

MOL's statement on the application of Warsaw Stock Exchange corporate governance standards

Part a) Indication of which corporate governance rules were not applied and indication of under what circumstances and for what reasons the specific rule was not applied, and how the company intends to remove effects, if any, of not having applied a given rule and what steps it intends to take to mitigate the risk of the specific rule not being applied in the future

General comment: According to the Hungarian Act IV. of 2006 on Business Associations (hereinafter referred to as "Company Act") the main organs of MOL - operating in two-tier system - are the General Meeting, the Board of Directors and the Supervisory Board.

The supreme body and highest decision level of MOL is the General Meeting consisting of the totality of shareholders. The General Meeting shall have the exclusive scope of authority and competence in matters regulated by law or by the Articles of Association of MOL.

The Board of Directors is the highest managing body of MOL. The Board of Directors shall be competent in any matters which are not the exclusive scope of authority and competence of the General Meeting.

The Supervisory Board is the supervisory body of MOL. The Supervisory Board shall supervise the management (Board of Directors) of the Plc and review and survey all significant business policy reports to be submitted to the General Meeting. The Supervisory Board shall not be competent in executive management.

I. Recommendations for Best Practice for Listed Companies

| | RECOMMENDATION | COMPLIANCE | NOTE |
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| 1 | A company should pursue a transparent and effective information policy using both traditional methods and modern technologies and latest communication tools ensuring fast, secure and effective access to information. Using such methods to the broadest extent possible, a company should in particular: <ul style="list-style-type: none"> - maintain a company website whose scope and method of presentation should be based on the model investor relations service available at http://naszmodel.gpw.pl/; - ensure adequate communication with investors and analysts, and use to this purpose also modern methods of Internet communication; - enable on-line broadcasts of General Meetings over the Internet, record General Meetings, and publish the recordings on the company website. | Yes | MOL use both traditional and modern technologies ensuring fast, secure and broad access to information. MOL ensures especially adequate communication with investors and analysts and the representatives of the media shall be present on-line in a separated press room and the resolutions of the General Meetings are published immediately after the General Meeting. |
| 2 | [deleted] | | |
| 3 | A company should make every effort to ensure that any cancellation of a General Meeting or change of its date should not prevent or restrict the exercise of the shareholders' right to participate in a General Meeting. | Yes | |
| 4 | Where securities issued by a company are traded in different countries (or in different markets) and in different legal systems, the company should strive to ensure that corporate events related to the acquisition of rights by shareholders take place on the same dates in all the countries where such securities are traded. | Yes | |

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| 5 | <p>A company should have a remuneration policy and rules of defining the policy. The remuneration policy should in particular determine the form, structure, and level of remuneration of members of supervisory and management bodies. Commission Recommendation of 14 December 2004 fostering an appropriate regime for the remuneration of directors of listed companies (2004/913/EC) and Commission Recommendation of 30 April 2009 complementing that Recommendation (2009/385/EC) should apply in defining the remuneration policy for members of supervisory and management bodies of the company.</p> | No | <p>The Company has remuneration policy, which determine the form, structure, and level of remuneration of members of supervisory and management bodies, however this remuneration policy is not fully public and not published as a separate report. On the other hand Annual Report and Corporate Governance Code and Documents for the Annual General Meeting contain the principles and framework of remuneration and long term incentive system of managers, which was approved by the General Meeting. The Company provides detailed information on the remuneration principles of the Board of Directors, Supervisory Board and management in the corporate governance chapter of the Annual Report. It also publishes the cumulated sum of key management compensation as part of the annual financial statements, as well as the remuneration as paid in cash and non-cash for the members of the Board of Directors and Supervisory Board per person, in relation to this position, is published simultaneously with the annual general meeting announcement. The Company examine the relevant Commission Recommendations in order to make further steps to fulfil its recommendations.</p> |
| 6 | <p>A member of the Supervisory Board should have appropriate expertise and experience and be able to devote the time necessary to perform his or her duties. A member of the Supervisory Board should take relevant action to ensure that the Supervisory Board is informed about issues significant to the company.</p> | Yes | <p>See our general comment.</p> |
| 7 | <p>Each member of the Supervisory Board should act in the interests of the company and form independent decisions and judgments, and in particular:</p> <ul style="list-style-type: none"> - refuse to accept unreasonable benefits which could have a negative impact on the independence of his or her opinions and judgments; - raise explicit objections and separate opinions in any case when he or she deems that the decision of the Supervisory Board is contrary to the interest the company. | Yes | <p>See our general comment.</p> |
| 8 | <p>No shareholder may be given undue preference over other shareholders with regard to transactions and agreements made by the company with shareholders and their related entities.</p> | Yes | |
| 9 | <p>The WSE recommends to public companies and their shareholders that they ensure a balanced proportion of women and men in management and supervisory functions in companies, thus</p> | No | <p>MOL always took care to ensure equal chance for all of the employees, but considering the natural characteristics of oil industry men are usually overrepresented in oil companies'</p> |

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| | reinforcing the creativity and innovation of the companies' economic business. | | management. |
| 10 | If a company supports different forms or artistic and cultural expression, sport activities, educational or scientific activities, and considers its activity in this area to be a part of its business mission and development strategy, impacting the innovativeness and competitiveness of the enterprise, it is good practice to publish, in a mode adopted by the company, the rules of its activity in this area. | YES | more information: http://www.mol.hu/en/about_mol/social_investments/ http://www.mol.hu/en/about_mol/sd/focusing_on_people/ /investment_in_human_capital/attracting_employees/investing_in_education/ http://www.mol.hu/annualreport2010/sustainability/social-performance/social-investments |
| 11 | As part of a listed company's due care for the adequate quality of reporting practice, the company should take a position, expressed in a communication published on its website, unless the company considers other measures to be more adequate, wherever with regard to the company: - published information is untrue or partly untrue from the beginning or at a later time; - publicly expressed opinions are not based on material objective grounds from the beginning or as a result of later circumstances. This rule concerns opinions and information expressed publicly by company representatives in the broad sense or by other persons whose statements may have an opinion-making effect, whether such information or opinions contain suggestions advantageous or disadvantageous to the company. | Yes | more information: http://ir.mol.hu/en/financial-reports/ http://ir.mol.hu/en/regulated_info/2012/ http://www.mol.hu/en/about_mol/news_media_centre/news_releases/ |
| 12 | A company should enable its shareholders to participate in a General Meeting using electronic communication means through: 1) real-life broadcast of General Meetings; 2) real-time bilateral communication where shareholders may take the floor during a General Meeting from a location other than the General Meeting; 3) exercise their right to vote during a General Meeting either in person or through a plenipotentiary. | No | Currently the participation on MOL General Meetings are feasible only personally. 3) On the other hand each shareholder can order proxy-card via internet prior the General Meeting and exercise their right to vote through a plenipotentiary without charge. |

II. Best Practice for Management Boards of Listed Companies

General comment: MOL interprets the Polish “management board” as its “Board of Directors” under the Hungarian law. It should be also taken into account that under the Hungarian law the scope of competence of the Board of Directors is somewhat different than the competence of the management board under the Polish law.

