



Relative Financial Metrics

AOT

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The CEO of AOT contains the KPIs in calculating the compensation associated with the financial aspect, which will be used as a measurable outcome in the consideration of compensation. The “relative financial metric” for CEO compensation based on the corporate strategic that related to the total shareholder return by considering the satisfaction of specific stakeholder group, i.e., investor, shareholder, and investment analyst. The KPIs that used to compare with the peer as relative financial metric constitute in the following table:

KPIs		Success Metrics
1	Debt to equity (D/E)	Relative Financial Metrics
2	Return On Equity (ROE)	Relative Financial Metrics
3	Non-Aeronautical Revenue	Relative Financial Metrics
4	Ability to manage investment plans <ul style="list-style-type: none"> • Percentage of the actual expenses incurred • Percentage of the ability to pay according to the plan 	Relative Financial Metrics