



Investor Release

Magyar Telekom

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Changes in Magyar Telekom's top management

Budapest – December 4, 2024 – Magyar Telekom (Reuters: MTEL.BU and Bloomberg: MTELEKOM HB, hereinafter the “Company”), the leading Hungarian telecommunications service provider, hereby announces that Daria Dodonova, Chief Financial Officer and Board Member and Lubor Zatko, Chief Technology and IT Officer of Magyar Telekom will leave the Company. They will be succeeded, respectively, by André Lenz, currently responsible for Performance Controlling at Deutsche Telekom and Péter Nagy, currently Service Management and Field Operations Tribe Lead of Magyar Telekom.

Daria Dodonova, Chief Financial Officer and Board Member of Magyar Telekom, leaves the Company upon expiry of her contract and resigns from her role as member of the Board of Directors, effective February 28, 2025. Daria joined Magyar Telekom Group in 2020, where her main focus has been on financial performance, financial strategy, risk management and increasing the market capitalization of the company.

Her successor, André Lenz, arrives at Budapest from his position in Group Controlling at Deutsche Telekom, with effect from March 1, 2025. André Lenz has more than 20 years of professional experience, working in various finance positions at Deutsche Telekom in Germany and Austria. From 2009 to 2014 he was initially responsible for Sales controlling and later for Planning and Reporting at Telekom Deutschland and from 2014 to 2018 he was Controlling Director at T-Mobile Austria. From 2018, upon returning to Bonn, he continued his career first as Vice President of Group Business Controlling, then as Vice President of Performance Controlling of Deutsche Telekom, responsible on Group level for Deutsche Telekom's strategic business units: Germany, T-Systems, Europe as well as Technology & Innovation and Group Headquarter Service. André Lenz holds a degree in economics from Ruhr University in Germany.

Lubor Zatko, Magyar Telekom's Chief Technology and IT Officer, leaves the Company effective December 31, 2024, after having filled the position since October 2019, to pursue other carrier opportunities within the Deutsche Telekom Group. At Magyar Telekom, he has successfully led the agile transformation of the technology organization, multitude of network modernization and operations, IT architecture development and operation activities, which resulted in strengthening the Company's role in the digitization of the Hungarian society.

From January 1, 2025, the Chief Technology and IT Officer position will be taken over by Péter Nagy, who currently works as Service Management and Field Operations Tribe Lead. He has 20 years of professional and 15 years of managerial experience in service management and operation. Before joining Magyar Telekom in 2020, he held various positions at IBM Global Services Hungary, Lufthansa Systems and Unisys Global Services in Hungary. In his new role he will be responsible for progressing further the digital transformation, developing 5G coverage, supporting IT transformation and increasing the number of gigabit-capable access points available on the Company's fixed network.



"On behalf of Magyar Telekom I would like to extend our sincere appreciation to Daria and Lubor for their excellent professionalism and leadership over the past years. Daria's financial guidance has been instrumental in supporting our company's steady operations and impressive financial achievements. Thanks to her financial expertise, Magyar Telekom has not only maintained its financial stability but also continued to grow. Under Lubor's leadership we had an exciting and successful period in technology, network modernization and transformation, with many innovations under his guidance," said Tibor Rékasi, Magyar Telekom's CEO. *"I warmly welcome André Lenz and Péter Nagy in Magyar Telekom's top management. I am confident that their extensive knowledge and experience will help to maintain the momentum and business success of our company,"* he added.

This investor news may contain forward-looking statements. Statements that are not historical facts, including statements about our beliefs and expectations, are forward-looking statements. These statements are based on current plans, estimates and projections, and therefore should not have undue reliance placed upon them. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update publicly any of them in light of new information or future events.

Forward-looking statements involve inherent risks and uncertainties. We caution you that a number of important factors could cause actual results to differ materially from those contained in any forward-looking statement. Such factors are described in, among other things, our Annual Reports for the year ended December 31, 2023 available on our website at <https://www.telekom.hu>.