

## **Chief Executive Officer and Director Performance Evaluation**

The Board of Directors has stipulated that the performance evaluation of Chief Executive Officer (CEO) and Directors shall be conducted annually by the Nomination Committee which submits the evaluation result, subject to the Board approval. The Board then determines the remuneration of the CEO and Director based on the results of such review at the end of each calendar year. The review criteria are based on the CEO and Director's job components and goals that reflect the CEO and Director's performance in a tangible, transparent, fair, and commensurate with his roles and responsibilities. The evaluation consists of two parts:

### **Part 1: Four Corporate KPIs:**

1. Financial Perspective
2. Stakeholder Perspective
3. Internal Process Perspective
4. Learning & Growth Perspective

### **Part 2: Three Sustainable Growth Factors:**

1. Results of opinion survey among members of the Board of Directors and the Management
2. Implementation of New Core Behaviors
3. Outstanding management skills/crisis management

In 2024, the Board of Directors approved the criteria for the Chief Executive Officer and Director performance evaluation at Board meeting no. **01/2567 on 22 February , 2024**. In addition to challenging short-term strategic objectives and long-term goals, these criteria include key performance indicators relating to financial and non-financial outcomes. Having acknowledged these criteria, the CEO and Director demonstrated his remarkable business acumen, steering MEGA accomplish the predetermined goals with outstanding leadership and overcame adverse impacts on the company and its stakeholders with decisive, well-executed actions to achieve success.

The CEO and Director excelled at both parts of the performance evaluation. The compensation for the CEO and President was comparable to his peers in the same or similar industries.