

Explanatory notes AGM

Board Remuneration Policy Non-Executive Directors

The Remuneration Policy for the Board concerning its Non-Executive Directors sets out the policies and procedures, which shall be applied by Flow Traders (the Company) with respect to the remuneration of Non-Executive Directors.

During the Company's Annual General Meeting of Shareholders (AGM) in 2021 the remuneration for the, at that time, Supervisory Directors, was most recently amended. The Company voluntarily applies the Dutch law requirement that the Remuneration Policy is submitted for adoption in full by the AGM at least once every four years, and thus again this year.

We are aligning with external benchmarking and taking into account the cumulative impact of inflation in the Netherlands over the past few years. Therefore, the Board proposes to increase current fixed remuneration and recommends a 25% increase of the fixed fees across the board which addresses the fast moving, complex and highly competitive environment the Company operates in and brings the Company more in line with the benchmark.

The increase in the fixed annual fees are deemed appropriate to the size and organization of Flow Traders, the nature, scope and complexity of Flow Traders' activities as well as the responsibilities of the members and the time spent.

The Board further proposes to make some textual changes as reflected in the Remuneration Policy for the Board concerning its Non-Executive Directors published here <https://www.flowtraders.com/investors/corporate-governance/agm/>