

Description of the remuneration and the remuneration system for the Supervisory Board members

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 2021 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 20,000.00. 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 30,000.00 and for his deputy, it is EUR 22,500. Furthermore, in accordance with recommendation G.17 GCGC, the chairman of the audit and risk committee shall additionally receive EUR 20,000.00 annually; each other member of the audit and risk committee shall additionally receive EUR 15,000.00 annually. The Company shall support the members of the audit and risk committee in participating in necessary further and advanced training and shall also bear – to a reasonable extent – the costs incurred in this regard.

In addition to the remuneration set out above, the chairman of the audit and risk committee shall receive further remuneration of up to EUR 15,000.00 per fiscal year that may be used for the commissioning of auditors and/or tax advisors whose support the chairman requires in performing his functions as

chairman of the audit and risk committee provided that such support cannot be rendered primarily by utilizing the resources and advisory services available to the Company.

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 shall receive an attendance fee of EUR 1,000.00 for each time they attend Supervisory Board meetings that are held with the members being physically present. Where meetings of the Supervisory Board 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 shall receive (x) no attendance fee if the meeting lasted no more than one hour; (y) half the amount of the attendance fee if the meeting lasted for more than one hour but no more than two hours and (z) the full attendance fee if the meeting lasted for two hours or more. Members who do not personally attend in-person Supervisory Board 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. An attendance fee is not granted for participating in meetings of the audit and risk committee. The additional annual remuneration constitutes compensation for participating in meetings of the audit and risk committee.

The total remuneration shall be due after expiration of a fiscal year. Expenses are reimbursed immediately. In addition, the Supervisory Board members shall be reimbursed for value added tax.