

Performance objectives for 2020

Performance criteria	Relative weighting	Objectives	Score
Financial targets	20%	Group adjusted EBITDA	100%
Target returns	10%	Group adjusted ROE To secure return on equity level approved by the Government of the Republic of Lithuania	100%
Strategic projects and key milestones	50%	<p>Pomerania wind part construction project and RES portfolio expansion (15%)</p> <hr/> <p>Preparation for Vilnius and Kaunas CHP's operations according the approved schedule and scope (10%)</p> <hr/> <p>Smart metering program and „Datahub“ project implementation according to the approved schedule and scope (10%)</p> <hr/> <p>Electricity supply for household customers market deregulation program: implementation according to the approved program schedule and scope (10%)</p> <hr/> <p>Maintenance, modernization and development of electricity generation capacities by contributing to the synchronization of the Baltic States with the continental European networks (5%)</p>	87% ¹
Service quality	10%	Improvement of customers NPS indices (Q4 2020 > Q1 2020)	75% ¹
Sustainability targets	10%	Improvement of Group employee NPS index (Q4 2020 > Q1 2020)	100%
Total STI, %			91%

¹considering external reasons and force majeure circumstances, incl. COVID-19 impact and the lockdown period restrictions