



2021 President KPIs

KPIs		
Financial	KPI 1	Cost of new debt
Customer	KPI 2	Present value of new project
	KPI 3	New projects
	KPI 4	New renewable projects
Internal Process	KPI 5	Net profit achieve Return on Equity (ROE)
	KPI 6	Return on Asset (ROA)
	KPI 7	Return on Invested Capital (ROIC)
Learning & Growth	KPI 8	Innovation projects
	KPI 9	DJSI results
	KPI 10	Corporate Governance results

Remark: EGCO's 2021 President Key Performance Indicators were approved by the Board of Directors Meeting No. 3/2020 on 26 March 2021.

Relative Financial Performance Indicators

Survey of the executive remuneration to ensure that the rate and financial metrics are comparable to their work and those of the peer companies. Metrics include ROIC, ROA and ROE.

		Quartile Relative Ranking vs Peer				
Pay	Lower					Higher
ROIC	Lower					Higher
ROA	Lower					Higher
ROE	Lower					Higher