MOL’s Board of Directors acts as the highest managing body of the Company and as such has collective responsibility for all corporate operations.

Its key activities are focused on achieving its aims of increasing shareholder value, improving efficiency and profitability and ensuring transparency in corporate activities. It also aims to ensure appropriate risk management, protection of the environment, and conditions for safety at work.

| | RECOMMENDATION | COMPLIANCE | NOTE |
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| 1 | <p>A company should operate a corporate website and publish on it, in addition to information required by legal regulations:</p> <ol style="list-style-type: none"> 1) basic corporate regulations, in particular the statutes and internal regulations of its governing bodies; 2) professional CVs of the members of its governing bodies; 2a) on an annual basis, in the fourth quarter – information about the participation of women and men respectively in the Management Board and in the Supervisory Board of the company in the last two years; 3) current and periodic reports; 4) [deleted]; 5) where members of the company’s governing body are elected by the General Meeting – the basis for proposed candidates for the company’s Management Board and Supervisory Board available to the company, together with the professional CVs of the candidates within a timeframe enabling a review of the documents and an informed decision on a resolution; 6) annual reports on the activity of the Supervisory Board taking account of the work of its committees together with the evaluation of the internal control system and the significant risk management system submitted by the Supervisory Board; 7) shareholders’ questions on issues on the agenda submitted before and during a General Meeting together with answers to those questions; 8) information about the reasons for cancellation of a General Meeting, change of its date or agenda together with grounds; 9) information about breaks in a General Meetings and the grounds of those breaks; 10) information on corporate events such as payment of the dividend, or other events | Yes | <p>6) According to the Company Act and the Articles of Association of MOL the Board of Directors are responsible for the submission of the annual business reports. However the reports of the Board of Directors and the reports of the Supervisory Board shall be submitted annually to the General Meeting.</p> <p>7) According to the Company Act shareholders’ questions together with their answers shall be recorded.</p> <p>14) there is no internal rule about changing the company authorised to audit financial statements, but the shareholders vote on the Annual General Meeting about the auditor of the next year. The proposal on this topic is public and available on the corporate website prior the Annual General Meeting and the final decision is made public thereafter as well.</p> |

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| | <p>leading to the acquisition or limitation of rights of a shareholder, including the deadlines and principles of such operations. Such information should be published within a timeframe enabling investors to make investment decisions;</p> <p>11) information known to the Management Board based on a statement by a member of the Supervisory Board on any relationship of a member of the Supervisory Board with a shareholder who holds shares representing not less than 5% of all votes at the company's General Meeting;</p> <p>12) where the company has introduced an employee incentive scheme based on shares or similar instruments – information about the projected cost to be incurred by the company from its introduction;</p> <p>13) a statement on compliance with the corporate governance rules contained in the last published annual report, as well as the report referred to in § 29.5 of the Exchange Rules, if published;</p> <p>14) information about the content of the company's internal rule of changing the company authorised to audit financial statements or information about the absence of such rule.</p> | | |
| 2 | A company should publish its website in English, at least to the extent described in section II.1. | Yes | |
| 3 | Before a company executes a significant agreement with a related entity, its Management Board shall request the approval of the transaction/agreement by the Supervisory Board. This condition does not apply to typical transactions made on market terms within the operating business by the company with a subsidiary where the company holds a majority stake. For the purpose of this document, related entity shall be understood within the meaning of the Regulation of the Minister of Finance issued pursuant to Article 60.2 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (Dz.U. No. 184, item 1539, as amended). | Not applicable | <p>These transactions are approved by the Board of Directors, with the simultaneous notification to the chairman of the Supervisory Board.</p> <p>See our general comment.</p> |
| 4 | A member of the Management Board should provide notification of any conflicts of interest which have arisen or may arise, to the Management Board and should refrain from taking part in the discussion and from voting on the adoption of a resolution on the issue which gives rise to such a conflict of interest. | Yes | A member of the Board of Directors must inform the Board of Directors of any conflict of interest. |
| 5 | [deleted] | | |
| 6 | A General Meeting should be attended by members of the Management Board who can answer questions submitted at the General Meeting. | Yes | Hungarian legislation does not set such an obligation for the members of the Board of Directors, though these persons usually participate in general meetings. |
| 7 | A company shall set the place and date of a General Meeting so as to enable the participation | Yes | |

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| | of the highest possible number of shareholders. | | |
| 8 | If a company's Management Board is informed that a General Meeting has been summoned pursuant to Article 399 § 2–4 of the Code of Commercial Partnerships and Companies, the company's Management Board shall immediately perform the actions it is required to take in connection with organising and conducting a General Meeting. This rule shall also apply if a General Meeting is summoned on the basis of authorisation given by the registration court pursuant to Article 400 § 3 of the Code of Commercial Partnerships and Companies. | Not applicable | The Company meets the requirements of Hungarian Act IV. of 2006 on Business Associations (section 49): Those shareholders controlling at least five per cent of the voting rights may, at any time, request that the General Meeting be convened, indicating the reason and the purpose thereof. If Board of Directors fails to comply with such request within thirty days, upon the request of the members making the proposal, the court of registry shall convene the General Meeting within thirty days after the submission of a request to this effect, or shall empower the requesting members to convene the meeting. |

III. Best Practice for Supervisory Board Members

General comment: According to Hungarian legislation the supervisory board post-controls the operation of the company (it differs from the Polish pre-controlling system). The supervisory board in Hungary:

