

# Nasdaq ESG indicators

The ESG indicator data provided below has not been externally verified and represents the best available estimates at the point of disclosure. Additionally, as indicated throughout the disclosures, some indicator values are of preliminary nature and will be updated once more information is available.

## Environmental Indicators

E1. Greenhouse Gas Emissions*		2020	2019
Scope 1	† CO <sub>2</sub> eq	820,188	236,075
Scope 2 (location-based)	† CO <sub>2</sub> eq	220,814	194,482
Scope 2 (market-based)	† CO <sub>2</sub> eq	462,210	381,774
Scope 3	† CO <sub>2</sub> eq	6,498,925	7,424,459
Biomass	† CO <sub>2</sub> eq	44,881	50,081

E1 | UNGC: P7 | GRI 305-1,305-2,305-3 | SASB: General Issue / GHG Emissions | TCFD: Metrics & Targets  
\* Provided data is being verified at the date of publication of the report.

E2. Emissions Intensity		2020	2019
GHG emissions from electricity and heating production per kWh produced	g CO <sub>2</sub> eq/kWh	205	19
GHG emissions (all scopes) per unit of revenue	† CO <sub>2</sub> eq/EURm	6,362	7,374

E2 | UNGC: P7, P8 | GRI 305-4 | SDG: 13 | SASB: General Issue / GHG Emissions, Energy Management

E3. Energy Usage		2020	2019
Total energy consumption	GWh	4,259	1159
Of which energy from natural gas	GWh	2,547	114
Of which energy from biomass	GWh	138	154
Of which energy from petrol	GWh	2	3
Of which energy from diesel	GWh	19	21
Of which energy from electricity	GWh	1,108	859
Of which energy from hydro*	GWh	3	4
Of which energy from waste	GWh	436	-
Of which energy from heating	GWh	6	5
Direct Energy Consumption	GWh	3,146	295
Indirect Energy Consumption	GWh	1,114	864

E3 | UNGC: P7, P8 | GRI 302-1, 302-2 | SDG: 12 | SASB: General Issue / Energy Management  
\* Generated and consumed Electricity in Kaunas HPP

E4. Energy Intensity		2020	2019
Total energy consumption per unit of revenue	GWh/EURm	3.48	1.06
Energy consumed for production per MWh energy produced	GJ/MWh	4.3	2.7

E4 | UNGC: P7, P8 | GRI 302-3 | SDG: 12 | SASB: General Issue / Energy Management

E5. Energy Mix*		2020	2019
Non-Renewable Energy	%	90	47
Renewable Energy	%	10	53

E5 | GRI 302-1 | SDG: 7 | SASB: General Issue / Energy Management  
\* Only from direct consumption.

E6. Water Usage		2020	2019
Total water consumed	Thousand m <sup>3</sup>	8,115,052	8,230,840
Total water reclaimed (Kruonis PSHP)	Thousand m <sup>3</sup>	3,169,405	2,430,691

E6 | GRI: 303-5 | SDG: 6 | SASB: General Issue / Water & Wastewater Management

E7. Environmental Operations		2020	2019
Does your Group follow a formal Environmental Policy?	Yes/No	Yes	Partially*
Does your Group follow specific waste, water, energy, and/or recycling policies?	Yes/No	No	No
Does your company use a recognised energy management system?	Yes/No	No	No

E7 | GRI: 103-2 | SASB: General Issue / Waste & Hazardous Materials Management  
\* Group subsidiaries Ignitis Gamyba and ESO had formal Environmental Policies in 2019. The Group-wide Policy was adopted in August 2020.

E8. Climate Oversight / Board		2020	2019
Does your Management Board oversee and/or manage climate-related risks?	Yes/No	Yes	Yes

E8 | GRI: 102-19, 102-20, 102-29, 102-30, 102-31 | SASB: General Issue / Business Model Resilience, Systematic Risk Management | TCFD: Governance (Disclosure A)

E9. Climate Oversight / Management		2020	2019
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes/No	Yes	Yes

E9 | GRI: 102-19, 102-20, 102-29, 102-30, 102-31 | SASB: General Issue / Business Model Resilience, Systematic Risk Management | TCFD: Governance (Disclosure B)

## Social Indicators

S1. CEO Pay Ratio		2020	2019*
CEO Salary & Bonus (X) to median FTE Salary	X:1	7.58	6.70

S1 | UNGC: P6 | GRI 102-38

\*Excluding Group subsidiaries UAB "EURAKRAS", Ignitis Latvija SIA, Ignitis Polska Sp. z o.o., Pomerania Wind Farm Sp. z o.o., Tuuleenergia OÜ, UAB "VVP Investment", Ignitis Eesti OÜ.

