

## Remuneration policy and practices

On the basis of the remuneration policy and practices, and our core values, we are guided by the principles of equality, accountability, ownership, and cooperation. We believe that a sound remuneration policy should comply with the relevant laws and regulations. This Remuneration Policy clarifies the general principles of remuneration for DEGIRO and how this is translated into processes and is aimed to encourage responsible business conduct, fair treatment of clients as well as avoiding conflict of interest in the relationships with clients.

### General principles on Remuneration

The Policy is aimed at enhancing equality, accountability, ownership and cooperation in contributing to the mission and vision of our Company.

- 1 The Remuneration Policy is fair and understandable
- 2 We believe that our Remuneration Policy will support a culture of cooperation and shared goals and corporate values. There is a sense of joint responsibility and passion for achieving our Mission and Vision.
- 3 Acting in the client's best interest is of topmost priority to our business.
- 4 The Remuneration Policy is consistent with and promotes an effective risk management, compliance, and controlling culture of DEGIRO.

The remuneration policy is intended to be flexible and it is designed to safeguard a sound capital base, while providing sufficient reward to key personnel.

The remuneration comprises a fixed component, a variable component and contributions such as a "Life Annuity Account". A sound balance between the fixed and variable components of remuneration avoids incentives to assume inappropriate risks and at the same time produces positive effects on risk-sharing and incentivizing safe and sound performance.

The fixed component of the total remuneration is large enough for maintaining a flexible remuneration policy, including the possibility of not providing a variable remuneration. The variable component of remuneration is based on a combination of the assessment of the performance of the individual and of the overall DEGIRO. The variable remuneration may be paid partially in financial instruments and may be subject to retention and/or deferral over a certain period.

### Annual Review

The management board in its supervisory function has adopted the remuneration policy. The remuneration policy is reviewed on an annual basis by the compliance department, in order to ensure compliance with national laws and regulations. The implementation of the remuneration policy is subject to central and independent review performed annually by the internal audit department, in order to assess its compliance with policies and procedures laid down by the management board in its supervisory function.

In 2017 there were no employees of DEGIRO who received a remuneration of more than 1 million euro.

In 2017 the total amount of variable remuneration was 810,858 euro.