








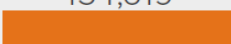
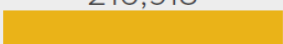



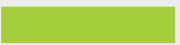
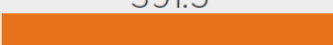
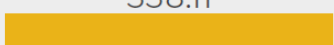




Company Objectives 2021

	2021 Target	2021 (Real)	Compliance
1 Total Shareholder Return (TSR)	3% 	7.2% 	120% 
2 Group's ROIC*	8.9% 	10.8% 	120% 
3 Lost Time Injury Frequency Rate (LTIFR)*	0.45 	0.28 	120% 
4 Emissions TCO ₂ eq (TGI)*	154,619 	216,918 	59.7% 
5 Ration emissions TCO ₂ eq / Revenue (GEB branch)*	23.54 	17.38 	120% 
6 Emissions TCO ₂ eq (corporate GEB)*	391.5 	338.11 	120% 
7 Corporate Sustainability Assessment (S&P Global)	-4.99% to - 0.01%	Entrance to DJSI	120% 

Note: The variable compensation of all employees, including the company's CEO and senior managers depends on the fulfillment of the company objectives.