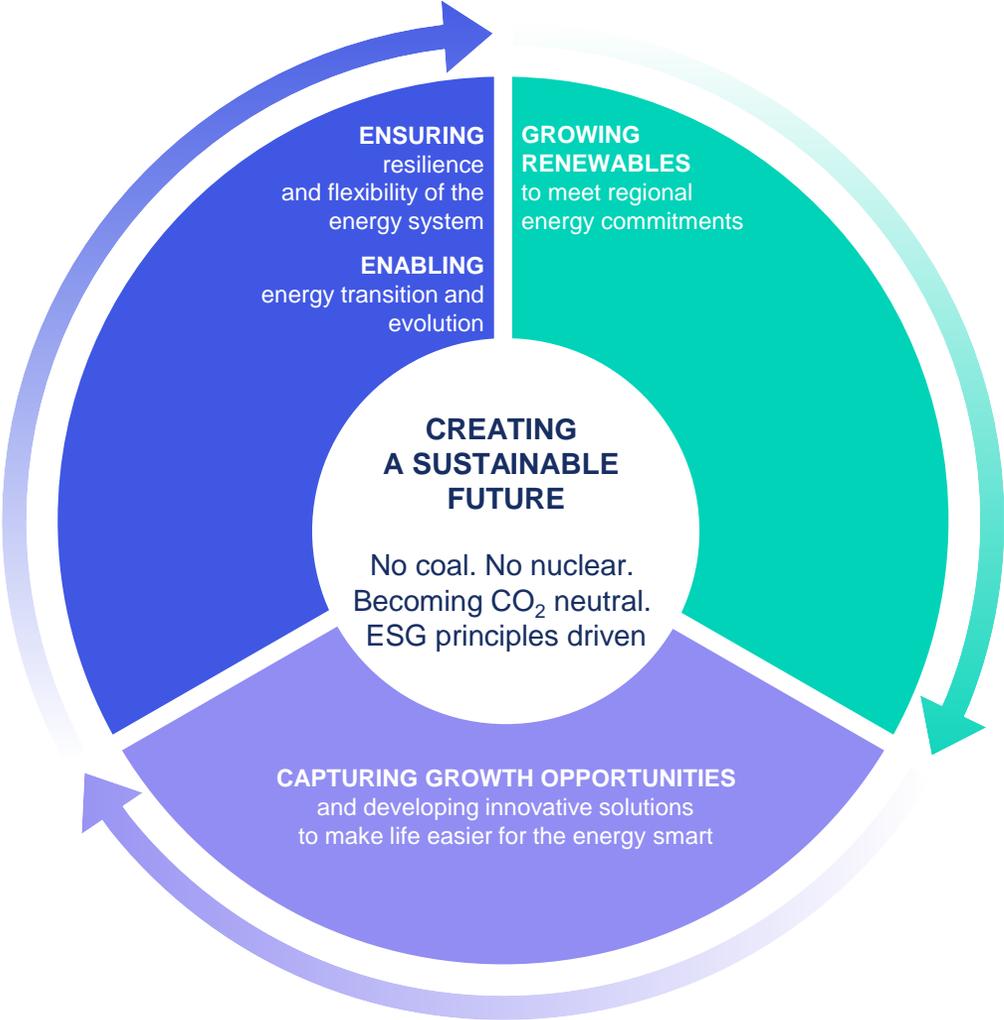
