Remuneration paid in 2013 to the members of MOL Plc. Board of Directors after the 2012 business year and to the members of the Supervisory Board after the 2013 business year as cash and non-cash benefit

	Members of the Board of Directors	Annual remuneration (gross, HUF)	Share allowance (Nr of shares)	Cash allowance related to share allowance
1	Dr. Csányi Sándor	13 759 328	1500	12 262 484
2	Dr. Dobák Miklós	13 759 328	1200	9 809 987
3	Dr. Horváth Gábor	11 007 463	1200	9 809 987
4	Hernádi Zsolt	11 007 463	1200	9 809 987
5	Molnár József	11 007 463	1200	9 809 987
6	Mulham Al-Jarf	9 656 152	1200	3 793 761
7	Iain Paterson	23 483 280	1200	18 568 751
8	Dr. Világi Oszkár	8 779 762	1200	3 793 761
9	Dr. Martin Roman	12 339 727	1200	3 793 761
10	Járai Zsigmond	11 007 463	1200	9 809 987
11	Dr. Parragh László	11 007 463	1200	9 809 987
	Sum BoD	**136 814 892**	**13 500**	**101 072 440**

	Members of the Supervisory Board	Annual remuneration (gross, HUF)
1	Mosonyi György	21 034 279
2	Dr.Chikán Attila	14 729 910
3	John I. Charody	10 695 540
4	Slavomír Hatina	10 685 100
5	Dr. Puskás Sándor	5 347 770
6	Töröcskei István	10 685 540
7	Hegedűs Andrea	5 347 770
8	Juhász Attila	5 347 770
9	Primorac Zarko Phd	10 876 921
	Sum (SB)	**94 751 600**

Note:
Amounts paid to the members differ because of the different applicable conditions of taxation, in addition to the consequences of the below provisions.

Annual remuneration for the members of the Board of Directors

As of January 1, 2009, the members of the Board of Directors have been entitled to the following fixed net remuneration after each AGM:

Members of the Board of Directors	**25,000 EUR/year**
Chairmen of the Committees	**31,250 EUR/year**

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) when they travel to Hungary.

Incentive based on share allowance

From January 2012, the Profit Sharing Incentive Plan based on the value added method, has been replaced by the incentive based on share allowances as long-term incentive for the members of the Board of Directors. Shares are granted first from Y2013.

The aim of the new share based incentive is to ensure the interest of the long-term stock price growth and maintain motivation in addition to the dividend payment for which 1 year retention obligation (restraint on alienation) has been also determined for 2/3 of the shares (the retention obligation terminates at the date of the expiration of the mandate).

The incentive consists of two parts: share allowance and cash allowance related thereto.

Share allowance

Number of shares:

for the the Members of the Board of Directors:	100 pieces of „A" series of MOL ordinary shares per month
for the the Chairman of the Board of Directors:	additional 25 pieces of „A" series of MOL ordinary shares per month

(If the Chairman is not a non-executive director, the deputy chairman (who is non-executive) is entitled to this extra remuneration (25 pieces/month).)

The share allowance is provided once a year, within 30 days after the Annual General Meeting closing the given business year.

Cash allowance

The incentive based on share allowance is a net incentive, which means that the Company ensures to pay the taxes, contributions and other payables incurred upon acquisition of the shares in line with the relevant and effective laws. Such cash-based coverage of taxes and contributions does not include any further tax(es) or cost(s) incurred in relation with exercising rights attached to the shares or disposal of the shares (e.g. dividend tax, income tax); these shall be borne by the respective members of the Board of Directors. In line with these, there is a cash allowance part of the incentive system. Rate of the cash allowance is the gross value of taxes, contributions and other payables incurred upon acquisition of the shares in line with the relevant and effective laws, including also the tax difference and contributions incurring in the country of tax-residence in case of non-Hungarian members of the Board of Directors.

Remuneration of the members of the Supervisory Board

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. The Chairman of the Audit Committee is entitled to receive gross **EUR 1,500** for participation in each Board of Directors meeting, up to 15 times per annum.

Besides the monthly remuneration both the Chairman and the members of the Supervisory Board are entitled to receive further **EUR 1,500** for each extraordinary meeting that is held in addition to the scheduled annual meetings. This remuneration is provided maximum two times a year.

The employee representatives of the Supervisory Board signed away half of their remuneration.

The members of the Board of Directors and the Supervisory Board are entitled to receive **further non-financial benefits**, including life&accident (75 000 HUF/person/year), travel (13 500 HUF/person/year) insurance.

Besides, as a non-financial benefit an annual health screening (84 000 HUF/person/year) and an exclusive healthcare package (355 000 HUF/person/year) is available for the members of the Board of Directors and the Supervisory Board.