- Monitors ex post the company's management; the supervisory board may request information from the members of the board of directors (similar to management board under Polish system) and the senior management, it may review the accounts and other documents of the company;
- Is obliged to review all relevant business reports placed on the agenda of the general meeting and all proposals, which refers to issues, in which general meeting has exclusive authority.
- The general meeting may only decide on the annual report and the distribution of profit after tax having the written report of the supervisory board.
- If the supervisory board deems the activity of company's management contradictory with the law, the articles of association or the resolutions of the general meeting, or otherwise to be contradictory to the interest of the company or the shareholders, the supervisory board convenes the general meeting and makes proposal on its agenda.

| | RECOMMENDATION | COMPLIANCE | NOTE |
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| 1 | In addition to its responsibilities laid down in legal provisions the Supervisory Board should: <ol style="list-style-type: none"> 1) once a year prepare and present to the Ordinary General Meeting a brief assessment of the company's standing including an evaluation of the internal control system and the significant risk management system; 2) [deleted]; 3) review and present opinions on issues subject to resolutions of the General Meeting. | Yes | |
| 2 | A member of the Supervisory Board should submit to the company's Management Board information on any relationship with a shareholder who holds shares representing not less than 5% of all votes at the General Meeting. This obligation concerns financial, family, and other relationships which may affect the position of the member of the Supervisory Board on issues decided by the Supervisory Board. | Not applicable | Supervisory Board members have to submit a comprehensive conflict of interest statement in accordance with the Hungarian legislation and Company's relevant regulation. |
| 3 | A General Meeting should be attended by members of the Supervisory Board who can answer questions submitted at the General Meeting. | Yes | Hungarian legislation does not set such an obligation for the members of the Supervisory Board, though these persons usually participate in general meetings. |
| 4 | A member of the Supervisory Board should notify any conflicts of interest which have arisen or may arise to the Supervisory Board and should refrain from taking part in the discussion and from voting on the adoption of a resolution on the issue which gives rise to such a conflict of interest. | Yes | Supervisory Board charter (by-laws) does not include such an obligation. However, the charter of the Board of Directors, which is the supreme management body at MOL, already includes a conflict of interest process for its members. The Supervisory Board also follows this practice. |
| 5 | A member of the Supervisory Board should not resign from this function if this action could have a negative impact on the Supervisory Board's capacity to act, including the adoption of resolutions by the Supervisory Board. | Yes | See our general comment. The Supervisory Board is not the managing board of the Plc. In accordance to the Company Act in case the proper function of the Company requires so, the termination of a Board of Directors |

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| | | | <p>member becomes effective at the earlier of 60 days following the termination notice or at the time when a new member is elected by the shareholders.</p> <p>The Board of Directors is obliged to convene an extraordinary general meeting if the number of supervisory board members reduces below 3.</p> |
| 6 | <p>At least two members of the Supervisory Board should meet the criteria of being independent from the company and entities with significant connections with the company. The independence criteria should be applied under Annex II to the <i>Commission Recommendation of 15 February 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board</i>. Irrespective of the provisions of point (b) of the said Annex, a person who is an employee of the company or an associated company cannot be deemed to meet the independence criteria described in the Annex. In addition, a relationship with a shareholder precluding the independence of a member of the Supervisory Board as understood in this rule is an actual and significant relationship with any shareholder who has the right to exercise at least 5% of all votes at the General Meeting.</p> | Yes | Please see Note of III./2. |
| 7 | [deleted] | | |
| 8 | <p>Annex I to the <i>Commission Recommendation of 15 February 2005 on the role of non-executive or supervisory directors...</i> should apply to the tasks and the operation of the committees of the Supervisory Board.</p> | Not applicable | <p>The remuneration committee is not committee of the Supervisory Board. At MOL the Board of Directors is the supreme management body which has a finance and risk management committee, a corporate governance and remuneration committee and a sustainable development committee. These committees report to the Board of Directors and make a summary report to the shareholders in the annual report. The Audit Committee is a committee of the Supervisory Board, and the members of the Audit Committee are independent.</p> |
| 9 | <p>Execution by the company of an agreement/transaction with a related entity which meets the conditions of section II.3 requires the approval of the Supervisory Board.</p> | Not applicable | <p>These transactions are approved by the Board of Directors, with the simultaneous notification to the chairman of the Supervisory Board.</p> |

IV. Best Practices of Shareholders

| | RECOMMENDATION | COMPLIANCE | NOTE |
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| 1 | Presence of representatives of the media should be allowed at General Meetings. | Yes | Representatives of the media shall be present on-line in a separated press room. |
| 2 | The rules of General Meetings should not restrict the participation of shareholders in General Meetings and the exercising of their rights. Amendments of the rules should take effect at the earliest as of the next General Meeting. | Yes | The rules of the General Meeting is regulated by the Articles of Association of MOL adopted by the shareholders. |
| 3 | [deleted] | | |
| 4 | A resolution of the General Meeting concerning an issue of shares with subscription rights should specify the issue price or the mechanism of setting it or obligate the competent body to set it before the date of subscription rights within a timeframe enabling an investment decision. | Yes | |
| 5 | Resolutions of the General Meeting should allow for a sufficient period of time between decisions causing specific corporate events and the date of setting the rights of shareholders pursuant to such events. | Yes | |
| 6 | The date of setting the right to dividend and the date of dividend payment should be set so to ensure the shortest possible period between them, in each case not longer than 15 business days. A longer period between these dates requires detailed grounds. | Yes | The dividend was paid on the starting day of dividend payment to those shareholders who had provided all the necessary information and documentation. Following this date, dividend is paid monthly to those shareholders providing the necessary documentation. |
| 7 | A resolution of the General Meeting concerning a conditional dividend payment may only contain such conditions whose potential fulfilment must take place before the date of setting the right to dividend. | Yes | |
| 8 | [deleted] | | |
| 9 | A resolution of the General Meeting to split the nominal value of shares should not set the new nominal value of the shares at a level which could result in a very low unit market value of the shares, which could consequently pose a threat to the correct and reliable valuation of the company listed on the Exchange. | Not applicable | Hungarian legislation does not set such an obligation, however the Company takes into consideration the fair valuation of stocks as primary interest of the Company. |
| 10 | A company should enable its shareholders to participate in a General Meeting using electronic communication means through: 1) real-life broadcast of General Meetings; 2) real-time bilateral communication where shareholders may take the floor during a General Meeting from a location other than the General Meeting; 3) exercise their right to vote during a General Meeting either in person or through a plenipotentiary. <i>This rule should be applied not later than 1 January 2013.</i> | No | Currently the participation on MOL General Meetings are feasible only personally. 3) On the other hand each shareholder can order proxy-card via internet prior the General Meeting and exercise their right to vote through a plenipotentiary without charge. |

Part b) Description of the procedures of General Meeting and its main powers and the rights of the shareholders and procedures of their execution

General Meeting and its main powers

The General Meeting is the supreme body of the Company consisting of the totality of shareholders. The General Meeting, as the main decision-making body, enables shareholders to make decisions on issues that are of a material nature concerning the operations of MOL Group, and to exercise effective governance and control rights.

