

## Executive Remuneration in 2023

Compensation and bonus will be allocated to relevant executives and employees when their KPIs are achieved. The KPIs of the materiality topics below are linked with executive remuneration/compensation.

### Climate Strategy

- Chief Executive Office of Thai Sugar, Energy and New Business Group - % Complete of key plan project approved by Board e.g., expanding capacity for biomass power plants
- Business Unit Managers (SEVPs, EVPs, VPs, managers) - % Achievement for reduction of GHG emissions Scope 1 and 2
- Head of Energy Business Unit - % Completion of project in a given timer frame to enhance growth of renewable and alternative energy business in Thailand
- Finance and Administration Group – KPIs related to sustainability issue e.g., sustainability finance
- Employees, especially SSHE department , production process department and power production plant - % Completion of plan for reduction as the set target

### Occupational Health and Safety

- Executive Vice President of Corporate Sustainability Management – Reducing LTIFR to be 0.6 cases/ 1 million working hours
- Sugar production manager, power production manager, Manager in engineering department – Reducing LTIFR to be 0.6 cases/ 1 million working hours
- SSHE Manager – Reducing LTIFR to be 0.6 cases/ 1 million working hours

### Supply Chain Management

- Executive Vice President of Sugarcane operation and Management – Achieving % CCS and % fresh sugarcane cutting as the set target
- Senior Manager – Agricultural Equipment and Sugarcane Farm (Rai Dan Chang) % CCS and % fresh sugarcane cutting as the set target