

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 ¹ | 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 |

¹ 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 ² | 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 ³ | 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

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

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