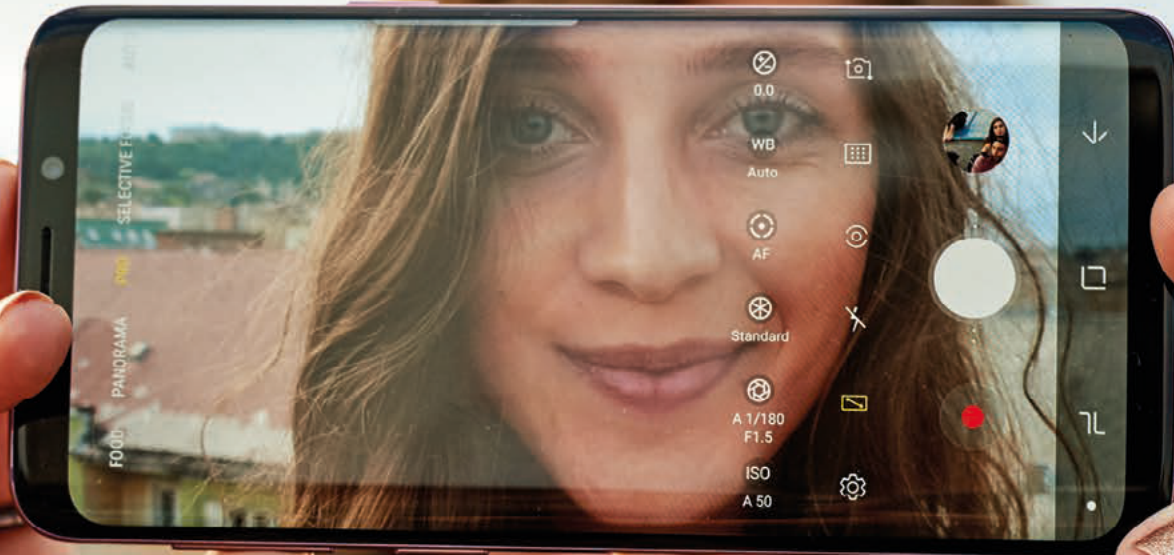




LIFE IS FOR SHARING.



# BE SMARTER

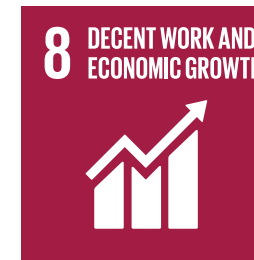
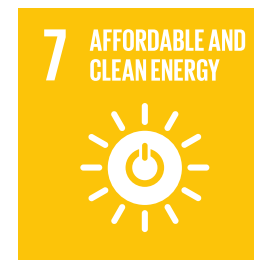
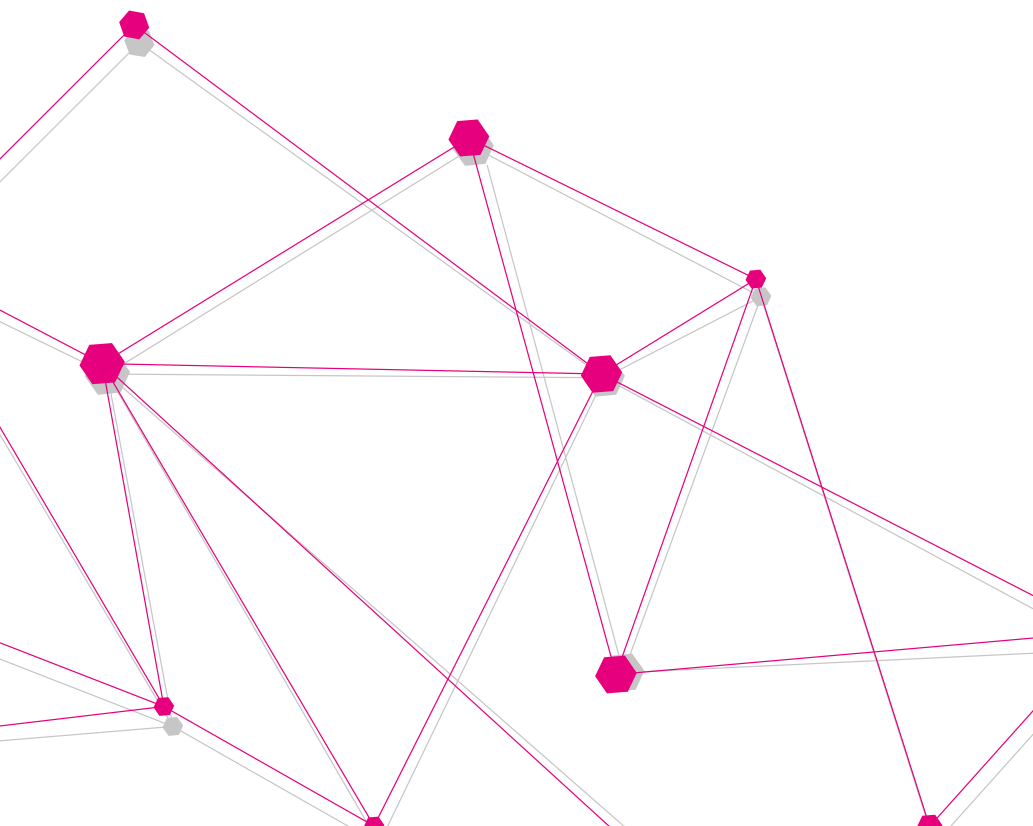
Embrace the potentials of the digital world  
in service of the Sustainable Development Goals



