

The questions asked by Mr. László Marosi shareholder at the Annual General Meeting of Magyar Telekom Plc. held on April 2, 2009 are answered by the Company as follows:

Question: The first set of questions concern my inquiries at last year's general meeting, i.e. I asked whether it is true that Magyar Telekom paid approximately HUF 1 billion under a contract concluded in December, 2007 as a one-off payment without actual performance to a rented workforce service provider, and the answer I received was no. I was informed then by dr. Balázs Máthé that the legal title of the above mentioned payment was retention fee. This concerns the year 2008 balance sheet, the transaction is included in the 2008 balance sheet. My question in connection with this is as follows: how and where this item was booked in the 2008 balance sheet?

Answer: We hereby confirm that Magyar Telekom did not pay HUF 1 billion as a one-off retention fee to a rented workforce service provider company without actual performance neither in 2007 nor in 2008.

Question: And the other question with regard to the conclusion of the rented workforce service contracts, besides the retention fee HUF 800 million plus contributions, and probably plus VAT, was also paid as severance payment to persons who, at the date of the payment, were not in any labor law relationship with Magyar Telekom. The question: how and where this item was booked in the previous year's balance sheet?

Answer: In accordance with the prevailing laws Magyar Telekom Nyrt. has paid and will pay severance payment to persons who have been employed by the company.

Question: Second question: how and with what can you justify that on page 34 of the notes to the annual financial statements the expenses of rented workforce and operator activities increased with HUF 2.4 billion in comparison to the previous year?

Answer: 71% of the HUF 2,4 billion increase was due to organizational changes at T-Online and T-Mobile: i.e. simultaneously with the merger of T-Online into the mother company we took over the rented operator workforce and in order to establish a unified labor law relationship the operators who were formerly employed by T-Mobile were transferred to a rented workforce status from January 1, 2008. 26% of the increase is a cumulated effect of benefit equalization due to the changes of the legal environment, as well as salary and efficiency increase (the total effect is HUF 631 million that represents 6% increase in comparison to the expenses in Y2007). The remainder 3% is special influence, that represents the expenses of additional operator staff that was recruited due to the increasing customer service capacity demand of the T-Home introduction.

Question: What is this 2008 expense item comprised of exactly?

Answer: It includes the salary costs of the rented workforce, in-kind benefits, sales commissions and the related taxes, the service fee of workforce renting and the costs of operator activities.

Question: In 2008 Magyar Telekom bought stamps for employee termination notices in relation to the introduction of the unified workforce rental system in the amount of approximately half million Forint , i.e. for external third parties. Who approved this expense?

Answer: This expense element was part of the customer service integration project realized under the authorization and with the approval of the Management Committee of Magyar Telekom.