The general meeting shall have the exclusive scope of authority and competence in the following matters:

- approval and modification of the Articles of Association, with the exceptions provided by law or these Articles of Association.
- save for the increase and conditional increase of the share capital by the Board of Directors the (conditional) increase of the share capital, in the event of capital increase through private placement resolved by the general meeting to assign or select person(s) and shareholder(s) who will have exclusive right to subscribe such shares;
- alteration of rights attached to series of shares, and transformation of share categories or classes;
- decision in respect of the transformation of the Company and its termination without legal successor as well as changing the operational form of the Company;
- decision on the election and dismissal of members of the Board of Directors, Supervisory Board and the auditors, including the decision on their remuneration;
- save for the approval of the interim balance sheet by the Board of Directors pursuant to the authorization granted in these Articles of Association, the approval of the interim balance sheet and annual financial reports (parent company and consolidated/aggregated report) prepared in accordance with the Accounting Act, including the decision on distribution of profit after taxation (determination of dividends);
- save for the decision to pay interim dividends based upon the authorization granted to the Board of Directors in these Articles of Association, decision to pay interim dividends;
- save for the conditional capital increase through issuance of convertible bonds within the competence of the Board of Directors, decision on issuance of convertible bonds or bonds with the right of subscription;
- decision on application for eventual withdrawal of shares from the stock exchange;
- approval of the by-laws of the Supervisory Board;
- save for the decision of the Board of Directors on the acquisition of treasury shares, decision on the acquisition of treasury share(s);
- decision on transferring control over the crude oil refineries of the Company located In Százhalombatta or Tiszaújváros;
- decision on the transfer of the Company's ownership interest in a subsidiary pursuing natural gas transport and system administration activity or the approval of the increase of the registered capital of such a subsidiary, in case the transfer or the capital increase would result that the voting rights attached to the Company's ownership interest in such subsidiary decreases below 25 % + 1 vote;
- approval, conditioned to the Company's profitability, of the incentive scheme for the members of the Board of Directors, based on the proposal of the Supervisory Board;
- in case of a decision of General Meeting on the capital increase against a provision of cash contribution, the exclusion of the shareholders' preference right to subscribe or take over the shares, based on the written proposal of the Board of Directors;
- unless otherwise provided by law, decision on the decrease of the share capital.
- decision on any matter, which, due to law, belongs to the exclusive scope of authority and competence of the general meeting.

Exercising the shareholders' rights, general meeting participation

Voting rights on the general meeting can be exercised based on the voting rights attached to shares held by the shareholders. Each "A" Series share entitles its holder to one vote. The actual voting power depends on how many shares are registered by the shareholders participating in the general meeting.

A condition of participation and voting at the general meeting for shareholders is that the holder of the share(s) shall be registered in the Share Register. The depositary shall be responsible for registering the shareholders in the Share Register pursuant to the instructions of such shareholders in line with the conditions set by the general meeting invitation. According to Article 8.6 of Articles of Associations: „Each shareholder – at the shareholder's identification related to the closing of the share registry prior to the next general meeting –, shall declare whether he, or he and any other shareholder belonging to the same shareholder group as specified in Articles 10.1.1 and 10.1.2 holds at least 2% of the Company's shares, together with the shares regarding which he asks for registration.” If the conditions described in the previous sentence are met, the shareholder requesting registration is obliged to declare the composition of the shareholder group taking into account Article 10.1.1 and 10.1.2.

Further, the shareholder shall, for the request of the Board of Directors, immediately identify the ultimate beneficial owner with respect to the shares owned by such shareholder. In case the shareholder fails to comply with the above request or in case there is a reasonable ground to assume that a shareholder made false representation to the Board of Directors, the shareholder's voting right shall be suspended and shall be prevented from exercising it until full compliance with said requirements.

According to Article 10.1.1 of Articles of Associations: „No shareholder or shareholder group (as defined below) may exercise more than 10% of the voting rights with the exception of the organization(s) acting at the Company's request as depository or custodian for the Company's shares or securities representing the Company's shares (the latter shall be exempted only insofar as the ultimate person or persons exercising the shareholder's rights represented by the shares and securities deposited with them do not fall within the limitations specified here below).”

In accordance with the Company Act the shareholders have the right to participate, to request information and to make remarks and proposals at the General Meeting. Shareholders are entitled to vote, if they hold shares with voting rights. The shareholders having at least one per cent of the voting rights may request the Board of Directors to add an item to the agenda of the General Meeting, and may submit resolution proposals with respect to the points of the agenda. The conditions to participate in the general meeting are published in the invitation to the general meeting. Invitations to the general meeting are published on company homepage according to the Articles of Association. The ordinary general meeting is usually held in late April, in line with the current regulations.

The ordinary general meeting, based on the proposal of Board of Directors approved by the Supervisory Board, shall have the authority to determine profit distribution, i.e. the amount of the profit after taxation to be reinvested into the Company and the amount to be paid out as dividends. Based upon the decision of the general meeting, dividend can be paid in a non-cash form as well.

The starting date for the payment of dividends shall be defined by the Board of Directors in such way as to ensure a period of at least 10 working days between the first publication date of such announcement and the initial date of dividend distribution. Only those shareholders are entitled to receive dividend, who are registered in the share register of the Company on the basis of shareholders identification executed on the date published by the Board of Directors in the announcement on the dividend payment. Such date relevant to the dividend payment determined by the Board of Directors may deviate from the date of the general meeting deciding on the payment of dividend.

Part c) Personal composition and procedures of the company's managing and supervisory bodies and their committees

Board of Directors

MOL's Board of Directors acts as the highest managing body of the Company and as such has collective responsibility for all corporate operations.

The Board's key activities are focused on achieving increasing shareholder value with considerations onto other stakeholders' interest; improving efficiency and profitability and ensuring transparency in corporate activities and sustainable operation. It also aims to ensure appropriate risk management, environmental protection and conditions for safety at work.

