can spend a day at a leading technical company or university laboratory. Participants may meet women who are successful in the field of research or engineering sciences.

Labor force inclusion of underprivileged groups

In the course of the implementation of the equal opportunities plan for the years of 2016-2020, the company as an employer has taken the following measures in 2016 to improve the situation of the employee groups. We continue to support the Hungarian Business Leaders Forum’s (**HBLF**) **Romaster** talent management program to contribute to the equal labor market opportunities of our fellow citizens from the Roma community.

To ensure equal opportunities for our future employees with reduced capacity to work or disability (since 2010) applicants with disabilities using Magyar Telekom’s electronic **recruitment interface** are invited to state if they have any special request based on their needs or circumstances in order to secure full accessibility of our career selection process.

Along the implementation of accessibility into Magyar Telekom’s recruitment process the company finds it important to promote sensitization and involvement. In addition to the annual **Have you ever tried?...**sensitization program series, organized with the help of NGOs and associations, we provide various further opportunities at our Kick-Off event, the Move Telekom! family and sports day and the autumn health days. Along these, our colleagues could gain personal experiences about the everyday challenges of people living with disabilities in an able-bodied environment. On other occasions our colleagues were inspired by Paralympic athletes’ personal stories about strength, stamina, will to fight, devotion and persistence in competition.

As member of HBLF’s Diversity HR work group, Magyar Telekom took part in the wheelchair basketball championship, also supported by HBLF. We took part in the event as supporters with two teams where traditionally teams of able-bodied colleagues compete under the leadership of wheelchair user team captains.

RATIO OF WOMEN IN MEMBER COMPANIES ✓



Besides these activities – following the tradition of past years – the company organized very successful thematic employee fairs (Christmas Fair, „It Is Good To Give“ cookie event) at various company sites. Magyar Telekom employees could give donations and buy items manufactured by persons with disabilities through the involvement of NGOs that support employment of people with autism.

Disability-friendly Workplace



The 2017 Disability-Friendly Workplace Recognition awards were distributed at “The World is Better with Us” Gala the Gala Event organized on the International Day of Persons with Disabilities. There are already 50 Hungarian that have been found eligible to receive the award, and Magyar Telekom is proud to be one of them, being entitled to use the logo for another two years.

The award was being given by Salva Vita Foundation, the advocating organisation aiming to bring disability-friendly employers and job seeking people with disabilities together. Employers may apply to this title by expressing their commitment to the conscious improvement of their inclusive recruitment, employment and staff retention practices concerning people with disabilities. Regarding the practices of Magyar Telekom the awarding jury has evaluated the sensitivity programs of the company, such as educationg able-bodied staff to the informed treatment of disabled colleagues, and the corporate efforts towards the development of a more inclusive working community.

Respecting human rights and fighting against child labor and all forms of forced labor

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. 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 click [here](#).

Freedom of association and collective bargaining

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. 100% of the employment contracts of Magyar Telekom Group employees operating in Hungary fall under collective bargaining agreements.

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 management 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.

Workforce Reduction and Redeployment

Magyar Telekom – in order to ensure the resources related to the Company’s strategic objectives – has reached an agreement with the trade unions on headcount reduction and wage increase measures for 2018.

According to the terms of the agreement, the Company plans to make ca. 350 parent company employees redundant. In addition, around a further 160 employees are expected to leave the Company as a result of a number of discontinued corporate projects. The majority of the employees in question have left the Company by the end of 2017. In the framework of the successful Opportunity Program the company provides support by active job search, labor market training and one-on-one counselling to the colleagues laid off. Through these available assistance practices we aim to support these skilled employees to continue their careers as soon as possible.

It is planned to reinvest a significant proportion of the expected employee cost savings in resources related to the Company’s strategic objectives. As from January 1, 2018, the company paid an average of 5% rise in employee wages.

Work-life balance

Magyar Telekom considers stress, overload and burnout related risk-reduction as its priority duty in relation to its employees. In order to take charge of these risks by securing an empowering environment to develop and maintain a healthy lifestyle, employees are also provided with coaching and training opportunities that help in the advancement of their task-management skills.

