

Climate-Related Management Incentives (Examples)

Entitled to Incentive	Type of incentive	Activity Incentivized
Group President	Monetary	<p>Group President's KPIs is directly linked to the reduction GHG emissions intensity. This contributes to the company's Net Zero by 2050 goal, which is consistent with the Paris Agreement's 'well below 2°C' pathway. These KPIs are achieved through:</p> <ul style="list-style-type: none"> ● Securing Renewable Projects: Achieve the targeted addition of renewable energy capacity in key markets, with an expected Commercial Operation Date (COD) by 2030, in line with B.Grimm Power's Net Zero roadmap and delivering measurable GHG emission reductions. ● Implementing Efficiency Improvements: Introducing and applying new technology to improve efficiency and enhance overall performance. <p>The performance will be evaluated and would reflect a year-end bonus.</p>
Co-President - Thailand Business and Energy & Industrial Solutions Business	Monetary	<p>Co-President's KPIs are linked to the reduction of GHG emission intensity, contributing to the company's Net Zero by 2050 goal consistent with the Paris Agreement's well-below 2°C pathway via</p> <ul style="list-style-type: none"> ● Expanding Renewable Projects: Achieving a specific amount of capacity in renewable projects to align with the net-zero target, Including solar PV, hydro and wind. ● Driving Green Industrial Solutions: Developing and executing a strategy to expand green solutions within the industrial sector, with a primary focus on integrating renewable energy and efficiency-enhancing technologies. All deployments must adhere to the highest standards of operational security, network reliability, and safety. ● Enhancing Operational Efficiency with Technology: Utilising advanced digital tools and technology to optimise energy consumption and improve operational performance across all business units, thereby accelerating GHG reduction. <p>The performance will be evaluated and would reflect a year-end bonus.</p>

Executive Vice President - Industrial Customer Relations and Operation Management	Monetary	<p>KPIs are linked to key operational and strategic goals aimed at reducing fuel use and GHG emissions. These goals include:</p> <ul style="list-style-type: none"> ● Improving Operational Efficiency: Enhancing the performance of combined-cycle cogeneration power plants by controlling electrical reliability (SAIFI and SAIDI), optimizing Primary Energy Saving (PES), and managing the Net Equivalent Combined Heat Rate, as well as the Weighted Equivalent Availability Factor (WEAF) and Weighted Equivalent Forced Outage Factor (WEFOF) to reduce fuel use and GHG emissions. ● Integrating Circular Economy Principles: Circular economy principles are integrated into operations by increasing renewable energy use, extending equipment lifespans, recovering waste for reuse, and pursuing alternative fuels and energy storage solutions. These efforts collectively enhance resource efficiency and accelerate GHG reduction. <p>The performance will be evaluated this year and would reflect year-end bonus while the initiation which impact future performance would support the salary adjustment</p>
Power plant manager	Monetary	<p>KPIs are tied to two primary objectives:</p> <ul style="list-style-type: none"> ● Improving Efficiency and Compliance: By reducing the net equivalent combined heat rate, B.Grimm Power increases the efficiency of our co-generation power plants and ensures strict compliance with air emissions laws and regulations, thereby directly reducing GHG emissions. This effort is driven by B.Grimm Power's commitment to continuous improvement. ● Expanding Renewable Solutions: A concurrent focus is the expansion of renewable energy solutions, both within and outside the power plant, which is essential for decarbonization and GHG reduction. <p>The performance or achievement would impact both year-end bonus and salary adjustment</p>