

EXECUTIVE PAY GOVERNANCE

DTC applies a structured and transparent approach to executive remuneration that aligns with governance standards, regulatory requirements, and the Company’s long-term strategic objectives. The objective is to attract and retain experienced leaders while ensuring a performance-driven and accountable culture.

Executive Remuneration Framework

Fixed Remuneration

Competitive base salaries are benchmarked against market practice and the scope of executive responsibilities.

Benefits and Allowances

Comprehensive benefits package include housing allowances, medical insurance, and other market-standard entitlements.

The Nomination and Remuneration Committee (NRC) oversees all remuneration matters, ensuring alignment with DTC’s strategy and shareholder interests.

The final revised STI proposal was endorsed by the NRC and elevated to the Board for approval, reinforcing transparent and structured reward practices.

Variable Remuneration

Performance-linked incentives reflect both Company results and individual contribution. Annual bonuses are tied to approved KPIs at the start of each financial year.

Performance and Governance

Executive performance is assessed against predefined KPIs covering financial, operational, strategic, and people-related objectives.

Strengthening the Compensation Framework in 2025

During 2025, the NRC undertook a comprehensive review of the Short-Term Incentive (STI) structure for the C-suite. This included assessment of market benchmarks and refinement of performance linkages.

Commitment to Transparency

DTC discloses all components of executive remuneration in accordance with regulatory requirements, reflecting our commitment to fairness, transparency, and long-term value creation for shareholders and stakeholders.

Executive Remuneration Disclosure for 2025

Position	Appointment date	Total salaries and allowances paid for 2025 (AED)	Total bonuses paid for 2024 received in 2025 (AED)
CEO	April 19, 2009	2,237,750	486,000
CFO	November 02, 2023	2,113,339	367,500
COO	August 14, 2004	1,867,983	262,500