

## 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 2009, 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 HUF/month	Total compensation in 2009 (HUF)
Christopher Mattheisen	Chairman of the Board of Directors	remuneration	546 000	Waived the remuneration
dr. Ralph Rentschler	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
dr. István Földesi	Member of the Board of Directors	remuneration	364 000	4 368 000
Thilo Kusch	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
dr. Mihály Gálik	Member of the Board of Directors	remuneration	364 000	4 368 000
Frank Odzuck	Member of the Board of Directors	remuneration	364 000	4 368 000
Michael Günther (resigned with the effect of April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Gregor Stücheli (resigned with the effect of April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Lothar Alexander Harings (resigned with the effect of April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Giudo Kerkhoff (member from April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
dr. Steffen Roehn (member from April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Wolfgang Hetlinger (member from April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration
Mechtilde Maier (member from April 2, 2009)	Member of the Board of Directors	remuneration	364 000	Waived the remuneration

### Members of the Supervisory Board

Name	Position	Legal title of the compensation <sup>2</sup>	Amount of the compensation HUF/month	Total compensation in 2009 (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

<sup>1</sup> Resolution no. 21/2007. (IV.26.) of the General Meeting

<sup>2</sup> Resolution no. 34/2007. (IV.26.) of the General Meeting

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
Attila Csizmadia	Member of the Supervisory Board	remuneration	294 000	3 528 000
Martin Meffert	Member of the Supervisory Board	remuneration	294 000	Waived the remuneration
István Koszorú	Member of the Supervisory Board	remuneration	294 000	3 528 000
György Varju	Member of the Supervisory Board	remuneration	294 000	3 528 000
Zsoltné Varga	Member of the Supervisory Board	remuneration	294 000	3 528 000
Péter Vermes (resigned with the effect of April 1, 2009)	Member of the Supervisory Board	remuneration	294 000	882 000
Jutta Burke (resigned with the effect of April 2, 2009)	Member of the Supervisory Board	remuneration	294 000	Waived the remuneration
dr. Ádám Farkas (resigned with the effect of July 30, 2009)	Member of the Supervisory Board	remuneration	294 000	2 032 435
Éva Óz (member from April 2, 2009, resigned with the effect of July 30, 2009)	Member of the Supervisory Board	remuneration	294 000	1 149 837

#### Members of the Audit Committee

Name	Position	Legal title of the compensation <sup>3</sup>	Amount of the compensation HUF/month	Total compensation in 2009 (HUF)
dr. János Illéssy (Chairman of the Audit Committee from July 27, 2009)	Member of the Audit Committee / Chairman of the Audit Committee	remuneration	147 000/ 294 000	2 524 600
dr. László Pap	Member of the Audit Committee	remuneration	147 000	1 764 000
dr. Sándor Kerekes	Member of the Audit Committee	remuneration	147 000	1 764 000
dr. Ádám Farkas (resigned as the Chairman of the Audit Committee with the effect of July 27, 2009)	Chairman of the Audit Committee	remuneration	294 000	2 019 665

Budapest, March 5, 2010

<sup>3</sup> Resolutions no. 34/2007. (IV.26.) and 13/2005. (IV.27.) of the General Meeting