

Executive Key Performance Indicators

Financial and Market

- Market Share
- Financial Performance
: Consolidated EBITDA, EBITDA from digital and high value-added products, PAT, TSR, GRM, Synergy Benefits

Product and Process

- Refineries Operational Readiness
- The Sustainable Aviation Fuel Development Project
- AI adoption and usage
- SAP ERP Transformation
- Distribution coverage
- A community-impacting incident or a widely raised public concern.

Leadership and Governance

- CO₂ Emission Intensity
- S&P CSA score

Customer

- Customer Satisfaction

Workforce

- Employee Engagement
- Succession Plan

