

Climate-Related Management Incentives

Entitled to Incentive	Type of incentive	Activity Incentivized
President or Chief Executive Officer (CEO)	Monetary	<p>President/CEO's KPIs is linked to the reduction of GHG emission intensity via</p> <ol style="list-style-type: none"> 1) increasing renewable PPAs or project awards by 1 GW, 2) Mandate agreement with major suppliers for efficiency improvements. <p>The performance will be evaluated and would reflect a year-end bonus.</p>
Executive Vice President - Customer Relations and Operation Management 1 and 2	Monetary	<p>KPIs are mainly linked to the efficiency improvements of combined-cycle cogeneration power plants such as Operate IUs Electrical Reliability to control number of power plant trip (SAIFI) and Power Plant Trip Duration (SAIDI), Control the efficiency of Primary Energy Saving (PES), Control the power plant efficiency of Net Equivalent Combine Heat Rate, Operate the power plant Weight Equivalence Availability Factor (WEAF) and Weight Equivalent Forced Outage Factor (WEFOF).</p> <p>The performance will be evaluated this year and would reflect year-end bonus while the initiation which impact future performance would support the salary adjustment</p>
Power plant manager or Business Unit Managers	Monetary	<p>KPIs are linked to reducing the net equivalent combined heat rate leads to increasing the efficiency rate of co-generation power plants and ensuring compliance with air emissions laws and regulations while striving for continuous improvement. Additionally, there's a focus on expanding renewable solutions both within and outside the power plant</p> <p>The performance or achievement would impact both year-end bonus and salary adjustment</p>