

## FLOW TRADERS REMUNERATION POLICY FOR THE SUPERVISORY BOARD

### 1) Prior changes and amendments

In case the Remuneration Policy is amended, **Annex I** to the Remuneration Policy will contain a description and explanation of (i) important changes to the Remuneration Policy, and (ii) the manner in which the shareholders' votes and views on the Remuneration Policy and the remuneration reports have been taken into account since the previous vote on the Remuneration Policy at the AGM (as defined below).

### 2) Scope and definitions

#### Scope

This Remuneration Policy sets out the policies and procedures, which shall be applied by Flow Traders with respect to the remuneration of members of its Supervisory Board for 2020 onwards. Ongoing compliance with applicable laws and regulations will be reviewed on an annual basis.

#### Definitions

**AGM** means Annual General Meeting;

**DCC** means the Dutch Civil Code;

**Flow Traders** means Flow Traders B.V. and Flow Traders N.V. and is also referred to as the **Company**;

### 3) Remuneration philosophy and compensation structure

#### Philosophy

The Remuneration Policy ensures that the remuneration of the Supervisory Board members is appropriate to the size and organisation of Flow Traders, the nature, scope and complexity of Flow Traders' activities as well as the responsibilities of the role and the time spent. The Company's remuneration practices have been built on, and are driven by, a gender-neutral approach.

Given the nature of the responsibilities of the Supervisory Board as an independent body, remuneration of the members of the Supervisory Board is not tied to the performance of the Company.

#### Compensation structure

The remuneration of the members of the Supervisory Board consists of a fixed fee. The fixed remuneration is higher for the Chair than for other members of the Supervisory Board, given the greater time commitment and enhanced level of responsibilities.

The current Supervisory Board fees (on an annual basis) are as follows:

Chair of the Supervisory Board:	EUR 75.000,-
Member of the Supervisory Board:	EUR 50.000,-

Members of the Supervisory Board do not receive variable remuneration. Also, Flow Traders does not grant any share-based remuneration, personal loans, guarantees or the like to the members of the Supervisory Board as part of their compensation package.

Supervisory Board members are compensated for expenses, based on actual costs incurred.

#### 4) Term

Appointments of members of the Supervisory Board are for a fixed term of maximum 4 years, after which reappointment is possible. Members of the Supervisory Board shall resign in accordance with the rotation schedule, as published on the website of the Company. No notice period or termination fees are applicable.

#### 5) Governance

The fixed fee for Supervisory Board members is reviewed once every four years, based on relevant market benchmarks. This remuneration policy may only be amended by the General Meeting of Shareholders pursuant to a proposal of the Supervisory Board. The Remuneration and Appointment Committee supports the Supervisory Board in this area.

ANNEX I

Prior changes and amendments

Currently not applicable.

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