

# STI objectives and achievement in 2023

Performance criteria	Weight	Objective	Access threshold (70%)	Threshold I (80%)	Threshold II (90 %)	Target and maximum (100 %)	2023 actual result	Achieved performance	Achieved payout
Financial targets	30%	<b>Group Adjusted EBITDA</b>	EUR 413 million	1	1	EUR 480 million	EUR 485 million	100%	30%
	20%	<b>Developing offshore wind projects:</b> – LT Offshore project awarded – One more offshore project awarded	1/2	n/a	n/a	2/2	2/2	100%	20%
Strategic projects and key milestones	20%	<b>Expanding green generation onshore portfolio:</b> – Expansion of onshore portfolio <sup>2</sup> over the year 2023 (10%) – New advanced development projects (pipeline) and/or new grid secured during 2023 <sup>3</sup> , MW (10%)	+0.7 GW ≥ 200 MW	+0.9 GW ≥ 300 MW	+1.1 GW ≥ 425 MW	+1.2 GW ≥ 675 MW	+0.7 GW 924 MW	70% 100%	7% 10%
	10%	<b>An integrated approach for intra-group synergy realization:</b> – Optimal power off-take approach established and started to implement group-wide (5/5 milestones completed in 2023)	4/5	1	1	5/5	5/5	100%	10%
Sustainability targets	20%	<b>ESG targets with focus on:</b> – <b>Increasing safety at work (10%):</b> – Zero work-related fatal accidents (own employees and contractors) – TRIR <sup>4</sup> of own employees – TRIR <sup>4</sup> contractors – <b>Implementation of inclusive recruitment program 2023<sup>6</sup> (10%)</b>	0 <2.4 <4.2 70%	1 1 1	1 1 1	0 <2.1 <3.9 100%	0 0.8 0.9 <sup>5</sup> 88%	100% 100% 88%	18.8% 18.8% 88%
<b>STI, %</b>									<b>96%</b>
<b>STI, % of FBS (maximum STI level capped at 20% of annual FBS)</b>									<b>19.2%</b>

<sup>1</sup> Targets are measured according to the achievement scale with linear interpolation between the thresholds.

<sup>2</sup> Total (gross) probability adjusted portfolio (targeted 2023 value of probability adjusted portfolio exclude offshore wind projects and capacity installed) is comprised of public portfolio and opportunistic pipeline, calculated taking into account probability adjustments, as per approved calculation and disclosure principles. The targeted change/expansion over the year 2023 is measured by taking the 31 December 2023 value compared to the portfolio value at the year end of 2022.

<sup>3</sup> 90% and 100% thresholds include hybridisation.

<sup>4</sup> TRIR – the rate of total recordable work-related injuries (number of recordable incidents x1,000,000 /total number of hours worked over the year). TRIR contractors include contracts above 0.5 EURm/year.

<sup>5</sup> Tracking of UAB "Ignitis" TRIR contractors started on 7th of July 2023. Tracking of AB "Energijos skirstymo operatorius" TRIR contractors include full scope of incidents, however, the hours included in TRIR calculations include only contracts above 0.5 EURm/year.

<sup>6</sup> Ensuring gender balance in top management recruitment process: at least 33% of the underrepresented gender in shortlist of top management positions for completed recruitments of new/vacant positions in 2023 with the following exceptions: the selection of shareholder's representative is being organized and/or there is a reasonable purpose to ensure business continuity by appointing a person to the position due to structural/organizational changes.