# SUSTAINABLE DEVELOPMENT GOALS (SDG)

In 2015, the UN adopted its sustainable development blueprint to be implemented by 2030. These 17 goals and 169 targets determine the main direction towards resolving the most urgent problems posing a threat to humanity and the planet.

Magyar Telekom elaborated its Sustainability Strategy encompassing the period from 2016 through 2020 along these SDGs.



# SUSTAINABILITY STRATEGY 2016–2020 OF MAGYAR TELEKOM GROUP

Reality  
in Hungary

International  
trends & policies

SRI and  
other stakeholder  
demands

Results of the  
Sustainability  
Strategy 2011–2015

EU 2020  
climate goals  
Sustainable

Development  
Goals (SDGs)

## CORE BUSINESS



## CLIMATE PROTECTION

Push Magyar Telekom Groups' actual CO<sub>2</sub>  
emission below 100,000 tons  
Generate revenue from climate protection

## EDUCATION

1 Million digitally educated people  
in Hungary

## DIGITALLY ENABLED SUSTAINABILITY

Awareness about Magyar Telekom, as a  
sustainable company should reach 50%

## DIVERSITY

Become an inclusive and safe  
workplace for all



## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



# SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote sustainable industrialization and foster innovation

### 9.1

Develop quality, reliable, sustainable and resilient infrastructure.

### 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

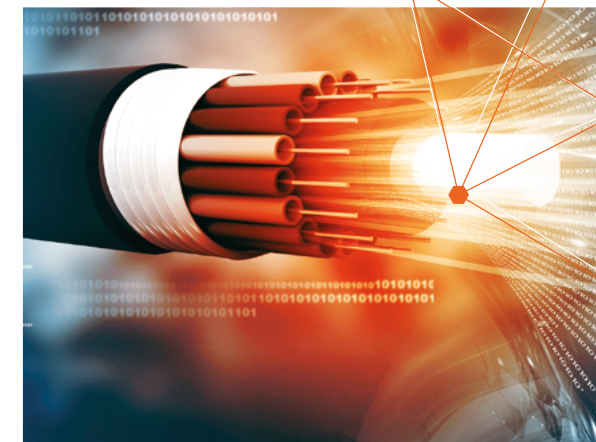
### 9.5

Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries

In June, 2019, based on their measurements, the independent tech-consultant firm P3 **ranked Magyar Telekom's overall mobile network performance as first for the fourth time** among Hungary's mobile providers in terms of voice and data services.



