

REMUNERATION GUIDELINES

The General Meeting of Magyar Telekom Plc. (Magyar Telekom or Company) approved the following guidelines regarding the remuneration and evaluation of the work performed by the Board of Directors (BoD), the Supervisory Board (SB), the Audit Committee (AC) and the management (Management Committee).

1. BOARD OF DIRECTORS

- Members of the BoD are compensated by fee.
- The amount of the fee is determined by the General Meeting.
- The amount of the fee is determined upon consideration of domestic market benchmark data.
- The fee may be revised upon initiative by the Remuneration and Nomination Committee.
- Members elected from the management of the strategic investor waive their fees, and the members elected from the Company's management donate their fees to charitable purposes.
- The BoD evaluates its activities along predefined aspects (strategy, business performance, compliance, efficiency, dividend policy, information flow...) annually. As part of this evaluation, the BoD also reviews the self evaluation performed by individual BoD members along predefined aspects.

2. SUPERVISORY BOARD

- Members of the SB are compensated by fee.
- The amount of the fee is determined by the General Meeting.
- The amount of the fee is determined upon consideration of domestic market benchmark data.
- The fee may be revised upon initiative by the Remuneration and Nomination Committee.
- Members elected from the management of the strategic investor waive their fees.
- On the basis of reviewing each tasks defined by its Rules of Procedures, the SB evaluates the work done in order to accomplish the specific tasks in course of the given year, and determines which activity (activities) need(s) to be improved. As part of this evaluation, the SB evaluates the skills and experience of each SB member, which are relevant to performing their SB tasks.

3. AUDIT COMMITTEE

- Members of the AC are compensated by fee.
- The amount of the fee is determined by the General Meeting.
- The amount of the fee is determined upon consideration of domestic market benchmark data.
- The fee may be revised upon initiative by the Remuneration and Nomination Committee.
- On the basis of reviewing each tasks defined by its Rules of Procedures, the AC evaluates the work done in order to accomplish the specific tasks in course of the given year, and determines which activity (activities) need(s) to be improved.

4. MANAGEMENT

- The Remuneration and Nomination Committee makes recommendations, upon consideration of domestic remuneration benchmark data, as to the size of specific elements in remuneration packages. Decision is made by Magyar Telekom's Board of Directors.
- Remuneration packages are reviewed once a year.
- Remuneration packages consist of the following elements:

Annual target salary

The components of the annual target salary are the annual base salary and the bonus.

The annual base wage is a fixed amount of compensation determined for individuals varying according to the individual's position, which is paid in equal monthly instalments. The annual bonus is defined as a certain percentage of the basic salary payable in the ratio of the achievement of the collective and individual bonus targets cascaded from strategic targets and defined before the start of the business year. Annual targets and the evaluation of their achievement are to be approved by the Board of Directors based on the submission by the Remuneration and Nomination Committee.

Mid – and long term incentives

Magyar Telekom have launched / may have launch mid – and long term incentives programs to motivate the management to sustainably increase the value of the Company in long term, thus harmonizing the interests of the owners and the management.

The elements of the program provided / granted by the Company, among others may be

- depending on / not depending on the share price index, and/or
- monetary / in shares, and/or
- one-time / periodically, and/or
- fixed to / free from a lock-out period, and/or
- certain percentage of the bonus shall be invested, or
- share purchase (call in) at a share price / from time determined in advance.

Program elements may also be incentives that have been offered, sold or provided by the affiliate of Magyar Telekom (i.e. Deutsche Telekom AG):

a) Mid-term incentive program.

Currently there is no mid-term incentive program at the Company.

b) Long-term incentive program (LTI)

LTI is a long-term incentive program payable in cash tied to the achievement of four key strategic indicators. Participation in the program depends on the achievement of collective targets. In the framework of the program, started in 2015, in each year a new four-year tranche is to be launched. Payment is following the end of the program and the evaluation of the achievement of the targets having been set forth in advance, in the scale of 0-to 150%.

Detailed rules of the program, the amount rendered available for incentives as well as the extent to which the targets have been achieved by the end of the tenor are determined by the Board of Directors of the Company.

c) Share matching plan (SMP)

Participation in the program is mandatory for the Company's Chief Executive Officer, and voluntary for the rest of the members of the management. Eligibility is connected to the achievement of the collective targets. Participants are required to invest part of their annual bonus in Deutsche Telekom shares. The investment shall not exceed 1/2 of the annual bonus (assuming a 100% target performance of annual targets). These shares shall be kept for at least for 4 years (the lock-up period), the participant is granted matching shares upon expiry of the lock-up period and shall have the right to use it freely. The share allocation ratio of the program depends on management level: 1:1 in case of the CEO and 1:2 in case of CxOs. Deutsche Telekom grants a certain amount of additional shares to the participant based on the acquired Deutsche Telekom shares by the participant within the framework of the program. The program is launched annually.

Detailed rules of the program are determined by the Board of Directors of the Company.

d) Repeated performance incentive (RPI)

The RPI is implemented in order to incentivize repeated, extraordinary collective performance as on top bonus. It is a four-year plan. If there is a target achievement in two consecutive years as defined in the policy, the first year is only considered as the year of eligibility. The target achievement of the defined KPI for this program is derived from the financial planning. Bonus KPI is connected to EBITDA unadjusted.

Eligibility is defined along management levels.

The executive's management level on January 1st of the respective year, at least on July 1st (in case that the executive becomes eligible in the first half year) is binding for the eligibility.

The amount of the bonus payout depends on management level, achievement of Magyar Telekom Group targets and the number of years of consecutive overperformance.

Detailed rules of the program, the amount rendered available for incentives as well as the extent to which the targets have been achieved by the end of the tenor are determined by the Board of Directors of the Company.

Rules of participation in the programs are set forth in the applicable program rules.

Fringe and social benefits

Fringe benefits (e.g.: company car, mobile phone, insurance etc.) are determined upon consideration of domestic benchmark data and the principles of cost efficiency. Fringe and social benefits are granted in compliance with the relevant stipulations of Magyar Telekom's Collective Agreement and policies.

- The performance and potential of individual management members are evaluated annually along predefined aspects and procedures.

These Remuneration Guidelines were approved by resolution no. 34/2019 (IV.9.) of the General Meeting.