

CENTRAL RETAIL

Leading
EXCELLENCE,
Advancing
SUSTAINABILITY

Executives' Remuneration Policy
and Criteria



Executives' Remuneration Policy and Criteria

Central Retail sets the policy for Chief Executive Officer and senior executive remuneration to ensure it is fair, appropriate, market competitive and closely aligned with their responsibilities. This approach aims to meet stakeholder expectations and comply with relevant laws and regulations. To reinforce objectivity, the Nomination and Remuneration Committee reviews market trends analysis and develop a compensation framework suited to Central Retail's leadership. Their findings form the basis of its recommendations, which are presented to the Board of Directors for approval.

The following factors were taken into consideration:

- The Company's performance results, taking into account various pre-established business indicators.
- Incorporating performance-based achievement and individual KPIs to drive organizational success.
- Ability to drive business growth and enhance the operational efficiency of each business unit annually.
- Evaluating remuneration rates against industry benchmarks.

Performance related to key performance indicators (KPIs) in line with annual strategies covers the following indicators:

- Financial indicators include Revenue, Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA), Earnings Before Interest and Taxes (EBIT), and Return on Invested Capital (ROIC), and other relevant financial efficiency indicators.
- Management indicators include business development success, the progress of new and ongoing projects aligned with the company's strategic plan, covering operational excellence, work efficiency, service improvement, customer management, branding, systems integration, and sustainability.
- Human Resource Management indicators include organizational development, employee engagement, succession planning and talent management, leadership development, and team development and total rewards.

Performance is focused on building the company's long-term operational capabilities, management effectiveness, and leadership strength ensuring sustained growth and long-term business sustainability.



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