

## Disclosure according to Section 312/A. of the Hungarian Companies Act

According to the provisions of Section 312/A. of Act IV of 2006 on Business Associations, Magyar Telekom Plc. hereby discloses all monetary and non-monetary types of compensation provided for the members of the Board of Directors, the Supervisory Board and the Audit Committee of the Company in 2011, broken down to individual members and legal titles:

### Members of the Board of Directors

Name	Position	Legal title of the compensation <sup>1</sup>	Amount of the compensation determined by the General Meeting HUF/month	Total compensation in 2011 (HUF)
Christopher Mattheisen (on April 12, 2011 the General Meeting determined new remuneration)	Chairman of the Board of Directors	remuneration	546 000 600 000	Waived the remuneration
Dr. Ralph Rentschler (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration
Dr. István Földesi (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	4 680 000
Thilo Kusch (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration
Dr. Mihály Gálik (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	4 680 000
Frank Odzuck (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	4 680 000
Guido Kerkhoff (member until March 31, 2011)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Dr. Steffen Roehn (member until October 31, 2011, on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration
Dr. Ferri Abolhassan (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration
Dietmar Frings (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration
Dr. Klaus Nitschke (on April 12, 2011 the General Meeting determined new remuneration)	Member of the Board of Directors	remuneration	364 000 400 000	Waived the remuneration

<sup>1</sup> Resolutions no. 62/2010. (IV.7.), 26/2011. (IV.12.) of the General Meeting

## Members of the Supervisory Board

Name	Position	Legal title of the compensation <sup>2</sup>	Amount of the compensation determined by the General Meeting HUF/month	Total compensation in 2011 (HUF)
Dr. László Pap	Chairman of the Supervisory Board	remuneration	448 000	5 376 000
Konrad Kreuzer	Member of the Supervisory Board	remuneration	294 000	3 528 000
Dr. János Illéssy	Member of the Supervisory Board	remuneration	294 000	3 528 000
Dr. Sándor Kerekes	Member of the Supervisory Board	remuneration	294 000	3 528 000
Dr. Károly Salamon	Member of the Supervisory Board	remuneration	294 000	3 528 000
Dr. János Bitó	Member of the Supervisory Board	remuneration	294 000	3 528 000
Dr. Konrad Wetzker (member from April 12, 2011)	Member of the Supervisory Board	remuneration	294 000	2 548 000
Martin Meffert	Member of the Supervisory Board	remuneration	294 000	Waived the remuneration
György Varju	Member of the Supervisory Board	remuneration	294 000	3 528 000
Attila Bujdosó	Member of the Supervisory Board	remuneration	294 000	3 528 000
Tamás Lichnovszky	Member of the Supervisory Board	remuneration	294 000	3 528 000
Zsoltné Varga	Member of the Supervisory Board	remuneration	294 000	3 528 000

## Members of the Audit Committee

Name	Position	Legal title of the compensation <sup>3</sup>	Amount of the compensation determined by the General Meeting HUF/month	Total compensation in 2011 (HUF)
Dr. János Illéssy	Chairman of the Audit Committee	remuneration	440 000	5 280 000
Dr. László Pap	Member of the Audit Committee	remuneration	220 000	2 640 000
Dr. Sándor Kerekes	Member of the Audit Committee	remuneration	220 000	2 640 000
Dr. Károly Salamon	Member of the Audit Committee	remuneration	220 000	2 640 000
Dr. János Bitó	Member of the Audit Committee	remuneration	220 000	2 640 000

Budapest, March 14, 2012

<sup>2</sup> Resolution no. 74/2010. (IV.7.) of the General Meeting

<sup>3</sup> Resolution no. 80/2010. (IV.7.) of the General Meeting