



**Plus500 Ltd.**  
**("Plus500" or "the Company")**

### **Statement in relation to 2020 EGM**

Plus500 noted the number of votes (more than 20%) cast against Resolutions 1 and 2 at its EGM on 20 February 2020 regarding the remuneration terms for the Chief Executive Officer and the Chief Financial Officer. We have set out below the rationale for the resolutions and have aimed to explain what the Board has done to address the matters raised by shareholders following the vote.

The Board recognises that directors' remuneration is a key consideration for shareholders of the Company. The Company issued its 2020 EGM notice following consultation with KPMG's UK based remuneration practice. Having considered the feedback received from shareholder bodies and selected shareholders throughout the process, the Company amended the initially proposed remuneration arrangements accordingly. To further align the remuneration terms of the Executive Directors with the Company's shareholders, the amended arrangements suggested reduced remuneration available under the 2020 Long Term Incentive Plan and a reduced cap on the potential Share Appreciation Rights, alongside the addition of KPIs to the award.

The Remuneration Committee believes that the packages have moved significantly further in line with investor expectations and developments in best practice for UK listed companies. Nonetheless, it remains committed to continuing to engage with shareholders and to evolve the remuneration structure over time, finding a balance between aligning executive compensation closer to UK Main Market listed company best practice, while continuing to attract and keep talent in the competitive technology industry in Israel where the Company maintains its head office.

The Board is committed to continuing to evolve the remuneration structure over time and will continue to engage with shareholders on their concerns, this valuable feedback will go into shaping the remuneration structure in future years. In accordance with Israeli law, all changes to directors' remuneration require prior approval of the Company's shareholders, which will continue to be obtained prior to any change in directors' remuneration. The Company will set out further detail on this dialogue and its outcome within the Company's Annual Report & Accounts for the year ending 31 December 2020.