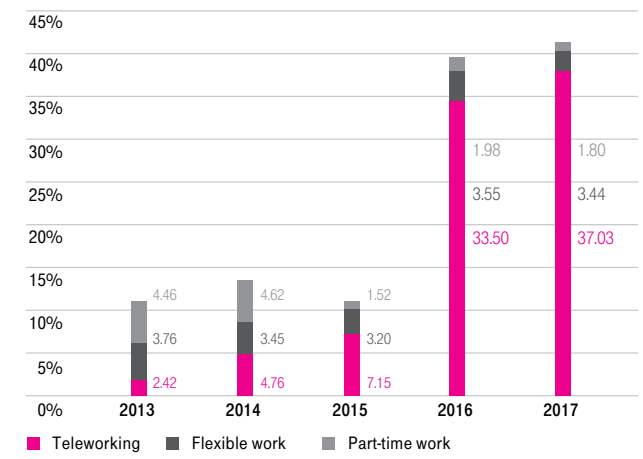
Through the implementation of particular forms of non-regular employment the company aims to provide support to maintain a healthy work-life balance and is also dedicated to reduce the possibilities of working overtime. While offering flexible working hours through part-time, flexible-time and unrestrained employment it is strategically important for the company to build teleworking into the company’s culture. It is supported by a number of daily operation practices, such as the development of our large, spatial office (Future Work, FutureLab) that further promotes teleworking and flexible working solutions. Since introducing our „Work from home” campaign in 2012, there has been a continuous increase in the number of employees who chose to work remotely on specific days.

In 2017 our employees have worked a total of 123 227 days remotely, saving 4 million kilometers or 20 years of travel.

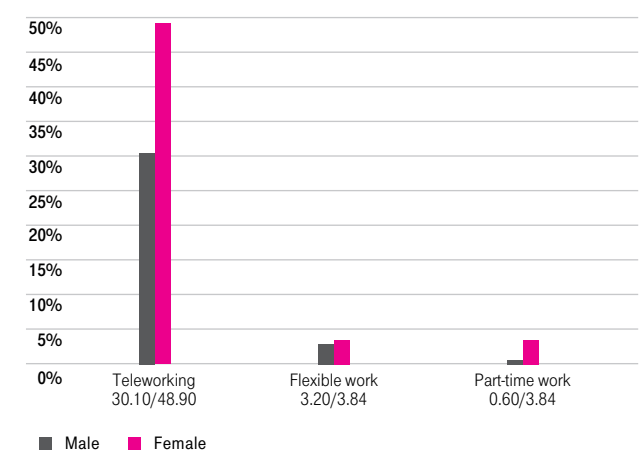
n regards to our employees’ private and family circumstances (e.g. necessity of homecare of a permanently ill or elderly close relative) our colleagues may go on a permanent leave without pay. In accordance with Hungarian labor legislations we provide our employees with extra days off after their children, and after participating in blood donation. In cases of more than 40% health damage employees have the right for additional annual

5 days off for rehabilitation. Additionally we credit the voluntary social contribution of our employees by providing days off, the proportion of which is being precisely regulated in internal corporate directives. In order to prevent cases of burnout and support the restoration of work-life balance, the company offers the partly financed opportunity of a “sabbatical” leave for a period of 1-6 months, since 2016.

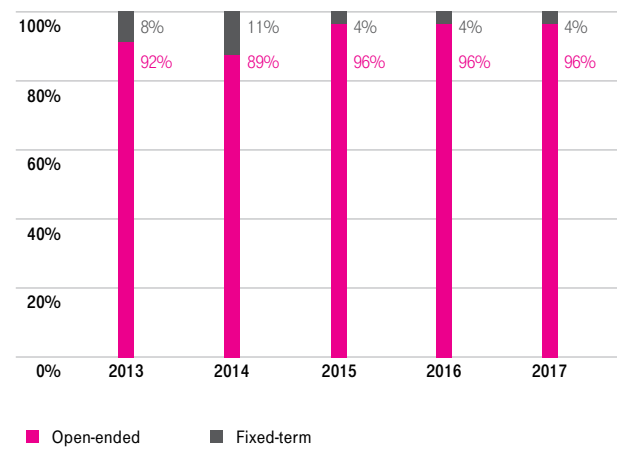
NON-TYPICAL FORMS OF EMPLOYMENT AT MAGYAR TELEKOM PLC. IN PERCENTAGE OF THE TOTAL HEADCOUNT ✓