Magyar Telekom launched Hungary's **first standard 5G test station** at Zalaegerszeg.



Magyar Telekom delivered **1 million gigabit connections** in 2019, which is more than ever before.

**The digital welfare basic package** provides high-quality internet access to those beginner users of the net who have not subscribed to mobile or fixed-line internet, so far, (mainly) for financial reasons. Where fixed-line internet networks are not yet in place, users can subscribe to so-called "SZIP" mobile internet tariff packages in the framework of the **Super fast Internet Program**.

# 13 CLIMATE ACTION



## SDG 13 – CLIMATE ACTION

Take urgent action to combat climate change and its impacts

### 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

### 13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



Magyar Telekom Group has conducted **carbon-neutral** operations **in the past 5 years**. By launching its first service running **100% on energy from renewable sources**, under the name of **ExtraNet Green 1 GB**, the company enables residential and business customers to take action for climate protection.



Our company is dedicated to the **Science Based Targets initiative (SBTi)** and has committed an **emission decrease to be achieved by 2030**.

In 2019, **23.3% of our fleet** consisted of **hybrid and electric cars**.

In 2019 **new solar power plants** were installed and more to come.

Since the launch of the strategy, **we have neutralized 400 000 tons of CO<sub>2</sub> emission**.

## 7 AFFORDABLE AND CLEAN ENERGY



## SDG 7 – AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy

### 7.2

By 2030, increase substantially the share of renewable energy in the global energy mix.

### 7.3

By 2030, double the global rate of improvement in energy efficiency.

Magyar Telekom provides **100%** of its Hungarian subsidiaries' electric power from **renewing energy sources**.

We were the first in Hungary to launch a **community solar panel project**, in the framework of which 100 colleagues can rent solar panels from us each year. In 2019, the solar panel system generated **33.3 MWh clean energy from a renewing source**.

We measure our energy efficiency through 3 indicators: the energy efficiency of data transmission, the fuel consumption of vehicles and energy consumption per revenue. In terms of all three indicators, **our energy-intensity concinuously decreases**.

Choosing the **Green1GB** data extension option, **in 2019, 80 000 of our customers contributed to the production of renewing energy**.



## 4 QUALITY EDUCATION



### SDG 4 – QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

#### 4.3

By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education.

#### 4.5

By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable.

#### 4.7

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development.

**Our child protection website** informs children and their parents about the inherent threats of using digital interfaces by providing verified content, advice and education.

Since the launch of our Strategy in 2016, more than **1 000 000 people have become more conscious, responsible, informed and digital** due to our mindset changing efforts.

At our **Girls' day event**, girls studying in high-schools were invited to meet women who have already built successful careers in the areas of research or engineering.

As part of our **Become a member of Generation NOW! Program** high-school students hold digital education classes for members of pensioner communities to demonstrate the use of smart devices and online services to experience the limitless opportunities of the digital world.



## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

### 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

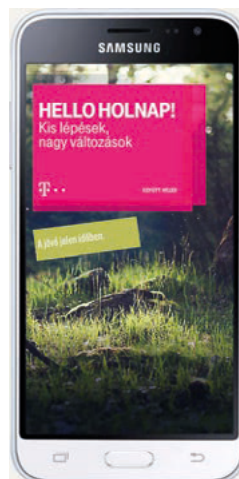
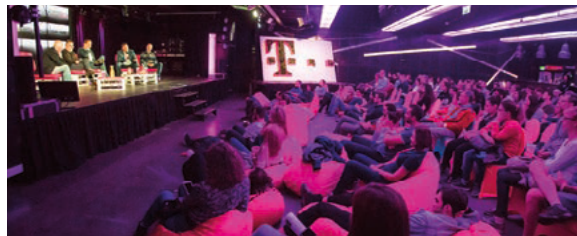
### 12.6

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

### 12.8

By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Our annual **Sustainability day festival conference** has been attended by a total of **30 000 visitors** since its launch in 2016.



