

**Rules for provision of non-claim perquisites
to members of the Supervisory Board of Telefónica Czech Republic, a.s.**

Telefónica Czech Republic, a.s. (hereinafter the “Company”) provides to members of the Supervisory Board the following non-claim perquisites for the purposes of exercise of duties resulting from the discharge of the office of the members based upon their individual requests:

- 1. The Company’s voice and data services and products for business and private purposes (except for private entrepreneurial activities) under terms and conditions valid for the Company’s employees within the category Senior Management**
- 2. Communication and information technology including accessories for business and private purposes (except for private entrepreneurial activities) to the maximum amount of CZK 90,000**
- 3. Liability insurance for damages related to performance of the office**
- 4. Health care (only for the Supervisory Board members elected by employees of the Company)**
 - Chairman and Vice-Chairmen – in the scope of the “gold card“ provided by the company Santé s.r.o.
 - members – in the scope of the “bronze card“ provided by the company Santé s.r.o.

The amount to be paid by the Company for the calendar year for liability insurance of Supervisory Board members (aggregate annual insurance) shall be proportionately divided among the members in the following way: each insured person shall receive a proportionate amount of annual insurance which will be determined inter alia by taking into account the number of the Supervisory Board members and the period for which the relevant member performed his/her office in the year in question; the aggregate annual insurance premium must be calculated in accordance with standard procedures applicable in the insurance industry.

The organization of rendering the perquisites on the basis of these Rules shall be procured by the Company’s Secretary.