

REMUNERATION SYSTEM FOR THE MEMBERS OF THE SUPERVISORY BOARD

a) Statutory regulation

The remuneration of the members of the Supervisory Board, which is based on the remuneration system described below under c), is regulated in Section 14 of the Articles of Association of flatexDEGIRO AG. This was last amended by the resolution of the Annual General Meeting on 05 July 2017 and currently reads as follows:

Section 14 Remuneration

- (1) Each member of the Supervisory Board receives an annual fixed remuneration. The respective amount of fixed remuneration for Supervisory Board members is determined by the Annual General Meeting. The most recently resolved remuneration shall remain valid until the Annual General Meeting resolves an amended remuneration.
- (2) The remuneration is payable after the end of a financial year on the day after the Annual General Meeting at which the actions of the members of the Supervisory Board were approved.
- (3) Supervisory Board members who have only belonged to the Supervisory Board for part of the financial year shall receive one twelfth of the remuneration for each month of service.
- (4) The company may take out directors' and officers' liability insurance (D&O insurance) in favour of the members of the Supervisory Board with a standard market sum insured in an appropriate amount or include the members of the Supervisory Board in such insurance, which covers the liability of the members of the Supervisory Board arising from their Supervisory Board activities. The company bears the total insurance premiums and taxes for such insurance attributable to the members of the Supervisory Board.
- (5) The company shall reimburse the members of the Supervisory Board for the value added tax payable on their remuneration and the necessary expenses.'

b) Determination of remuneration by the Annual General Meeting on 02 June 2025

Under agenda item 10 of the Annual General Meeting on 02 June 2025, the Management Board and Supervisory Board propose that the remuneration of the members of the Supervisory Board for the 2025 financial year and subsequent financial years be set as follows:

"For the 2025 financial year and subsequent financial years, the members of the Supervisory Board shall receive the following remuneration until the Annual General Meeting determines a different remuneration:

- (1) Each member of the Supervisory Board receives an annual fixed remuneration of EUR 50,000.00. In addition to the remuneration in accordance with sentence 1 above, the Chairman of the Supervisory Board receives EUR 50,000.00 and his deputy EUR 25,000.00.
- (2) For their work on a Supervisory Board committee that meets at least once per calendar year, each committee member also receives fixed annual remuneration of EUR 5,000.00 and the chairman of the respective committee receives double this amount. By way of derogation from sentence 1 above, each member of the Joint Risk and Audit Committee shall receive additional annual fixed remuneration of EUR 15,000.00 and the Chairman of the Joint Risk and Audit Committee shall receive additional annual fixed remuneration of EUR 30,000.00 for their work on the Joint Risk and Audit Committee.'

c) Underlying remuneration system

The remuneration of Supervisory Board members is based on the following system:

The remuneration system for the members of the Supervisory Board is simple, clear and comprehensible.

The members of the Supervisory Board receive the annual fixed remuneration determined by the resolution of the Annual General Meeting. Each member of the Supervisory Board receives an annual fixed remuneration of EUR 50,000.00. In addition to this annual fixed remuneration, the Chairman of the Supervisory Board receives EUR 50,000.00 and his deputy EUR 25,000.00.

For their work on a Supervisory Board committee that meets at least once per calendar year, each committee member receives an annual fixed remuneration of EUR 5,000.00 in addition to the annual fixed remuneration for their work on the Supervisory Board and the Chairman of the respective committee receives double this amount. By way of derogation from the sentence above, each member of the Joint Risk and Audit Committee receives an annual fixed remuneration of EUR 15,000.00 for their work on the Joint Risk and Audit Committee in addition to the annual fixed remuneration for their work on the Supervisory Board, and the Chairman of the Joint Risk and Audit Committee receives an annual fixed remuneration of EUR 30,000.00 in addition to the annual fixed remuneration for their work on the Supervisory Board.

The company has included the members of the Supervisory Board in a directors' and officers' liability insurance policy (D&O insurance) with a standard market sum insured in an appropriate amount, which covers the liability of the Supervisory Board members arising from their Supervisory Board activities. The company bears the total insurance premiums and taxes for this insurance attributable to the members of the Supervisory Board.

Unlike the Management Board, the Supervisory Board is not operationally active and does not make any decisions to determine the business strategy. Instead, one of the main tasks of the Supervisory Board is to monitor and advise the Management Board, thereby contributing to the long-term development of the company (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 2 German Stock Corporation Act (**AktG**)). Even if the remuneration of the Supervisory Board is not

directly linked to the success of the business strategy, in this way it also contributes to the successful implementation of the business strategy.

The granting of purely fixed remuneration without variable components has proven itself and is in line with common practice in other listed companies. In the opinion of the Management Board and Supervisory Board, an exclusively fixed remuneration for the members of the Supervisory Board is best suited to take account of the Supervisory Board's control function, which is to be fulfilled independently of the company's success, as this strengthens the independence of the Supervisory Board required for its supervisory task and thus promotes the long-term development of flatexDEGIRO AG. The remuneration of the Supervisory Board therefore does not include any variable remuneration components (Sections 113(3) sentence 3, 87a(1) sentence 2 nos. 3, 4 and 6 AktG) or any share-based components (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 7 AktG).

In accordance with Section 14 (2) of the Articles of Association, the remuneration is payable after the end of a financial year on the day after the Annual General Meeting at which the actions of the members of the Supervisory Board were approved (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 5 AktG).

The remuneration of Supervisory Board members is regulated conclusively in the Articles of Association in conjunction with the most recent resolution passed by the Annual General Meeting; there are no ancillary agreements. Remuneration is linked to the term of appointment. There are no promises of dismissal compensation, pension or early retirement arrangements (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 8 AktG).

Due to the special nature of Supervisory Board remuneration, which is granted for an activity that differs fundamentally from the activities of the company's employees, a vertical comparison with the remuneration and employment conditions of the company's employees is out of the question when reviewing and determining the remuneration system. Accordingly, there is also no need to define a group of employees to be included in such a comparison (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 9 AktG).

The Annual General Meeting decides on the approval of the remuneration system for the Supervisory Board based on the proposal of the Management Board and the Supervisory Board (Section 87a(1) sentence 2 no. 10 AktG). Remuneration is determined by the provisions of the Company's Articles of Association in conjunction with the resolution passed by the Annual General Meeting. Since the amendment to the AktG by the Act Implementing the Second Shareholders' Rights Directive (**ARUG II**), Section 113(3) sentence 1 AktG stipulates that the Annual General Meeting must pass a resolution on the remuneration of Supervisory Board members every four years, whereby a resolution confirming the remuneration is also permissible. The remuneration of the Supervisory Board is therefore regularly reviewed by the full Supervisory Board and the Management Board as required, but at least every four years. In the event of planned changes, the planned remuneration (and the planned remuneration system) for the Supervisory Board is submitted to the Annual General Meeting for resolution. If the Supervisory Board remuneration submitted to the Annual General Meeting for resolution does not receive the required majority,

a revised Supervisory Board remuneration (and the revised remuneration system) must be submitted for resolution at the following Annual General Meeting at the latest. It is in the nature of things that the members of the Supervisory Board are involved in determining their remuneration and the underlying remuneration system. However, the inherent conflicts of interest are counteracted by the fact that the decision on the final structure of the remuneration and the underlying remuneration system is assigned to the Annual General Meeting by law and a proposal for a resolution is submitted to the Annual General Meeting by both the Supervisory Board and the Management Board (Sections 113(3) sentence 3, 87a(1) sentence 2 no. 10 AktG).