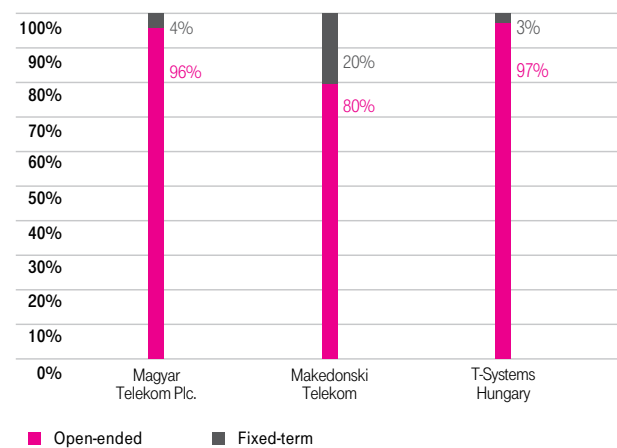
GENDER MIX OF NON-TYPICAL FORMS OF EMPLOYMENT AT MAGYAR TELEKOM PLC. IN 2017 ✓



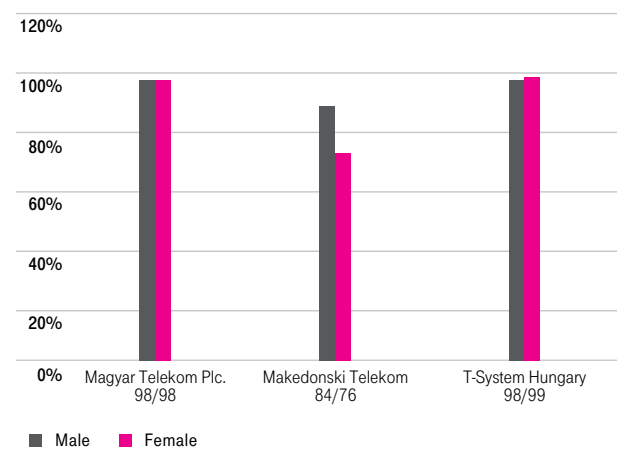
RATIO OF FIXED-TERM TO OPEN-ENDED EMPLOYMENT AT MAGYAR TELEKOM PLC. ✓



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



RATIO OF OPEN-ENDED EMPLOYMENT CONTRACTS BY GENDER AT MAGYAR TELEKOM GROUP ✓



Family friendly Telekom and T-Systems Hungary

In 2017, in order to support employees on maternity leave (young parents on child care allowance/child care benefit/maternity leave), the „Young Mother” program supported young parents to stay in contact with the company. Telekom continuously informs inactive colleagues through newsletters, the regularly updated Young Mother information intranet-page, dedicated e-mail accessibility and a closed Telekom private social media group “Families at Telekom”. Colleagues with children can take part in numerous company events together with their families. At the Move It! Telekom Family Day there was a separate venue offered by our Young Mother Program where families could compete with each other in a playful sensitization challenge.

In order to support a healthy balance between work and private life it is necessary to reorganize the workload within families. The „Daddy, it begins!” program tries to raise awareness of the father’s role within the family.

The internal communication portal of the company has published an information kit for young fathers („Daddy News”) since 2010, collecting useful information and tips for young fathers. All new-Fathers of our company receive a congratulating e-mail and are informed about the extra holiday available for newborn-care.



Both in 2014 and 2015 Magyar Telekom and T-Systems jointly and successfully applied for the Family Friendly Company award and the Three Princes and Three Princesses Movement gave a special “Family Friendly” award to the company as an acknowledgement of its family-friendly initiatives and efforts. The Group elevated the qualification into a higher level and concluded a strategic frame agreement with the Movement. As a result we could share our best practices at various professional events and based on our activities in 2016 we were given the Family Friendly Company Mentor Organization title, too. As a result we could share our best practices at various professional events in 2017.

In 2017 Dimenzió Mutual Insurance and Self-help Association’s Family Support initiative has provided assistance to the families in the Telekom community by offering discounted summercamp opportunities for their children during the long summer holiday season.

