

### President/CEO and Top Executive Compensation

The President/CEO and top executives' compensation package includes base salary and annual variable performance bonus. The Nomination and Compensation Committee will consider appropriate compensation for the President/CEO and top executives base on the pre-defined annual targets, which include but not limited to the following indicators.

- Financial performance e.g. return on equity, normalized net profit
- Stakeholder and customers e.g. customer satisfaction
- Internal progress e.g. process transformation, technology implementation
- Learning and growth e.g. employee engagement score, employee trainings and new skills development
- Sustainability criteria e.g. Corporate Sustainability Assessment (CSA) score
- Others, e.g. Strategy, risks management, and leadership skills

B.Grimm Power applies claw-back provision, which is referred to the Securities and Exchange Act B.E. 2535 (as amended), Section 89/7, Section 89/19, and Section 281/2, which specified that in conducting business of company, executives shall perform his/her duties with responsibility, due care and loyalty, and shall comply with all laws, the objectives, the articles of association of the company, the resolutions of the board of directors and the resolutions of the shareholders' meeting. In case any executives fail to perform his/her duties or engage in misconduct, he/she will be required to return his/her compensation and benefits received to the company and may be subject to civil penalty and/or criminal punishment.

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