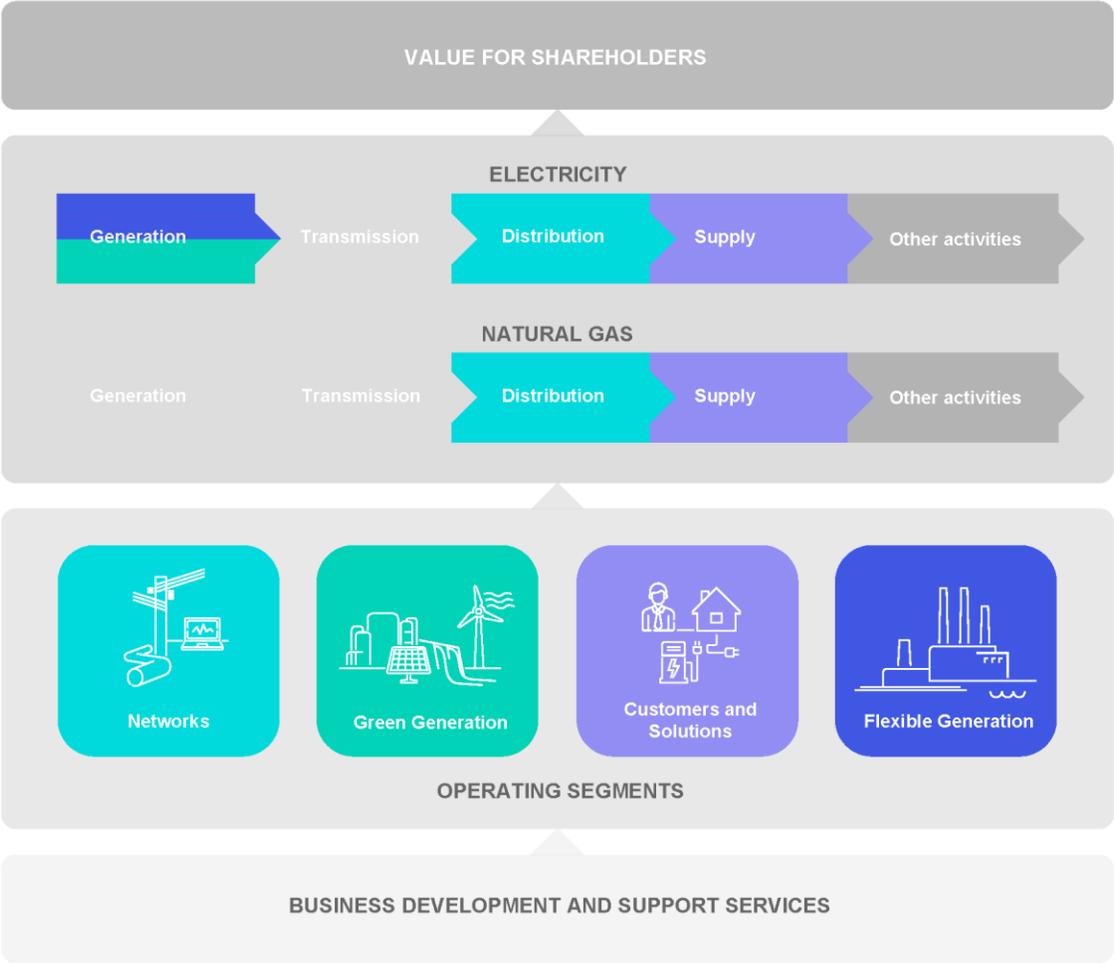


