

KPI Indicators 2023	%Wt.	Target 2023	LV1	LV2	LV3	LV4	LV5
Financial Perspective	25%						
1. EBITDA	25%						
Stakeholder Perspective	15%						
2. Stakeholder Satisfaction	5%						
<ul style="list-style-type: none"> Customer Satisfaction Community Satisfaction Employee Engagement Investor Relations 							
3. Sustainability Pathway	10%						
<ul style="list-style-type: none"> DJSI Sustainability Assessment Result GHG Emission 	5%						
	5%						
Internal Process Perspective	50%						
4. Operational Excellence	10%						
<ul style="list-style-type: none"> Operational Availability TRIR 	5%						
	5%						
5. Refinery Resilience Implementation	10%						
<ul style="list-style-type: none"> UCF Project Achievement Petroleum Domestic 	5%						
	5%						
6. % Specialty Product	10%						
7. Strengthen	10%						
8. New Stream Project	10%						
Learning & Growth Perspective	10%						
9. Cyber Security Score	5%						
10. Talent Development	5%						