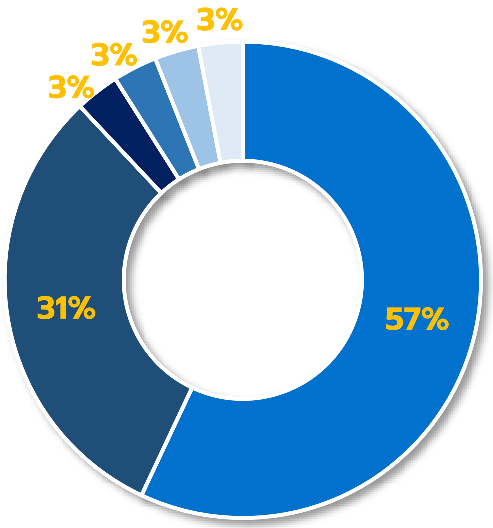
CEO Success Metrics – Performance Indicators

The Chief Executive Officer's performance assessment is based on predefined Key Performance Indicators (KPIs) aligned with the company's strategic plans. These KPIs are divided into the following categories:

- **Financial performance indicators:** including metrics such as revenue, sales, EBITDA, net profit, and return on investment (ROI), which collectively represent 57% of the CEO's performance evaluation. ROI is used to evaluate capital efficiency and project success, accounting for 31% of the assessment weight.
- **Relative financial indicators:** consideration is given to performance compared to peers in the same industry, such as business growth relative to competitors.
- **Environment, Social, and Governance (ESG) indicators:** representing 12% of CEO KPIs. These include reduction in greenhouse gas (GHG) emissions, reduction in waste to landfill, stakeholder satisfaction (e.g. product quality, cybersecurity, health & safety), and ESG ratings such as SET ESG and DJSI.

Performance against these indicators directly informs the CEO's variable compensation, which includes performance-based bonuses. The evaluation process is transparent and aligned with the company's long-term value creation and sustainability objectives



Financial	
Revenue, sales, EBITDA, net profit, etc.	57%
Project Management and Return on Investment	31%
Environment, Social, and Governance (ESG)	
Reduction in greenhouse gas emissions	3%
Reduction in waste to landfills and water management	3%
Stakeholder satisfaction (Product Quality, Cybersecurity, Health & Safety)	3%
Others : SET ESG / DJSI Score	3%