

CEO's indicators table

CHALLENGES	METRIC	WEIGHT 2024	2025 GOAL			
			NOT COMPLIANT	MEETS-	DELIVER+	EXCEEDS
FINANCIAL AND GROWTH	Net Profit / Budgeted Net Profit (1,011,523 million)	10,00%	Less than 90%	Between 90% and 99%	100%	>100%
	Capex budget execution (997,966 million)	5,00%	Less than 90%	If the Capex compliance is less than or equal to 95% and greater than 90%	If Capex compliance is less than or equal to 100% and greater than 95%	If the Capex compliance is less than 110% and greater than 100%
	Synergies and Efficiencies and Evolution programs (€44,637 million)	7,50%	Less than 90%	Between 90% and 99%	100%	>100%
	Closing a project in a new geography (Brazil / USA)	10,00%	Non-submission of bids	Submission of at least one (1) binding offer, or equivalent document, from a selected target	Submission of at least two binding bids, or equivalent document, from a selected target	Project Closure in a New Geography
	Implementation of a new governance model and relationship with subsidiaries	7,50%	New governance and relationship model with subsidiaries not approved in BOD	N/A	New governance and relationship model with subsidiaries approved in BOD	New governance and relationship model with subsidiaries implemented
	Brilla: Placement (COP 1,330,860 million)	7,50%	<1,131,231	1.131.231	1.330.860	1,330,860 >
	First commercial closure associated with other energy sources: Biomethane, Solar Thermal, Storage USA / Presentation of first results of experiments with H2 blending on infrastructure	5,00%	No commercial closure associated with other energy sources: Biomethane, Solar Thermal, Storage USA. Presentation of first results of experiments with H2 blending on infrastructure	N/A	1 commercial closure associated with other energy sources: Biomethane, Solar Thermal, Storage USA. o Presentation of first results of experiments with H2 blending on infrastructure	1 commercial closure associated with other energy sources: Biomethane, Solar Thermal, Storage USA. Presentation of first results of experiments with H2 blending on infrastructure

OPERATIONAL	Design and execute the Guajira Mission project	10,00%	Guajira Mission Project executed outside the project schedule	N/A	Guajira Mission Project executed within the project schedule	Execution greater than 100% in less time than planned
	Assurance and Value Capture in Transformational Projects - Operating Model - Phase 2	7,50%	Phase 2 Operating Model not approved	Phase 2 Consulting Conducted and Delivered	Phase 2 Operating Model approved by BOD	Operational Model phase 2 implementation first phase
	Define a roadmap for the corporate technology and digital transformation strategy (First phase)	7,50%	Non-approval of the Digital Transformation strategy by the Board of Directors	BOD approval of Digital Transformation strategy with AI elements for Promigas and Subsidiaries	Strategy disclosed to the different corporate business lines	Progress of more than 20% in the implementation of digital core transformation
	Implementation of the action plan to achieve the optimal level of maturity for safety at work	5,00%	Safety Maturity Index (MSI)<85%	IMS>=85%	If you meet the IMS of 95%	IMS>95%
CUSTOMER HEALTH	Roadmap for the implementation of the "Customer Focus" strategy	5,00%	Corporate strategy "Customer Focus" not approved	Corporate strategy "Customer Focus" approved by BOD or Executive Committee	Roadmap for the implementation of the Customer Focus strategy	Start of implementation of the Customer Focus strategy
	Compliance with annual CO2e emission reduction targets (35kTON)	5,00%	Less than 90%	Between 90% and 99%	100%	>100%
	Compliance	2,50%	<90%	90%-99%	100-110%	>110%
HEALTH TALENT	Evolving culture required to enable strategy	5,00%	(2.5%): Cultural evolution with result < 4.0 (2.5%): Diversity goal < 85%	Cultural evolution with result = 4.0 Diversity goal = 85%	Cultural evolution with results > 4.0 and < 4.1 Diversity goal = 100%	Cultural evolution with result >= 4.1 Diversity goal > 100%