



2020 EGCO's KPIs

| KPIs | | |
|------------------------------|-------|---|
| Financial | KPI 1 | Cost of new debt |
| Customer | KPI 2 | Present value of new projects |
| | KPI 3 | New projects |
| Internal Process | KPI 4 | Net profit achieve Return on Equity (ROE) |
| Learning & Growth | KPI 5 | Innovation projects |
| | KPI 6 | DJSI results |
| | KPI 7 | Corporate Governance results |

Remark: EGCO's 2020 key performance indicators were approved by the Nomination and Remuneration Committee Meeting No. 2/2020 on 21 February 2020.