



O-Bank Co., Ltd. Gender Pay Equality Program

27 September 2023: Approved and implemented by the Chairman of O-Bank

O-Bank makes a commitment to gender pay equality, and the salaries and compensations are not affected by gender. The following principles are adopted to implement the gender pay equality program:

1. Salary review and adjustment for all employees : Salaries to each employee should be in accordance with standards of base salary grade for each grade adopted by Board of Directors.
2. Salary for new employees : Regardless of applicant's gender, the salary of new employees will be based on factors such as the responsibilities and market competitiveness of different positions, in addition, the applicant's experience and eligibility are also taken into consideration.
3. Regularly review and close the gender pay gap : the Human Resources Department of O-Bank will be in accordance with the equal pay for work of equal value principle, examines the fixed salary differences between men and women at business locations throughout the world based on factors including country, region, nature of work, job responsibilities, etc. If the gender salary ratio difference in the same category of position exceeds 10%, it should be reported to the President and the Chairman. Moreover, within the following five years, if the monthly salary of an employee in this category is lower than a certain percentage of the average monthly salary, the monthly salary of the person will be increased year by year to close the gender pay gap.