S2. Gender Pay Ratio		2020	2019*
Median total compensation for men (X) to median total compensation for women	X:1	1.19	1.20

S2 | UNGC: P6 | GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

\*Excluding Group subsidiaries UAB "EURAKRAS", Ignitis Latvija SIA, Ignitis Polska Sp. z o.o., Pomerania Wind Farm Sp. z o.o., Tuuleenergia OÜ, UAB "VVP Investment", Ignitis Eesti OÜ.

S3. Employee Turnover		2020	2019*
Change over period for full-time employees	%	8.1	9.8
Change over period for part-time employees	%	34.8	28.6
Change over period for contractors and/or consultants	%	36.5	70.4

S3 | UNGC: P6 | GRI: 401-1b | SDG: 12 | SASB: General Issue / Labor Practices

\*Excluding Group subsidiaries UAB "EURAKRAS", Ignitis Latvija SIA, Ignitis Polska Sp. z o.o., Pomerania Wind Farm Sp. z o.o., Tuuleenergia OÜ, UAB "VVP Investment", Ignitis Eesti OÜ.

E10. Climate Risk Mitigation		2020	2019
Total annual investment in climate-related infrastructure, resilience, and product development:			
Green generation	EURm	197.0	253.9
Upgrading of electricity networks	EURm	49.0	44.4
Upgrading of gas networks	EURm	9.6	7.0

E10 | UNGC: P9 | SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience | TCFD: Strategy (Disclosure A)

S4. Gender Diversity		2020	2019
Total Group headcount held by men and women	%	Women – 28 Men – 72	Women – 28 Men – 72
Trainees positions held by men and women	%	Women – 25 Men – 75	no data
Worker-level positions held by men and women	%	Women – 1 Men – 99	Women – 1 Men – 99
Specialist-level positions held by men and women	%	Women – 36 Men – 64	Women – 35 Men – 65
Mid-level positions held by men and women	%	Women – 33 Men – 77	Women – 31 Men – 69
Senior-level positions held by men and women	%	Women – 21 Men – 79	Women – 23 Men – 77
Executive-level positions held by men and women	%	Women – 18 Men – 82	Women – 24 Men – 76

S4 | UNGC: P6 | GRI: 102-8, 405-1 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

S5. Temporary Worker Ratio		2020	2019*
Total headcount held by part-time employees	%	0.89	1.18
Total headcount held by contractors and/or consultants	%	2.5	2.18

S5 | GRI: 102-8 | UNGC: P6

\*Excluding Group subsidiaries UAB "EURAKRAS", Ignitis Latvija SIA, Ignitis Polska Sp. z o.o., Pomerania Wind Farm Sp. z o.o., Tuuleenergia OÜ, UAB "VVP Investment", Ignitis Eesti OÜ.

S6. Non-Discrimination		2020	2019
Does your Group follow a sexual harassment and/or non-discrimination policy?	Yes/No	Yes	Yes

S6 | UNGC: P6 | GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016) | SASB: General Issue / Employee Engagement, Diversity & Inclusion

S7. Injury Rate*		2020	2019
Frequency of injury events relative to total workforce time	%	0.08	0.41

S7 | GRI: 403-9 | SDG: 3 | SASB: General Issue / Employee Health & Safety  
\* Only companies based in Lithuania.

