

Remuneration policy of the Supervisory Board of Funcom N.V.

The proposed remuneration policy for the Supervisory Board was accepted by the Supervisory Board in the March 21, 2007 meeting, and was adopted by the Annual General Meeting on 14 June 2007.

Introduction

The Supervisory Board accepts the proposed remuneration policy for the Supervisory Board, based on the recommendations of the Remuneration Committee. The suggested remuneration policy shall be presented for approval by the General Meeting of Shareholders.

Remuneration principles

The remuneration policy should make it possible to attract and recruit the right people for the Supervisory Board of Funcom N.V., who possess qualities as listed in the Supervisory Board Profile.

The policy should encourage and motivate the Supervisory Board to focus on a strong market position of the Company, financial results and shareholder value creation as well as providing the members of the Supervisory Board with incentives to achieve long-term growth objectives.

The total remuneration packages should aim to be competitive and in line with current international market practice for Supervisory Board members of comparable companies, taking into account both size and business complexity.

The Remuneration Committee will regularly assess the remuneration package to assure itself that the package meets the defined remuneration principles in terms of both structure and level.

Remuneration package of the Supervisory Board

The total remuneration of the Supervisory Board consists of the following elements:

- a A fixed element: annual compensation.
- b A variable element: options.

a Annual compensation

The annual fixed compensation is in principle in line with current market practice, as described above. A yearly evaluation will be performed by the Remuneration Committee, with accordingly adjustments of the annual fixed compensation level. Conformity with current market practice will also be a guideline.

b Variable remuneration: Option and bonus plan

The company has reserved the right to grant share options to members of the Supervisory Board. The company views share options as an important tool for remuneration of Board members eg to enable a board composition which reflects the global nature of its business. There will be a yearly evaluation regarding suggested allocation options to members of the supervisory Board

Allocation of options to the Supervisory Board requires approval by the Annual General Meeting.

The Supervisory Board may not participate in any employee bonus program of the Company