

## **Compensation of the Supervisory Board**

The Members of the Supervisory Board receive for their service a compensation that is stipulated in the articles of association of ARBOmedia AG.

The articles of association of ARBOmedia AG provide a compensation for the Members of the Supervisory Board which consists of a fixed as well as a variable part:

The Members of the Supervisory Board receive for the participation on a Supervisory Board Meeting as fixed compensation, additional to their reimbursement of out-of-pocket expenses, a remuneration for each meeting-day whereas the Chairman of the Supervisory Board receives twice this amount and the Vice-Chairman one and a half of it.

As variable and success-oriented part of the compensation the articles of association of ARBOmedia AG provide that the Members of the Supervisory Board will get a profit sharing that is oriented on the consolidated EBITDA of the respective year and that will be payable after the approving of the respective consolidated annual accounts.