# Ignitis Group Sustainability Management Plan

2020-2023



# Ignitis Group is creating an Energy Smart world



# The Group's main sustainability goals

**Sustainable development in the Group is understood as the balance between economic growth, social welfare and environmental prosperity, with the goal of creating an Energy Smart world.**



We have committed to reducing our net CO<sub>2</sub> emissions to zero by 2050, thereby contributing to the European Green Deal and the Paris Agreement



We adhere to the principles of the UN Global Compact and we seek to contribute directly to the UN Sustainable Development Goals



We seek to collaborate with our clients, employees, shareholders, suppliers, communities and other stakeholders based on the principles of sustainability, ethics, transparency and fairness

# Group's priority Sustainable Development Goals are in line with the expectations of main stakeholders



**Clients**



**Employees**



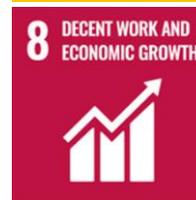
**Communities**



**Shareholders**



Ensure access to affordable, reliable, sustainable and modern energy for all



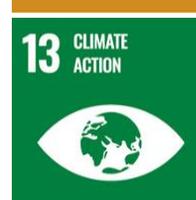
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote sustainable industrialization and foster innovation



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy



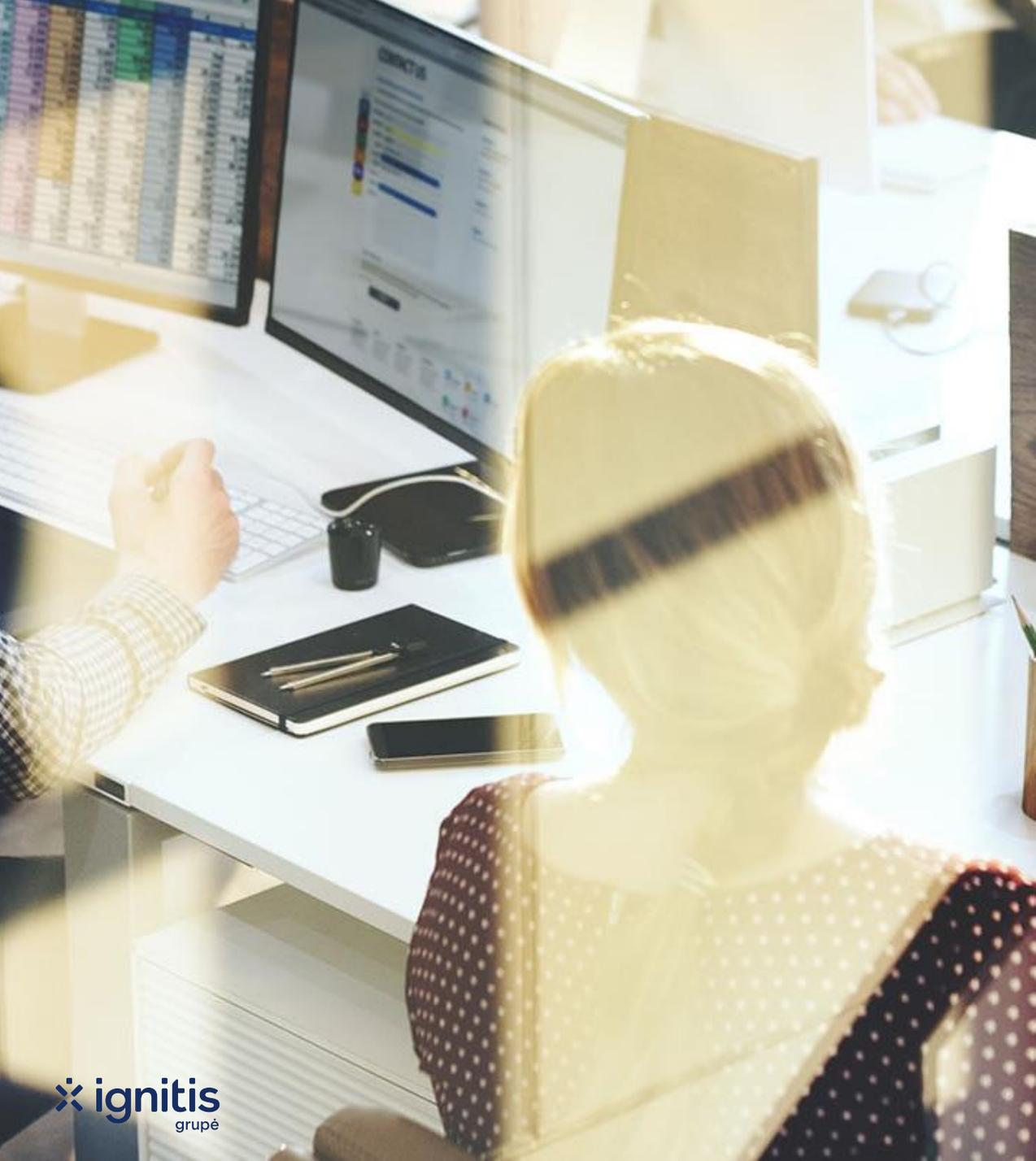
## Environmental sustainability

- Reduction of CO<sub>2</sub> emissions
- Implementation of advanced and environmentally-friendly technologies
- Increase in energy production from renewable energy sources
- Preservation of natural landscapes and biodiversity
- Reduction of operational waste and responsible waste management
- Encouragement of less polluting forms of transport
- Development of products and services for energy efficiency
- Promotion of responsibility among the employees



## Social responsibility

- Engagement with employees, communities, clients, shareholders and other stakeholders based on the [Code of Ethics](#)
- Protection of human rights and equal opportunities
- Occupational health and safety
- Supporting diversity at work
- Attraction, retention and development of employees
- Cooperation with academic institutions, development of partnerships with communities and with organizations that promote sustainable development
- Educational activities regarding energy efficiency and safe energy use for a broad audience



## Economic environment

- Prevention of, and an active fight against, any forms of corruption
- Transparent market activity, the cost-effectiveness of activities and the assurance of financial return for shareholders
- Provision of high-quality, safe and reliable services
- Strengthening of the reliability and resilience of the electricity and natural gas distribution network
- Operational improvements via the implementation of smart and safe digital solutions
- Development of innovations to augment sustainability

# We seek to adhere to the highest standards and best practices



## GOVERNANCE AND PROCESSES

The Group follows good corporate governance practices and seeks to manage its impacts (especially emissions) based on the recommendations of the international institutions and the scientific community

