

## 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 2012, 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 2012 (HUF)
Christopher Mattheisen	Chairman of the Board of Directors	remuneration	600 000	Waived the remuneration
Dr. Ralph Rentschler	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
Dr. István Földesi (member until April 16, 2012)	Member of the Board of Directors	remuneration	400 000	1 390 476
Thilo Kusch	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
Dr. Mihály Gálik (member until April 16, 2012)	Member of the Board of Directors	remuneration	400 000	1 390 476
Frank Odzuck	Member of the Board of Directors	remuneration	400 000	4 800 000
Dr. Ferri Abolhassan	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
Dietmar Frings (member until April 16, 2012)	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
Dr. Klaus Nitschke	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
Günter Mossal (member from April 16, 2012)	Member of the Board of Directors	remuneration	400 000	Waived the remuneration
György Mosonyi (member from April 16, 2012)	Member of the Board of Directors	remuneration	400 000	3 409 524
Dr. Mihály Patai (member from April 16, 2012)	Member of the Board of Directors	remuneration	400 000	3 409 524

<sup>1</sup> Resolution no. 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 2012 (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 of the Supervisory Board	remuneration	294 000	3 528 000
Martin Meffert	Member of the Supervisory Board	remuneration	294 000	Waived the remuneration
György Varju (member until April 15, 2012)	Member of the Supervisory Board	remuneration	294 000	1 022 000
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
Éva Óz (member from April 16, 2012)	Member of the Supervisory Board	remuneration	294 000	2 506 000

## 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 2012 (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 11, 2013

<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