The **hello holnap! sustainability consciousness mobile app** exceeded **25 000 downloads**, since the launch of the strategy in 2016, **users donated more than huf 8 million** using this platform to NGOs working for a sustainable future.

In 2019, **vendors representing 56% of our total purchase volumes** held valid sustainability certifications thanks to our sustainable supply chain management process.

We have made sure that our product development processes take into account sustainability aspects, so we achieved by 2019 that **36% of our sales come from products and services promoting sustainability**.

In 2019, **we recycled 57% of our non-municipal waste**, and by 2030, **we shall decrease our waste by 30%**.



## 5 GENDER EQUALITY



# SDG 5 – GENDER EQUALITY

Achieve gender equality and empower all women and girls

5.1

End all forms of discrimination against all women and girls everywhere.

5.2

Eliminate all forms of violence against all women and girls in the public and private spheres.

5.4

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

We were the first Hungarian major corporation to create its very own, local environment-based **unconscious bias course to raise awareness on fighting discrimination and make it publicly available.**

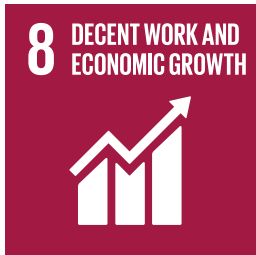
Our **carework support program** aims to reduce the threats of possible career backlash for women, who often still carry the majority of emotional labor.



In Magyar Telekom Plc.'s senior management, **the ratio of women was 28% in 2019.**



**Our human rights course**, mandatory for employees, have been completed by more than **10 000 people.**



8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6

By 2020, substantially reduce the proportion of youth not in employment, education or training.

---

We apply a scaled wage structure transparent for every employee and continuous monitoring to avoid any potential **unjustified wage differences**. The average wage difference is 7% (the average in Hungary is 14%, in the EU it is 16%).

---

The group offers many **youth new to the job market** their first workplace as part of an Intern Program developed for them.



10.2

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

10.4

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

---

**Our diversity and equal opportunity concept** was developed on the basis of an anonymous employee surveys.

---

**Our equal opportunity principles** are laid down in the Code of Human Rights and Social Principles.

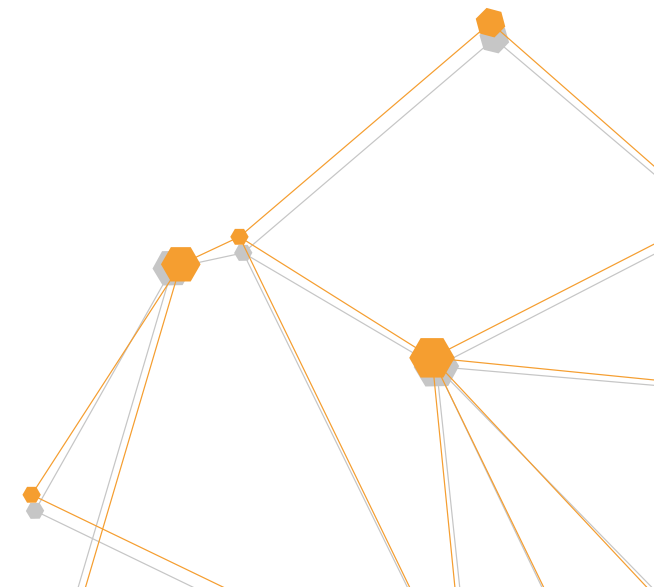


11.6

By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

---

**Close to 30 smart solutions**, developed by Magyar Telekom Group, run **in 15 cities**, including energy management systems, public WiFi solutions, community card systems, smart poles and smart benches, e-ticket systems and e-car charging stations.



