

Executive Remuneration in 2025

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

Climate Strategy

Executive level

- % Completion of project in a given timer frame to enhance growth of renewable and alternative energy business
- Financial cost reduction linked to Sustainability performance

Executive level to Employees

- GHG Emissions per Ton of Production (kg CO2e/ton of product)
- Reduction of Production Cost per Ton of Production (Baht/ton of product)
- %Production efficiency - energy saving, yield, quality of products
- %Fresh sugarcane purchasing to sugar production
- Sugarcane leaves (Tons) to renewable power plant – %reduce woodchip

Occupational Health and Safety

Executive level to Employees

- Reducing LTIFR to be 0.5 cases/ 1 million working hours
- SSHE Manager and Teams : Accident Reduction and Safety Pro-Active Program (% Achievement)
- SSHE Manager and Teams : Occupational Health Promotion Program (% Achievement)

Supply Chain Management

Executive level

- %Logistics cost reduction

Executive level to Employees

- %Fresh sugarcane cutting to sugar production
- 95% sustainable packaging (plastic and paper in sugar business) – recycle / composable / reusable