S8. Global Health & Safety		2020	2019
Does your Group publish and follow an occupational health and/or global health & safety policy	Yes/No	Yes	Yes

S8 | GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018) | SDG: 3 | SASB: General Issue / Employee Health & Safety

## Corporate Governance Indicators

G1. Board Diversity		2020	2019
Total Management Board seats occupied by women (as compared to men)	%	20	20
Total Supervisory Board seats occupied by women (as compared to men)	%	57	60
Committee Chairs occupied by women	%	67	67

G1 | GRI 405-1 | SDG: 10 | SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)

G2. Board Independence		2020	2019
Does the company prohibit CEO from serving as Management Board chair?	Yes/No	No	No
Total Management Board seats occupied by independents	%	0*	0*
Total Supervisory Board seats occupied by independents	%	71**	60

\* The parent company has a two-tier corporate governance system. The Management Board is composed of 5 executive directors who are employees of the parent company. Independent members are elected only to the Supervisory Board. See more in the Guidelines for Corporate Governance on our [website](#).

\*\* On 8 April 2020 the updated Articles of Association of Ignitis Grupe were registered and a total number of Supervisory Board members was changed from 5 to 7.

S9. Child & Forced Labour		2020	2019
Does your Group follow a child labour policy?	Yes/No	Yes	Yes
Does your Group follow a forced labour policy?	Yes/No	Yes	Yes
If yes, does your child and/or forced labour policy cover suppliers and vendors?	Yes/No	No	No

S9 | GRI: 103-2 (See also: GRI 408: Child Labour 2016, GRI 409: Forced or Compulsory Labour, and GRI 414: Supplier Social Assessment 2016) | UNGC: P4, P5 | SDG: 8 | SASB: General Issue / Labour Practices

S10. Human Rights		2020	2019
Does your Group publish and follow a human rights policy?	Yes/No	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?	Yes/No	No	No

S10 | GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 & GRI 414: Supplier Social Assessment 2016) | UNGC: P1, P2 | SDG: 4, 10, 16 | SASB: General Issue / Human Rights & Community Relations

G3. Incentivized Pay		2020	2019
Are executives formally incentivised to perform on sustainability	Yes/No	Yes	Yes

G3 | GRI: 102-35

G4. Collective Bargaining		2020	2019
Total enterprise headcount covered by collective bargaining agreements to the total employee population	%	73	73

G4 | UNGC: P3 | SDG: 8 | GRI: 102-41 | SASB: General Issue / Labour Practices (See also: SASB Industry Standards)

G5. Supplier Code of Conduct		2020	2019
Are your vendors or suppliers required to follow a Code of Conduct	Yes/No	Yes	No
If yes, what percentage of your suppliers have formally certified their compliance with the code	%	N/A*	N/A*

G5 | UNGC: P2, P3, P4, P8 | GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016) | SDG: 12 | SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)

\* There is a Code of Ethics that applies to employees as well as partners and suppliers. In 2021, it is planned to prepare a Supplier Code of Ethics. Data collection is foreseen for 2021, once the Supplier Code of Ethics is in force.

G6. Ethics & Anti-Corruption		2020	2019
Does your Group follow an Ethics and/or Anti-Corruption policy?	Yes/No	Yes	Yes
If yes, what percentage of your workforce has formally certified its compliance with the policy?	%	99*	99*

G6 | UNGC: P10 | SDG: 16 | GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)

\* 99% of the workforce of the parent company has formally certified their compliance with the Anti-corruption Policy and 99% of new employees of the Group with the Code of Ethics.

G7. Data Privacy		2020	2019
Does your Group follow a Data Privacy policy?	Yes/No	Yes	Yes
Has your company taken steps to comply with GDPR rules?	Yes/No	Yes	Yes

G7 | GRI: 418 Customer Privacy 2016 | SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)

G8. ESG Reporting		2020	2019
Does your Group publish a sustainability report?	Yes/No	Yes	Yes
Is sustainability data included in your regulatory filings?	Yes/No	Yes	Yes

G8 | UNGC: P8

G9. Disclosure Practices		2020	2019
Does your Group provide sustainability data to sustainability reporting frameworks?	Yes/No	Yes	Yes
Does your Group focus on specific UN Sustainable Development Goals (SDGs)?	Yes/No	Yes	Yes
Does your Group set targets and report progress on the UN SDGs?	Yes/No	Yes	No

G9 | UNGC: P8

G10. External Assurance		2020	2019
Are your sustainability disclosures assured or validated by a third party?	Yes/No	Partially*	Partially*

G10 | UNGC: P8 | GRI: 102-56

\* GHG emissions are externally verified.