

# Performance objectives for 2021

Performance criteria	Relative weighting	Objectives
Financial targets	30%	Group adjusted EBITDA
Strategic projects and key milestones	50%	Vilnius biomass power plant construction project restart: according the approved schedule and scope (10%)
		M&A: green generation development projects secured with planned CoD in 2021-2023 according the approved scope (10%)
		Own development: green generation early development phase with planned CoD in 2024-2025 according the approved scope (10%)
		Smart metering program: according to the approved program schedule and scope (10%)
		Network regulation: to secure sustainable and long-term regulatory model for new regulation period (10%)
Sustainability targets	20%	Security at workplace: TRIR* and 0 work-related fatal accidents of own employees (5%)
		Group sustainability program: according to the approved program schedule and scope (5%)
		Group employee NPS (10%)

\*TRIR – The rate of total recordable work-related injuries for all own employees, calculated based on 1,000,000 hours worked and includes: work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Injuries as a result of commuting incidents are only included where the transport has been organized by the organization.