

Key Performance Indicators for the Chief Executive Officer (CEO)

Absolute Clean Energy Public Company Limited (“the Company”) has established Key Performance Indicators (KPIs) for the Chief Executive Officer and the management team. These KPIs serve as criteria for the annual performance evaluation and comprise the following:

- **Financial Performance:** Achieving targets in Revenue, EBITDA, Net Profit, and Economic Value Added (EVA).
- **Efficient Production Processes:** Managing resources and costs effectively and appropriately to achieve the Company’s objectives as set and planned.
- **Human Resource Management:** Ensuring personnel possess the knowledge, skills, and attitudes necessary to drive and advance the organization towards its goals and sustainable success.
- **Environmental, Social, and/or Corporate Governance (ESG):** Implementing various activities that prioritize social sustainability and stakeholder satisfaction, including the efficient and effective use of energy and resources, the reduction of waste or pollution released into society and the environment, the promotion of initiatives that support climate change solutions, the oversight of safety statistics in production processes, and the management of impacts on surrounding communities.

The achievement of these performance indicators is reflected in the remuneration of the CEO and the management team. The Company maintains transparency and has follows appropriate processes in determining remuneration, which includes salary, bonuses, and other benefits.