

# LTI objectives and achievement in 2020-2023

	Weight	Targets	Access threshold (70%)	Target and Maximum (100 %)	Actual result	Achieved performance	Achieved payout
Performance	40%	<b>TSR</b> The total shareholder return <sup>1</sup> (TSR) compared to the Euro Stoxx Utilities average	≥70% of the Euro Stoxx Utilities average, EUR	Euro Stoxx Utilities average, EUR	112% <sup>2</sup>	100%	40%
Returns	30%	<b>Adjusted EBITDA</b> for 2023	EUR 315 million	EUR 350 million	EUR 485 million	100%	30%
Growing renewables	20%	<b>Green generation installed capacity, GW</b> Installation of “green MW”	-	1.6	1.3	0%	0%
Targeting Net Zero emissions	10%	<b>CO<sub>2</sub> reduction plan</b> Preparation of a CO <sub>2</sub> reduction plan and achievement of its objectives (1-3 reduction volumes) <sup>3</sup>	-	100% plan execution	100% <sup>4</sup> plan execution	100%	10%
<b>LTI, %</b>							<b>80%</b>
<b>LTI, % of FBS (maximum LTI level capped at 40% of average annual FBS paid during the strategic period)</b>							<b>32.0%</b>

<sup>1</sup> Total profit earned per shareholder (dividend yield + share price increase). The EURO STOXX® Utilities Index shall be used and the TSR of the Group and EURO STOXX Utilities Index shall be calculated on the basis of the three month period before the start of the program and the three-month period before the end of the program in order to smooth out possible market fluctuations. In the case of the first program, the first three months of marketing shall be used to determine the start of the period.

<sup>2</sup> It should be noted that during the strategic period of 2020-2023, the Group's average TSR was +17.2%, while the average TSR of the Euro Stoxx Utilities Index was +15.3% (both calculated as described in note 1).

<sup>3</sup> Preparation of a CO<sub>2</sub> emission reduction plan, coordination with the Science Based Target initiative and implementation as planned (in parallel with the development of green production by reducing emissions related to the Group's activities (reduction volume 1), as well as reducing energy consumption (reduction volume 2) and supply chain emissions (reduction volume 3)).

<sup>4</sup> CO<sub>2</sub> emission reduction plan was prepared and aligned with SBTi in Nov 2021. The total SBTi aligned target/CO<sub>2</sub> reduction plan for the period 2020-2023 was 19.35 million t eq. CO<sub>2</sub> (calculated as described in note 3 – including Scope 1, 2 and 3, excluding Vilnius CHP and out of scope (biogenic) related GHG emissions), the actual GHG emissions – 19.23 million t eq. CO<sub>2</sub> (Total GHG emissions for the period are 20.55 million t eq. CO<sub>2</sub> minus Vilnius CHP and out of scope (biogenic) GHG emissions equal to 1.31 million t eq. CO<sub>2</sub>).