

**Remuneration as paid in cash and non-cash benefit after the 2008 business year for the members of the Board of Directors and the members of the Supervisory Board in 2009**

	<b>Board of Directors</b>	<b>Cash benefits (gross, HUF)</b>
1.	Akar László	13 587 000
2.	dr. Csányi Sándor	21 344 200
3.	dr. Dobák Miklós	12 857 900
4.	Hernádi Zsolt	-
5.	dr. Horváth Gábor	13 587 000
6.	Iain Paterson	20 994 264
7.	Kamarás Miklós	13 587 000
8.	dr. Kemenes Ernő	13 587 000
9.	Molnár József	-
10.	Mosonyi György	-
11.	Mulham Al-Jarf	12 873 748

The table includes only the remuneration of the non-executive Directors. The executive Directors did not receive any remuneration pursuant to the resolution of the general meeting governing the relevant period.

The fix remuneration of the non-executive Directors is net 25,000 EUR/year in case of the members of the Board of Directors and net 41,000 EUR/year in case of the Chairman of the Board of Directors. (If the Chairman is not a non-executive director, the vice chairman (who is a non-executive) is entitled to this remuneration.)

The Board members who are not Hungarian citizens and who are ordinarily resident outside of Hungary will receive up to maximum EUR 1,500 (gross) up to 15 times per annum for each meeting of the Board of Directors.

	<b>Supervisory Board</b>	<b>Cash benefits (gross, HUF)</b>
1.	Benedek Lajos	5 034 885
2.	dr. Chikán Attila	10 069 770
3.	John I. Charody	10 069 770
4.	Juhász Attila	5 034 885
5.	Kohán József	3 289 935
6.	dr. Kupa Mihály	18 485 845
7.	Lámfalussy Sándor	10 069 770
8.	Major János	1 744 950
9.	Slavomír Hatina	10 069 770
10.	Vásárhelyi István	10 069 770

The Chairman of the Supervisory Board receives remuneration of EUR 4,000/month, while the members of the Supervisory Board receive remuneration of EUR 3,000/month. In addition to their monthly remuneration, the Chairman and members of the Supervisory Board will receive, on top of the ordinary Supervisory Board meetings shown in the work plan, a gross 1,500 EUR after every extraordinary Supervisory Board meeting they attend but maximum twice per annum. In addition the Chairman of the Supervisory Board is entitled to receive EUR 1,500 for participation in each Board of Directors or Board Committee meeting, up to 15 times per annum.

The Company will buy out a travel insurance policy for every member of the Board of Directors and Supervisory Board, with the annual premium 14,900 HUF/person, as a **non-cash benefit**.

Every member of the Board of Directors and Supervisory Board will, **also as non-cash benefit**, will be entitled to participate in a health screening test with the annual amount of 114,000 HUF/person.

**Note:**

The reason of difference in amounts paid to various members, in addition to the consequences of the above provisions, is that different conditions of taxation will be applied.

The employee representatives of the Supervisory Board waived half of their remuneration for charitable purposes.