

## **Description of the remuneration and the remuneration system for the Supervisory Board members (agenda item 8)**

### **1. Excerpt from United Internet AG's Articles of Association**

#### **Section 13 Remuneration**

- (1) In addition to the reimbursement of their cash expenses, the members of the Supervisory Board shall receive remuneration as determined by the Annual Shareholders' Meeting.
- (2) The members of the Supervisory Board shall be reimbursed for value added tax.

### **2. Description of the remuneration system for the Supervisory Board beginning in fiscal year 2022 including the information pursuant to Sections 113 (3) Sentence 3, 87a (1) Sentence 2 AktG**

The remuneration system for the Supervisory Board members is governed by the legal requirements and takes into account the provisions of the German Corporate Governance Code.

The members of the Supervisory Board are to continue to receive fixed remuneration, plus attendance fees, without any variable or share-based remuneration. The payment of fixed remuneration is consistent with established and widespread practice at other listed companies and has proven successful. The Management Board and the Supervisory Board believe that fixed remuneration for the Supervisory Board members is best suited to bolster the independence of the Supervisory Board and for it to observe its advisory and supervisory function, which is to be fulfilled irrespective of the Company's success. Fixed remuneration for supervisory board members is also advised in suggestion G.18 Sentence 1 GCGC.

The members of the Supervisory Board receive fixed annual remuneration in the amount of EUR 30,000.00. In accordance with recommendation G.17 GCGC, the remuneration of the chairman of the Supervisory Board and of the deputy chairman of the Supervisory Board is greater on account of the larger time commitment. The fixed annual remuneration for the chairman of the Supervisory Board is EUR 120,000.00 and for his deputy, it is EUR 45,000. The Company shall support the members of the Supervisory Board in participating in necessary further and advanced training for their activities on the Supervisory Board and the audit and risk committee and shall also bear – to a reasonable extent – the costs incurred in this regard. Furthermore, in accordance with recommendation G.17 GCGC, the chairman of the audit and risk committee shall additionally receive EUR 65,000.00 annually; each other member of the audit and risk committee shall additionally receive EUR 25,000.00 annually.

Supervisory Board members who are members of the Supervisory Board or of the audit and risk committee only for a part of a fiscal year shall receive a lower amount of remuneration on a pro rata temporis basis for each month that begins.

In addition, each member of the Supervisory Board and each member of the audit and risk committee shall receive an attendance fee of EUR 1,500.00 for each time they attend Supervisory Board meetings or audit and risk committee meetings that are held with the members being physically present. Where meetings of the Supervisory Board or audit and risk committee are not held in person but virtually (in particular, if a meeting is conducted only by telephone or only via videoconference), the members of the Supervisory Board or the audit and risk committee shall receive no attendance fee if the meeting lasted no more than one hour. Members who do not personally attend in-person Supervisory Board or audit and risk committee meetings (e.g., by participating via telephone or videoconference) shall in any event only receive 25% of the attendance fee; participating solely by submitting a voting rights message does not result in a claim to receive an attendance fee.

The total remuneration shall be due after expiration of a fiscal year. Expenses are reimbursed immediately. In addition, the remuneration shall be increased by any value added tax.