

Remuneration Policy

The Remuneration Policy is an integral part of good corporate governance, whereby the Board of Directors and the Nomination, Remuneration and Human Resource Management Committee (the “**Nomination Committee**”) have the duty to propose policies, establish frameworks, guidelines, and criteria for fixing remuneration in both the short-term and long-term for the Board of Directors, the Chief Executive Officers, senior executives, and the employees of Dhipaya Group Holdings Public Company Limited (the “**Company**”) and the Group, ensuring that the remuneration system is transparent, fair, and systematic, and is in compliance with the principles of good corporate governance.

1. Board of Directors

It is a policy of the Company to fix the remuneration of the directors and members of sub-committees of the Company and the Group by adherence to fairness, whereby the Board of Directors and the Nomination Committee are delegated to explore and to analyze the remuneration, taking into consideration their knowledge, capabilities, experience, and responsibilities.

The fixing of remuneration of the directors and the members of sub-committees is in line with their duties and responsibilities, the business expansion, and the operating results of the Company, together with the overall economic and social conditions, and is comparable to those of other leading companies in the same industry, this ensures that the remuneration is appropriate and sufficient to motivate and to maintain good directors.

2. Chief Executive Officer, Senior Executives, and Employees at Every Level

2.1 The Nomination Committee defines the policy, the remuneration structure, and the guidelines for payment of remuneration, and establishes the indicator framework and the performance evaluation criteria for the Chief Executive Officers, senior executives, and employees at every level of the Company and the Group every year. This ensures that their performance is consistent with the objectives and goals of the operations of the Company, taking into consideration its operating results and the overall economic and social conditions, comparable to those of other leading companies in the same industry, and then proposes the same to the Board of Directors for approval.

2.2 The Nomination Committee evaluates the performance of the Chief Executive Officer against the specified performance indicators on a quarterly and annual basis, and then proposes the results of the evaluation and the payment of remuneration to the Board of Directors for approval.