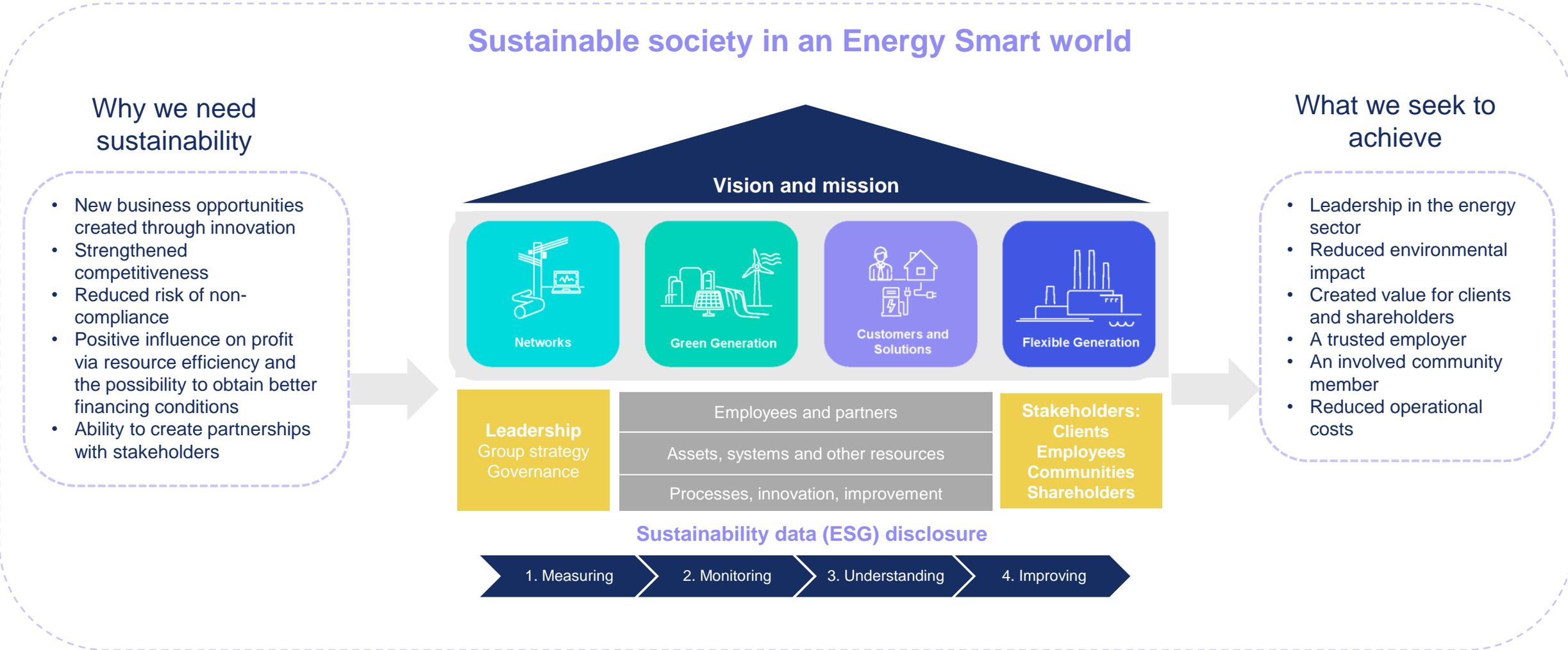
## MAIN TOPICS

The Group seeks to contribute directly to the implementation of the UN Global Compact, UN Sustainable Development Goals and the Paris Agreement

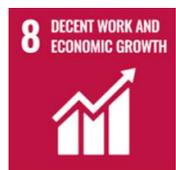
## DISCLOSURE

We seek to disclose the Group's progress by using globally recognized standards and formats suited to a broad range of stakeholder needs

# Implementation of the sustainability management plan



# Sustainability management is integrated in the Group's strategy and the 2020-2023 strategic plan



		2019	2020	2023	
<b>Growing renewables</b>	Green generation capacity, GWe	1.1		1.6-1.8	➔
<b>Becoming CO<sub>2</sub> neutral</b>	Net GHG emissions, thousand t CO <sub>2</sub> eq	19*	Reduction according to plan*		➔
<b>Resilient distribution</b>	Electricity SAIFI, interruptions per customer	1.31		1.09-1.11	➔
<b>Network digitisation</b>	# Smart meters, m	-		1.1-1.2	➔
<b>Flexible energy system</b>	Ancillary services, market position	#1 in LT	#1 in LT		➔
<b>Scaling energy supply</b>	Retail sales volumes (electricity and gas), TWh	13.4		Growth by 10-20%	➔
<b>Safety at work</b>	# of fatal accidents	0	0		➔
<b>Engaged employees</b>	Employee NPS,%	29.5	Stable or positive development		➔
<b>Strong governance</b>	Corporate Governance Index (SOEs)	A+	A+		➔
<b>Sustainable growth</b>	Investments, EURbn	0.46	1.7-2.0		➔
<b>Financial discipline</b>	Credit rating Net Debt to EBITDA**	BBB+ 4.67	BBB and above < 5x		➔

\* Generation based (Scope 1; Elektrėnai Complex). Detailed plan to be aligned with SBTi by 2021 and ready for disciplined implementation

\*\*EBITDA unadjusted



 **ignitis**  
group

**#EnergySmart**