

Executive Remuneration in 2024

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
- Head of Energy Business Unit - % Completion of project in a given timer frame to enhance growth of renewable and alternative energy business
- 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
- Business Unit Managers (SEVPs, EVPs, VPs, managers) - % Achievement for drive sustainable growth and integrate sustainability principles

Occupational Health and Safety

- Executive Vice President of Corporate Sustainability Management - Reducing LTIFR to be 0.5 cases/ 1 million working hours
- Sugar production manager, power production manager, Manager in engineering department - Reducing LTIFR to be 0.5 cases/ 1 million working hours
- SSHE Manager - Reducing LTIFR to be 0.5 cases/ 1 million working hours

Supply Chain Management

- Senior Executive Vice President of Sugarcane Management - Achieving % CCS and % fresh sugarcane cutting as the set target
- Executive Vice President of Sugarcane Management - Achieving % CCS and % fresh sugarcane cutting as the set target / % of completion of project. This includes sustainable sourcing in order to produce more sustainable-oriented products (green products)