Our four child friendly offices offer solutions to colleagues who need to manage family-situations related to childcare during

LONG-TERM LEAVE AND RETURN TO WORK FROM MATERNITY LEAVE ✓

	MALE	FEMALE	TOTAL
Employees on long-term leave	5	116	121
Employees returning after long-term leave	3	139	142
Employees returning from long-term leave, after having been employed at least for 12 months upon joining the company	3	62	65
Employees returning from long-term leave with continued employment	100%	45%	46%

their office-related duties. These child-friendly workstations and office spaces offer support, when the employee has to take care of a child for a couple of hours or days during one of the short school holidays or when the child recuperates from an illness thus parents can be together with their children.

Efficient work-life balance of employees with families is further supported by our child-friendly offices and the available, tax-free nursery and/or kindergarten financial support that could be selected from our cafeteria benefit scheme, thus contributing to the reduction of expenses.

A considerable proportion of employees in the company group take advantage of telework thus actively working parents and still actively working grandparents can successfully harmonize their family life and professional duties.

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

Generations at Magyar Telekom

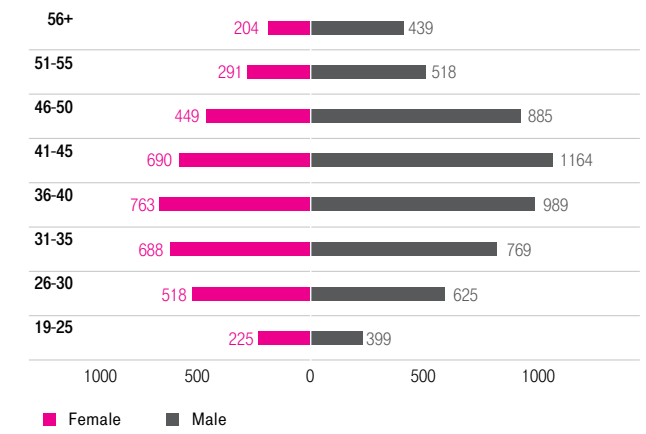
As a next step of the well-designed internship program, the Group offers jobs to many young people starting their career.

The family-friendly atmosphere of the company offers various ways of support to young employees with families and it also tries to help them in the challenging times of becoming a parent. Teleworking is not just attractive for colleagues taking care of a baby, but it also offers a flexible way to manage work and life to our single colleagues as well, who can thus be more successful while managing their time in a flexible way

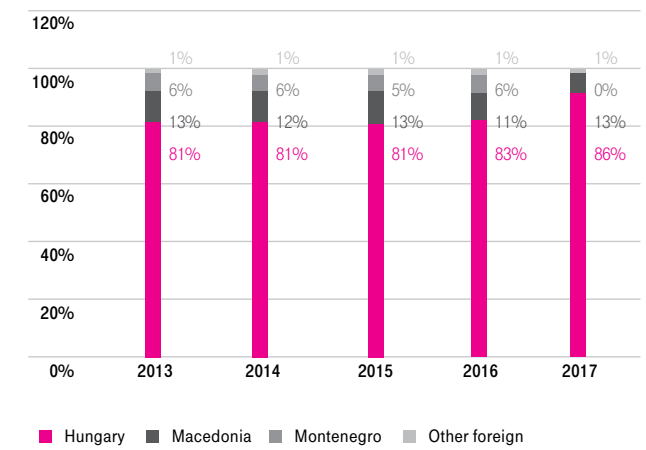


The majority of our employees fall into the mid-aged category of experienced professionals. They experience a slightly narrowing career path, while also having opportunity to obtain marketable experience along various horizontal career tracks. This is supported by the company’s significant resources for external- and internal trainings and in-house job advertisements. Telekom expresses its appreciation towards the experienced workforce with numerous acknowledgments, like the Loyalty Award and the Lifetime Achievement Award.

AGE TREE OF MAGYAR TELEKOM GROUP, DECEMBER 31, 2017 ✓



DISTRIBUTION OF EMPLOYEES BY REGION ✓



In certain cases those who approach retirement age (50+) may choose to enter the company's standby pool. With this initiative, among others, Telekom would like to take care of its employees and provide an interim solution for the period between work and retirement. Thus the employee could be reactivated from the standby pool if their extended employment is of mutual benefit for both parties.