Given that MOL and its subsidiaries effectively operate as a single unit, the Board is also responsible for enforcing its aims and policies and for promoting the MOL culture throughout the entire Group.

The principles, policies and goals take account of the Board's specific and unique relationship with MOL's shareholders, the executive management and the Company. The composition of the Board reflects this with the majority (eight of eleven members) made up of non-executive directors. At present, 8 members of the Board of Directors qualify as independent on the basis of its own set of criteria (based on NYSE and EU recommendations) and the declaration of directors.

The members of the Board of Directors and their independence status (professional CVs of the members are available on corporate homepage):

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| Zsolt Hernádi, Chairman-CEO | non-independent |
| Dr. Sándor Csányi, Vice Chairman | independent |
| Mulham Al-Jarf | independent |
| Dr. Miklós Dobák | independent |
| Dr. Gábor Horváth | independent |
| Zsigmond Járai | independent |
| József Molnár | non-independent |
| Dr. László Parragh | independent |
| Iain Paterson | independent |
| Dr. Martin Roman | independent |
| Oszkár Világi* | non-independent |

*Before Oszkár Világi until 30 April 2011 György Mosonyi was the member of the Board of Directors.

Operation of the Board of Directors

The Board acts and makes resolutions as a collective body.

The Board adopted a set of rules (Charter) to govern its own activities when the company was founded in 1991; these rules were updated in October, 2010 to ensure continued adherence to best practice standards.

The Board Charter covers:

- scope of the authority and responsibilities of the Board,
- scope of the committees operated by the Board,
- the scope of the information required by the Board and the frequency of reports,
- main responsibilities of the Chairman and the Vice Chairman,
- order and preparation of Board meetings and the permanent items of the agenda, and
- decision-making mechanism and the manner in which the implementation of resolutions is monitored.

Members of the Board have signed a declaration on conflict of interest and they have reported their position as director in the Board to their employer or principal as regards other key management positions.

The Board of Directors prepares a formal evaluation of its own performance (the Committees evaluate their performance as well) and it reviews continuously its activity on a yearly basis.

Report of the Board of Directors on its 2011 activities

In 2011, the Board of Directors held 6 meetings with an average attendance rate of 85%. Alongside regular agenda items, such as reports by the Committees' chairmen on the activities pursued since the last Board meeting, update on key strategic issues or an overview of capital market developments, the Board of Directors also individually evaluates the performance of each of the company's business units.

The Board of Directors respectively paid highlighted attention to the follow-up of the industry macro trends, the treatment of the challenges driven by the external environment, the financial, operation and efficiency improvement challenges regarding INA consolidation and the strategy update process. MOL continuously adjusts its operation to the external environment and became more international, more efficient and more upstream driven in the recent years. Besides maintaining its strong financial position, MOL continued the key development projects, hereby established an outstanding position for the upturn period in each business division.

The Company's key task for the coming years is to maximize the value of its extended portfolio by harmonizing the operation and exploiting the synergies.

Committees of the Board of Directors

The Board operates committees to increase the efficiency of the Board's operations, and to provide the appropriate professional background for decision making. These Committees have the right to approve preliminary resolutions concerning issues specified in the Decision-making and Authorities List, which sets out the division of authority and responsibility between the Board and the executive management.

- The responsibilities of the Committees are determined by the Board of Directors.
- The Chairman of the Board of Directors may also request the Committees to perform certain tasks.

The members and chairs of the Committees are elected by the Board of Directors. The majority of the committee members is non-executive and independent.

The Board allocates responsibilities to the various Committees as follows:

Corporate Governance and Remuneration Committee:

Members and dates of appointment (professional backgrounds of members are available on company homepage):

- Dr. Sándor Csányi – Chairman, 17 November 2000
- Zsolt Hernádi, 8 September 2000
- Dr. Gábor Horváth, 8 September 2000
- Dr. Martin Roman, 29 April 2010
- Mulham Al-Jarf, 23 April 2008

Responsibilities:

- analysis and evaluation of the activities of the Board of Directors,
- issues related to Board/ Supervisory Board membership,
- promoting the relationship between shareholders and the Board,
- procedural and regulatory issues,
- reviewing corporate processes, procedures, organisational solutions and compensation and incentive systems and making recommendations on the introduction of best practice standards.

Finance and Risk Management Committee:

Members and dates of appointment (professional backgrounds of members are available on company homepage):

- Dr. Miklós Dobák – Chairman, 25 October 2002
- Zsigmond Járai, 29 April 2010
- Iain Paterson, 8 September 2000

Responsibilities:

- review of financial and related reports,
- monitoring the efficiency of the internal audit system,
- review of planning, scope and results of the audit,
- oversight of the risk management,
- monitoring the liquidity position of the Company, the financial and operational risks as well as the methodology and strategy of management thereof, review the operation of Enterprise Risk Management (ERM) system,
- ensuring the independence and objectivity of the external auditor.

Sustainable Development Committee:

Members and dates of appointment (professional backgrounds of members are available on company homepage):

- Dr. László Parragh, 29 April 2010
- Iain Paterson, 29 June 2006 *

The Chairman and the Deputy Chairman of the Supervisory Board are permanent invitees to the Sustainable Development Committee meetings.

* Chairman of the Committee as from 20 October, 2011.

Responsibilities:

- regularly review, evaluate and comment for the Board of Directors all proposals related to SD.
- monitor the development and implementation of all SD related policies (e.g. HSE, Code of Ethics, etc.) and discuss ethical issues
- supervise the progress on the strategic focus areas of SD in MOL Group
- request and discuss reports from business divisions and subsidiaries about their SD performance
- review sustainability related data and information of the external reports

Report of the Corporate Governance and Remuneration Committee on its 2011 activities

In 2011, the Corporate Governance and Remuneration Committee held 5 meetings with a 75% average attendance rate. In addition to the issues of corporate governance, remuneration and the composition of the management, the Committee discussed a number of key strategic and results-related topics prior to their presentation to the Board of Directors for discussion.

Report of the Finance and Risk Management Committee on its 2011 activities

In 2011, the Finance and Risk Management Committee held 5 meetings with a 100% average attendance rate. In addition to the regular items on the agenda, including the audit of all public financial reports, providing assistance with the auditor's work and the regular monitoring of internal audit, the Committee reviewed the major risk factors of the Company, considering the changed international financial position and the status reports on risk management actions attached to these factors.

