

2023





Climate Change-related Incentives Provided by Company

#### **KPI of Executive level (2023)**

Scope of KPIs	KPI 2023	Scope of KPIs	KPI 2023
OR Corporate KPIs	Living Community (People)	OR Corporate KPIs	Carbon Neutral Pathway (CO2 Emission, Carbon Credit)
	Healthy Environment (Planet)		Waste Reduction (Café Amazon Products, Lube Packaging)
	Economic Prosperity (Performance)		Operational Eco-Efficiency (Energy Intensity, Solar Roof, No. of EV Cha
	Enablers		

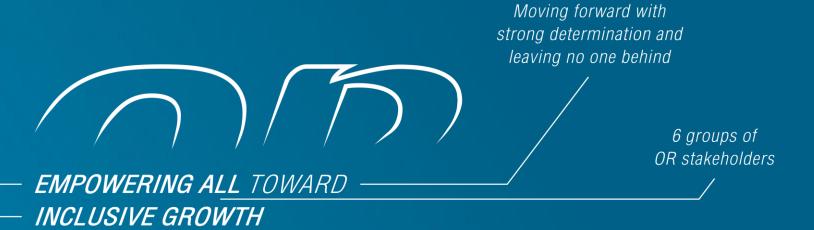
Environmental and related climate issues are tied to KPI for senior executives (such as Organization Readiness for Business Change or Financial Performance). Both KPIs will be interpreted as an individual performance evaluation and resulted in financial incentive consideration.



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#### **KPI of Employee level (2023)**

- During multiple years of OR 2030 Goals implementations, long-term targets and KPIs will be measured and tied with the cash bonuses and the annual salary increase as progress payment paid to employees on average paid-out longer than 3 years. Thus, The incentive is allotted according to progress against yearly targets, while company's heading toward its goal setting in 2024
- Related climate issues are tied to OR Corporate and Leadership KPIs for all employees (such as GHG Emission Reduction, Sustainability Strategic Framework and Leading the company to achieve the goal effectively). KPIs are listed as Key Risk Profile of OR's Corporate Risk Profile. KPI will be interpreted as an individual performance evaluation and resulted in financial incentive consideration.



Harnessing OR competencies to support, fulfill, and elevate

Sustainable growth
with Living Community,
Healthy Environment, and
Economic Prosperity

OR เติมเต็มโอกาส เพื่อทุกการเติบโต ร่วมกัน