5.2 INVOLVEMENT OF EMPLOYEES

Mobile Market

The Mobile Market visited the company's headquarters first in December 2014 where the employees could buy agricultural products directly from the farmers. As the initiative received a very positive feedback from the employees, we have continued with the events in support of buying local products from local farmers. In 2017 employees could buy fresh farm-food in two company sites and the T-Systems headquarter.

Earth Hour

Magyar Telekom has been actively participating in the WWF initiative since 2008. On March 25, 2017 between 8:30 PM and 9:30 PM the employees turned off the lights in Telekom shops and properties.



TeleBike

The employees of the company can use TeleBikes from March 30 until October 30, in the springtime there is a longer availability of the bikes from 7:30 AM to 6:30 PM. In 2017 the bikes were used on 3800 occasions between Telekom office buildings traveling a distance of 5000 kilometers thereby preventing the emission of 1 ton of CO₂.

We presented the awards of the hello holnap! point collection campaign

Each year we organize the hello holnap! point collection campaign where employees may participate in sustainability activities and receive points in return. In the point collection period between 1 April, 2016 and 31 March, 2017 a total of 2547 employees took part in the activities and collected 7023 points. The most active participants were awarded. Olivér Papp was placed third, the second was Levente János Erdey and the most active hello holnap! member in 2017 was Béla Králl who collected 43 points. Members of the Management Committee awarded the winners with voucher for buying Csepel bicycle or using electric car on May 2nd.



Move Telekom! Sports and Family Day

Following our traditions we have organized our corporate Sports and Family event 'Move Telekom!' in 2017 as well. A day full of sports and excitement for our colleagues and their family members. The participants could challenge themselves in family sports competitions, and try new ways of exercising their bodies.



In 2017 we had 1600 adults and 1100 children moving together. The children were entertained by amusing and colorful programs at the Gyermekliget-Park, and the playful adults could also hang out and play on a digital playground. We have also paid attention to healthcare and prevention on the event, providing opportunities for melanoma screening and various health condition tests. Colleagues in need of a chill-out could register for a massage. In 2016 we had 1882 adults and 1143 children moving together.

Telekom Volunteer Day

Magyar Telekom and its member company T-Systems Hungary organized a volunteer day on October 13, 2017. Almost 1,000 employees of the Group participated in the nationwide action that resulted in the renewal and maintenance of 32 locations. We have cleaned the close vicinity and green areas around of numerous Telekom sites, several public areas, as well as kindergartens, schools, social institutions and parks of residency centers of people living with disabilities.

In the 2016-2020 sustainability strategy the Group's objective is to further increase the contribution to the society: the Group plans to contribute about 50 thousand dedicated volunteer hours end of 2020.



Sustainability survey among employees

In 2017 our employees were surveyed for the seventh time on sustainability issues. The survey is performed in November each year and this year 73% of the respondents answered that Telekom is a leading company in the field of sustainability. The awareness on sustainability is currently at a level of 81% within the company.

It is good to give! charity cookie market

As part of the World Volunteer Day initiative, on December 4, several Magyar Telekom office buildings have welcomed our "It is good to give!" charity cookie market. Employees of the company and the members of the Sustainability Media Club were selling homemade cookies in the office buildings. The income was donated to the Autistic Art – Smile Foundation thus buyers supported autistic young people and their art therapy.

Several thousands of employees purchased cookies from 240 colleagues and donated to the charity. A total of HUF 1.7 million was raised in 16 venues for the fund.



Volunteer Program in December

Between 4 and 22 December, 2017, our back-office employees could take the opportunity to experience the challenges of their front-end colleagues by offering their volunteer hours to support the work of customer-contact professionals, working in our stores, at our call-centers or the Network Service Directorate. 105 Telekom volunteers had thus the chance to engage in customer related services that is at the core of our company activity.

In 2017 four registered charitable team buildings were organized and 363 colleagues donated blood during 33 organized blood donation events in Budapest and in the countryside. In 2017 more than 1200 Magyar Telekom volunteers contributed their workforce in 13 641 hours. With these programs we provided HUF 58.7 million[✓] worth of theoretical contribution to society.