Report of the Sustainable Development Committee on its 2011 activities

In 2011, the Sustainable Development Committee held 4 meetings with a 100% attendance rate. The Committee evaluated the accomplishment of the actions in 2011, formed opinion on Sustainable Development Report and decided on 2012 directions and targets. The Committee considered with highlighted attention the achieved results of the Dow Jones Sustainability Evaluation and reports of business units.

Relationship between the Board and the Executive Management

The governance of the Company is carried out in line with standardised corporate governance principles and practice, and, within its framework, the Board of Directors will meet its liabilities for the integrated corporate governance by defining the responsibilities and accountabilities of the Executive Board, established by the Board

and securing the corporate operative activities, operating and organisational procedures, as well as standardised system for target-setting, reporting and audit (performance control system and business control system).

A consistent document prescribes the distribution of decision-making authorities between the Board of Directors and the company's organisations, defining the key control points required for efficiently developing and operating MOL Group processes.

Control and management of MOL Group will be implemented through business and functional organisations. The Executive Board (hereinafter "EB") will be responsible for harmonising their activities.

The EB is a forum for decision preparation and its role is to provide a direct link between the Board of Directors and the Company's staff and at the same time canalize the matters submitted to the full Board. The EB renders preliminary opinions on certain proposals submitted to the Board, the EB is also responsible for the oversight of the execution of the Board's resolutions.

On the EB meetings each member has an obligation to express their opinion, on the basis of which final decision is made by the Chairman-CEO. In case of a difference of opinion between the Chairman-CEO, GCEO or GCFO, the decision shall be made by the Board of Directors.

The Executive Board (EB) members are:

| | |
|-----------------|--|
| Zsolt Hernádi | Chairman-CEO (C-CEO) |
| József Molnár | Group Chief Executive Officer (GCEO) |
| Zoltán Áldott | President of the Management Board, INA d.d. |
| Sándor Fasimon* | Executive Vice President, Exploration and Production |
| Ferenc Horváth | Executive Vice President, Downstream |
| József Simola | Group Chief Financial Officer (GCFO) |
| Oszkár Világi | Chief Executive Officer, Slovnaft a.s. |

* From 1st June, 2011.

In 2011, the Executive Board held 45 meetings and discussed 10 issues on a meeting on average.

Incentives provided for Board of Directors

To ensure uniformity and transparency, in addition to fixed remuneration, MOL operates an incentive scheme for directors, which supports commitment of the participants and by taking the Company's profitability into consideration can ensure that the interests of the participants in the compensation program can coincide with those of the shareholders.

The basis of the incentive scheme for directors was approved by the Annual General Meeting (AGM) on 23rd April 2008 and effective from year 2009.

Elements of the incentive scheme:

- **Profit sharing incentive system (based on value added methodology)**

From January 2009, a value added, profit sharing incentive system provides the long term incentive system of the Board of Directors.

The annual incentive of the Board Members will be determined according to an economic value added methodology. The Economic Value Added will recognize performance as a result on top of the cost of capital invested.

According to the resolution of the General Meeting held on 28 April 2011, the gross amount of the incentive calculated for each Board member should be determined considering that it shall result the same net amount for all Board members in compliance with the relevant Hungarian tax and social insurance regulations and the treaties on the avoidance of double taxation and on social insurance.

The incentive will consist of two parts: an absolute part (recognizing the performance only of the given year) and an incremental part (recognizing the performance of the given year compared to the average of the previous years).

The profit sharing based incentive system supports the commitment of the participants, thus the methodology will reward the Board Members for increasing shareholder value on long-term and as a sustainable improvement.

The incentive system applies to non-executive and executive Board members as well.

- **Fixed remuneration:** In addition to the Profit sharing incentive as of 1st January 2009, the Board of Directors are provided with the following fixed net remuneration, following each AGM:

| | |
|----------------------------|-----------------|
| Directors | 25,000 EUR/year |
| Chairmen of the Committees | 31,250 EUR/year |

Other benefits

Directors who are not Hungarian citizens and do not have a permanent address in Hungary are provided with gross 1,500 EUR for each Board or Committee meeting (maximum 15 times) they travel to Hungary for.

Other non-financial benefits include travel- and liability insurance.

Incentive system for the top management

The incentive system for the top management in 2011 included the following elements:

1. Incentive (bonus)

The maximum bonus amount is 60-100% of the annual base salary, paid in cash on the basis of the evaluation following the AGM. The elements of the incentive system include:

- a) Corporate (EBITDA) and division level key financial indicators (e.g. EBIT, EBITDA, ROACE, lost time injury frequency, CAPEX efficiency, operating cost, etc.).
- b) Particular individual targets related to the responsibilities of the particular manager in the given year.

2. Complex long term managerial incentive system

The complex long term managerial system which changes and supplements the previous, solely stock option based system, has been implemented uniformly in the Company as of 1st January 2010.

Purpose of the new incentive system is the implementation of a new and outstanding, long-term incentive system for top managers which corresponds to the incentive system of the members of the Board of Directors and keeps management's long term interest in the increase of the MOL stock price.

Two incentives employed parallel in the new system:

50% Incentive based on option + 50% Profit-sharing incentive

Main characteristics of the two incentives:

a) Incentive stock option

Purpose of the incentive: to create the long-term interest of MOL Group management in the increase of MOL stock price. The incentive stock option is a material incentive disbursed in cash, calculated based on call options concerning MOL shares; it is determined as a gross benefit. Cycle time: 5 year periods (2 year long waiting period and 3 year long redemption period) starting annually.

b) Profit sharing incentive

The Profit-sharing incentive incites the long-term, sustainable increase of profitability, based on the value added methodology, thus ensuring that the interest of the participants of the incentive system corresponds with that of shareholders of MOL Plc .

The Profit-sharing incentive is a cash-paid annual gross bonus calculated on the basis of the increase of the value added. (Value added: recognizes a profit performance generated on top of the cost of capital invested).

Since the base of the determination of one unit of the profit-sharing incentive for the given year is the audited financial statement for the given year approved by the AGM (MOL Plc.), the incentive should be disbursed following the AGM (MOL Plc.) summoned to close the given year .

Other Fringe Benefits

These include company cars (also used for private purposes), life insurance, accident insurance, travel insurance, liability insurance, and an annual medical check up.