# IMPRESSUM

## **Magyar Telekom Public Limited Company**

Magyar Telekom Group Center: 1097 Budapest, Könyves Kálmán krt. 36.

Postal address: 1541 Budapest

Telefon: + 36 1 458 0000

[www.telekom.hu](http://www.telekom.hu)

## **Published by:**

© Magyar Telekom Plc.

Budapest, 2020

## **Content and design:**

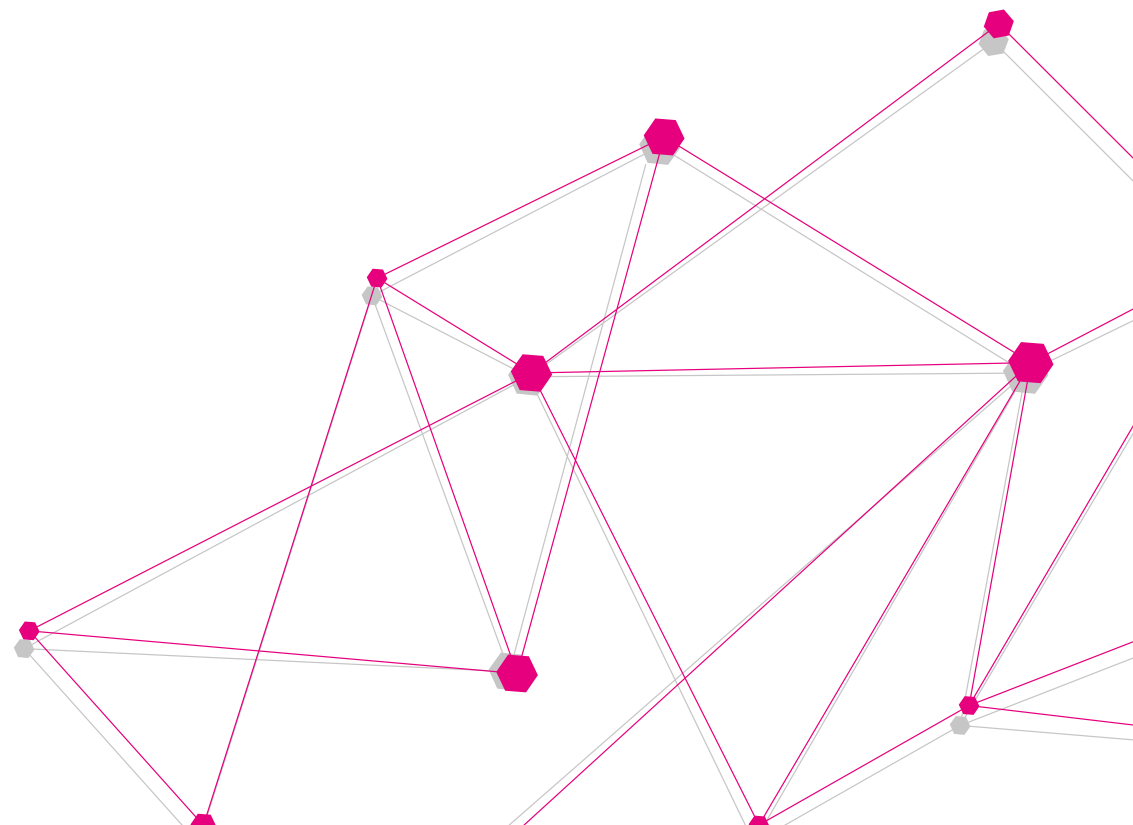
Planet Fanatics' Network LLC

[www.planetfanatics.hu](http://www.planetfanatics.hu)

## **Information on sustainability:**

<http://www.telekom.hu/sustainability>

e-mail: [sustainability@telekom.hu](mailto:sustainability@telekom.hu)



T...

HELLO  
HOLNAP!

[www.telekom.hu/sustainability](http://www.telekom.hu/sustainability)