

CEO's indicators table

CHALLENGES	METRIC	WEIGHT 2023	2023 TARGET			
			NOT COMPLYING	COMPLYING-	COMPLYING+	EXCEEDS
FINANCIAL AND GROWTH	Net Profit / Budgeted Net Profit	15,00%	Less than 90%	Between 90% and 99%	100%	>100%
	Submission of a binding offer for an asset in the US, Brazil or Central America	10,00%	Non-submission of bids	Submission of at least one (1) non-binding bid, or equivalent document, from a selected target	Submission of at least one (1) binding offer, or equivalent document, from a selected target	Submission of 2 or more binding bids, or approval of 1 project
	Definition and deployment of the new strategy of Promigas, Brilla 2.0 and a subsidiary	10,00%	Not having defined strategies	Definition and deployment of Promigas' strategy	Definition and deployment of the Promigas y Brilla strategy	Definition and deployment of the strategy of Promigas, Brilla and a subsidiary
	Structuring of business cases in new energies: Biomethane, Hydrogen, Thermal Districts, Solar Thermal.	10,00%	Non-submission of investment cases or non-binding offers of new energy	1 new energy investment case presented to the project committee (Biomethane).  1 non-binding offer of new energies accepted by a customer (Hydrogen).	1 new energy investment case presented to the project committee (Biomethane).  2 non-binding offers for new energies (hydrogen, thermal districts, solar thermal) accepted by customers.	1 new energy investment case presented to the project committee (Biomethane).  2 non-binding offers for new energies (hydrogen, solar thermal) accepted per customer.  1 non-binding offer of Biogas submitted to another supplier.
ENERGY TRANSITION	Definition and approval of the project plan and roadmap of efficiencies and synergies	10,00%	Savings of less than 20,000 MM	Savings of 20,000 MM	Savings of 21,000 million	Savings of more than 21,000 MM

	Efficient CSC - Definition of the scope and role of the CSC, as well as the identification and evaluation of suppliers for outsourcing services	10,00%	Non-definition of the new scope, role and service outsourcing provider	Definition and evaluation of the new scope, role and service outsourcing provider	Approval of the new scope, role and service outsourcing provider	Start of implementation of service outsourcing
INNOVATION, TECHNOLOGY, AND DIGITAL TRANSFORMATION	Implementation of the action plan to achieve the optimal level of maturity for safety at work	10,00%	Safety Maturity Index (MSI)<75%	IMS>=75%	If you meet the 85% IMS	IMS>85%
	Compliance with annual CO2e emission reduction targets	10,00%	Menor a 8467,18 ton	8467.18 ton	10583.97 ton	>10583.97 ton
	Comprehensive Strengthening of Crisis Management and Business Continuity: Achieve a Scope and Alignment Compliance Index equal to or greater than 90% by the end of the project in 2023.	5,00%	Compliance rate of less than 80%	Compliance rate between 80% and 89%	Compliance rate between 90% and 99%	Compliance rate equal to 100%
	Compliance	5,00%	<90%	90%-99%	100-110%	>110%
HEALTH TALENT	Develop the culture required to enable the strategy	5,00%	Level 1: Required changes are not achieved	Level 2: Isolated changes are achieved	Level 3: Significant changes are achieved	Level 4: A shared culture is achieved at the corporate level