Supervisory Board

The Supervisory Board is responsible for monitoring and supervising the Board of Directors on behalf of the shareholders (General Meeting). In accordance with MOL's Articles of Association, the maximum number of members is nine (present membership is nine). In accordance with Company Act, 1/3 of the members shall be representatives of the employees, accordingly three members of the MOL Supervisory Board are employee representatives with the other six external persons appointed by the shareholders.

The members of the Supervisory Board and their independence status:

| | |
|------------------------------------|---|
| György Mosonyi, Chairman* | non-independent |
| John I. Charody | independent |
| Dr. Attila Chikán, Deputy Chairman | independent |
| Slavomír Hatina | independent |
| Attila Juhász | non-independent (employee representative) |
| Sándor Lámfalussy Prof | independent |
| József Kohán | non-independent (employee representative) |
| Dr. Sándor Puskás* | non-independent (employee representative) |
| István Töröcskei | independent |

* Before György Mosonyi until 30 April 2011 Dr. Mihály Kupa was the Chairman of the Supervisory Board. Before Dr. Sándor Puskás until 30 April 2011 Lajos Benedek was the member of the Supervisory Board.

The Chairman of the Supervisory Board will be the permanent invitee to the meetings of the Board of Directors and the Finance and Risk Management Committee.

Regular agenda points of the Supervisory Board include the quarterly report of the Board of Directors on company's operations and the reports of Internal Audit and Corporate Security and besides it is informed and is kept updated on other relevant issues, topics as well. In addition, the Supervisory Board reviews the proposals for the Annual General Meeting. The Supervisory Board reviews its annual activity during the year.

In 2011 the Supervisory Board held 5 meetings with an 89% attendance rate.

Remuneration of the members of the Supervisory Board

The General Meeting held on April 27, 2005 approved the remuneration scheme for the Supervisory Board. Under this scheme, the members of the Supervisory Board receive remuneration of EUR 3,000/month, while the Chairman of the Supervisory Board receives remuneration of EUR 4,000/month. In addition to this monthly fee, the Chairman of the Supervisory Board is entitled to receive gross EUR 1,500 for participation in each Board of Directors or Board Committee meeting, up to 15 times per annum. Besides the monthly remuneration the Chairman of the Supervisory Board as well as all members are entitled to receive further EUR 1,500 for each extraordinary meeting that is held in addition to the ordinary annual meetings that are in the schedule. This remuneration is given maximum two times a year.

The members of the Supervisory Board are entitled to receive further non-financial benefits, including travel- and liability insurance.

Audit Committee

In 2006, the general meeting appointed the Audit Committee comprised of independent members of the Supervisory Board. The Audit Committee strengthens the independent control over the financial and accounting

policy of the Company. The independent Audit Committee's responsibilities include the following activities among others:

- providing opinion on the report as prescribed by the Accounting Act,
- proposal for the auditor and its remuneration,
- preparation of the agreement with the auditor,
- monitoring the compliance of the conflict of interest rules and professional requirements applicable to the auditor, co-operation with the auditor, and proposal to the Board of Directors or to the Supervisory Board on measures to be taken, if necessary,
- evaluation of the operation of the financial reporting system, proposal on necessary measures to be taken, and
- providing assistance to the operation of the Supervisory Board for the sake of supervision of the financial reporting system.

Members of the Audit Committee and dates of appointment (professional backgrounds of members are available on company homepage):

- John I. Charody, 27 April, 2006
- Dr. Attila Chikán 27 April, 2006
- István Töröcskei 1 May, 2011*

* Before István Töröcskei until 30 April 2011 Dr. Mihály Kupa was the member of the Audit Committee.

and in case of long-term incapacitation of any of the permanent members, Sándor Lámfalussy Prof.

Report of the Audit Committee on its 2011 activities

In 2011, the Audit Committee held 5 meetings with an 90% average attendance rate. In addition to the regular items on the agenda, including the audit of all public financial reports, providing assistance with the auditor's work and the regular monitoring of Internal Audit, the Committee reviewed the major risk factors of the Company, considering the changed international financial position and the status reports on risk management actions attached to these factors. The Committee continuously monitored the Company's financial position in particular with regard to the impacts caused by the crisis. The Committee reviewed the materials of the Annual General Meeting (i.e. financial reports, statements of the Auditor).

Part d) Description of the basic features of the company's internal control and risk management systems related to the process of preparing financial statements

Integrated corporate risk management function

It is an accentuated aim for Risk Management to deal with all of the external challenges in order to support the stable and sustainable financial position of MOL. It is a necessity to have an effective and comprehensive risk management as a prerequisite tool of good corporate governance. MOL Group can state that it has developed risk management function as an integral part of its corporate governance structure. This was repeatedly confirmed by SAM Research AG in its 2011 benchmarking report for Dow Jones Sustainability Index that ranked MOL's risk management as one of the best in class with 94% performance, 30 percentage points above the sector's average. This underlines MOL's well-defined responsibility for risk and crisis management, our extensive risk definitions, the applications of risk mapping, quantification, stress testing and sensitivity analysis for all financial and non-financial risks and our well-defined risk response strategy.

Multi-pillar system for managing a broad variety of risks

Incorporation of the broadest variety of risks into one long-term, comprehensive and dynamic system is arranged by **Enterprise Risk Management (ERM)** on group level for all division. ERM integrates financial and operational risks along with a wide range of strategic and compliance risks and also takes into account the potential reputation effects of events. Following identification, different classes of risks are quantified using a unified methodology. The time horizon of the model emphasises long term view (according to strategic horizons): up to 10 years and even beyond, when analysing the variability of net present values. The ERM process identifies the most significant risks to the performance of the company (both on divisional and on group levels) and calls for a decision to be made regarding which risks should be retained and which should be mitigated and how. The main risk drivers of the Group are the following:

- **Commodity price risk:** MOL is exposed to commodity price risk on both the purchasing side and the sales side. The main commodity risks stem from long crude oil position to the extent of its group level production, long refinery margin position to the extent of the refined product volumes and long petrochemical margin position. Investors buying oil companies' share are generally willing to take the risk of oil business so commodity price risk should not be fully eliminated from the cash flow. However, commodity hedge deals might need to be considered to eliminate risks other than 'business as usual' risks or general market price volatility.
- **Foreign Exchange (FX) risk:** Business operation is economically driven mainly by USD. The overall operating cash flow exposure of the Group is net long USD, EUR, RON, and net short HUF, HRK, RUB from economic point of view. According to MOL's current FX risk management policy the long FX exposures of the operating cash flow are decreased by the short financing cash flow exposures.
- **Regulatory risk:** Due to the economic crisis the risk of potential government actions increased as well as potential impact of such decisions.
- **Country risk:** The internationally extending portfolio requires the proper management of country risk exposures. Country exposures are monitored on a regular basis in order to enhance the diversification effect in the investment portfolio.
- **Drilling risks:** The uncertainty related to drilling success is a typical business risk in the exploration activity.
- **Equipment breakdown:** Due to the high asset concentration in Downstream business it is a significant risk driver. The potential negative effects are mitigated by the insurance management program.
- **Market demand uncertainties:** External factors like drop in market demand can affect MOL's results negatively.
- **Reputation risk:** Reputation of energy industry players has been in the focus of media for the past years due to extreme negative events (e.g. BP oil spill, Fukushima nuclear accident). MOL as a major market player in the region operates under special attention from stakeholders.

