

Performance objectives for 2022

Performance criteria	Relative weighting	Objectives
Financial targets	35%	Group adjusted EBITDA
Strategic projects and key milestones	45%	M&A and Co-development projects / Green Generation (10%)
		Greenfield development projects / Green Generation (10%)
		Vilnius biomass power plant construction project (10%)
		Offshore wind development (10%)
		Asset rotation (5%)
Sustainability targets	20%	Net Zero target alignment (5%)
		Resilient Network: Electricity SAIDI* (5%)
		Group employee NPS (Employee Net Promoter Score) (5%)
		Security at workplace: TRIR** and 0 work-related fatal accidents of own employees (5%)

*Electricity SAIDI – average duration of unplanned interruptions in electricity transmission, calculated based on the National Energy Regulatory Council methodology, excluding (1) interruptions due to natural phenomena corresponding to the values of natural, catastrophic meteorological and hydrological phenomena indicators; (2) interruptions due to failures in the network of the transmission system operator.

**TRIR - the rate of total recordable work-related injuries.