Generally, the risks are aggregated, measured and mitigated at group level in order to take into consideration the portfolio effects and to optimize the Group's financial performance. Some of the risks are managed centrally, while some are dealt with the divisions, overseen by nominated risk owners. Risk Management regularly controls the realization of these risk mitigation actions – in a form of quarterly required reports from the risk owners.

Main risk management tools

To ensure the profitability and the financial stability of the Group **Financial Risk Management (FRM)** as part of the ERM is in place in order to handle short-term, market related risks. Commodity price, FX and interest rate risks are measured by using a complex model based on Monte Carlo simulation (which takes into account portfolio effects as well) and are managed – if necessary - with risk mitigation tools (such as swaps, forwards and options). This function concentrates on a 12-month time horizon. Reports on compliance with limits linked to

strategic and financial objectives of the Group are compiled for the senior management on a monthly basis whereby mitigation action plans are proposed by Risk Management on an ad-hoc basis when required.

Transferring of excess operational risks is done by **Insurance Management (IM)**. It means purchase of insurance, which is an important risk mitigation tool used to cover the most relevant operational and liability exposures. The major insurance types are: Property Damage, Business Interruption, Liability, and Control of Well Insurance. Due to the peculiarity of the insurance business major tasks of this function are set around a yearly cycle (i.e. annual renewal of most insurance programs). Since insurance is managed through a joint program for the whole Group (including MOL, INA, Slovnaft, TVK, IES and Slovnaft Petrochemicals), MOL Group is able to exploit considerable synergy effects.

Business Continuity Management (BCM) is the process of preparing for unexpected disruptions that have low probability for occurrence but high impact. Crisis Management (CM) processes, Incident Management, Disaster Recovery, Business Continuity Plans (BCP) and other risk control programs (like regular engineering reviews) are crucial in such a business like MOL Group's where operational risk exposure is significant as a result of the chemical and physical processes underlying most of the operations. The quality of both BCP and CM is often measured in financial terms when dealing with insurance agencies during annual renewals, and consequently may result in decreasing insurance premiums. The Business Continuity Management covers the whole operation of the company, and ensures the proper management of crisis events with multi-divisional cooperation.

Valuable synergies can be exploited when risk is approached in a comprehensive way

The existence of an integrated risk management function enables MOL to exploit the synergies between the above detailed pillars of risk management. The methodology and input sources of modelling financial risks are applied in ERM as well. Similarly, the accumulated information on operational risks gained through managing insurances is also an important factor in the ERM development. The results of ERM on operational risks (i.e. the impact hierarchy of operational risks) can give a better direction to insurance management by highlighting which are those areas that shall be covered by insurance as a must and which are those where further analysis is required to make decisions on how to manage the related risks. Both ERM and insurance management produce inputs to BCM as a priority list of key areas to focus on. BCM and IM have anyway strong relationship as they both deal with operational risk management. For example an effective BCM can reduce the exposure of MOL Group for business interruption risk and hence reduces the extent of insurance coverage to be bought. Risk awareness culture across the whole organization had already been enhanced as well, especially via the group-wide involvement of the Group's divisions and units during ERM and BCM processes.

Decision making support of capital allocation

The role of ERM is not just to provide information on which the most imperative risks are that MOL Group faces with, but to enable top management and the Board of Directors to make more educated decisions on investments, taking into consideration the risk profile of each project as well. In order to serve this purpose Group Risk Management is involved in the evaluation of each major project and potential acquisitions and divestitures through the utilization of its ERM capabilities to provide opinion on capital allocation and financing headroom. Potential effects on the risk profile of the Group are analysed whether the acquisition/divestment ensures the attainability of the target risk-return profile while keeping the riskiness of the Group in line with its risk-appetite.

External auditors

The MOL Group was audited by Ernst & Young in both 2011 and 2010, excluding INA Group and Energopetrol (audited by Deloitte in both years) and the operating company of the Fedorovsky Block (audited by PricewaterhouseCoopers, in 2010). Within the framework of the audit contract, Ernst & Young performs an audit of statutory financial statements, including interim financial statements of MOL Plc. prepared in accordance with Law C of 2000 on Accounting and the consolidated annual financial statements prepared in accordance with International Financial Reporting Standards (IFRS). Audits of the above mentioned financial statements are carried out in accordance with the Hungarian National Standards on Auditing, the International Standards on Auditing (ISA), the provisions of Accounting Law and other relevant regulations. The auditors ensure the continuity of the audit by scheduling regular on-site reviews during the year, participating in the meetings of MOL's governing bodies and through other forms of consultation. The auditors also review the stock exchange reports issued quarterly; however they do not perform an audit of or issue any opinion on such reports. Ernst & Young also provided other services to MOL Plc. Summary of the fees paid to them in 2011 and 2010 are as follows (HUF mn):

| | 2011 | 2010 |
|--|------|------|
| Audit fee for MOL plc (including audit fee for interim financial statements) | 156 | 156 |
| Audit fee for subsidiaries | 427 | 427 |
| Other non-audit services | 22 | 73 |

| | | |
|-----------------------|-----|-----|
| Tax advisory services | 112 | 90 |
| Total | 717 | 746 |

Other non-audit services in 2010 included primarily the comfort letter issued with respect to the issuance of MOL's EUR 750M bond and various due diligence and valuation services. The Board of Directors does not believe that non-audit services provided by Ernst & Young compromised their independence as auditors.

Budapest, 21 March, 2012

József Molnár
Member of the Board of Directors

Dr. Miklós Dobák
Member of the Board of Directors