

Nasdaq ESG indicators

The information presented below covers the period between 1 January – 31 December 2021 and we suggest to read the indicators together with the Sustainability Report in the Annual Report. The ESG (Environmental, Social and Corporate Governance) indicator data provided below has not been externally verified and represents the best available estimates at the point of disclosure.

Environmental Indicators

E1. Greenhouse Gas Emissions		2021	2020
Scope 1	Thousand t CO ₂ eq	736	767
Scope 2 (location-based)	Thousand t CO ₂ eq	386	113
Scope 2 (market-based)	Thousand t CO ₂ eq	529	579
Scope 3	Thousand t CO ₂ eq	3,546	3,899
Biogenic	Thousand t CO ₂ eq	230	122

E1 | UNGC: P7 | GRI 305-1,305-2,305-3 | SASB: General Issue / GHG Emissions | TCFD: Metrics & Targets

¹ Adjusted and updated numbers for 2020. At the time of writing, Bureau Veritas was in the process of verifying the GHG data.

E2. Emissions Intensity ¹		2021	2020
GHG emissions per kilowatt-hour produced	g CO ₂ eq/MWh	158	185
GHG emissions per unit of revenue	t CO ₂ eq/EURm	2 545	4 289

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

¹ Adjusted and updated numbers for 2020.

E3. Energy Usage		2021	2020
Total energy consumption	GWh	3,935	4,253
of which energy from natural gas	GWh	1,711	2,547
of which energy from biomass	GWh	147	138
of which energy from gasoline	GWh	2	2
of which energy from diesel	GWh	20	19
of which energy from electricity	GWh	1,032	1,108
of which energy from water ¹	GWh	4	3
of which energy from waste (renewable)	GWh	426	185
of which energy from waste (non-renewable)	GWh	584	245
of which energy from heating	GWh	9	6
Direct energy consumption	GWh	2,894	3,139
Indirect energy consumption	GWh	1,041	1,114

E3 | UNGC: P7, P8 | GRI 302-1, 302-2 | SDG: 12 | SASB: General Issue / Energy Management

¹ Electricity generated and consumed at Kaunas HPP.

E4. Energy Intensity		2021	2020
Energy consumed for production per MWh energy produced	GJ/MWh	4.1	4.3
Energy per unit of revenue	GWh/EURm	2.08	3.48

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

E5. Energy Mix ¹		2021	2020
Renewable Energy	%	80	90
Non-Renewable Energy	%	20	10

E5 | GRI 302-1 | SDG: 7 | SASB: General Issue / Energy Management

¹ Only direct consumption

E6. Water Usage		2021	2020
Total water withdrawn and consumed (ground water, municipal water supply, surface water) ¹	Thousand m ³	499.9	576.8
Total water withdrawn (Kruonis PSHP, Kaunas HPP) ²	Thousand m ³	9,344,127	8,114,332
Total water withdrawn (Elektrėnai Complex power plant cooling) ²	Thousand m ³	86,998	130,622

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

¹ Total water withdrawn and consumed is water withdrawn minus water discharged to the environment.

² Total water withdrawn refers to water released back to the environment.

E7. Environmental Operations		2021	2020
Does your Group follow a formal Environmental Policy?	Yes/No	Yes	Yes
Does your Group follow specific waste, water, energy, and/or recycling policies?	Yes/No	No	No
Does your company use a recognized energy management system?	Yes/No	No	No

E7 | GRI: 103-2 | SASB: General Issue / Waste & Hazardous Materials Management

E8. Climate Oversight / Board		2021	2020
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Does your Management Board oversee and/or manage climate-related risk?	Yes/No	Yes	Yes
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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		2021	2020
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Does your Senior Management Team oversee and/or manage climate-related risks?	Yes/No	Yes	Yes
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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		2021	2020
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CEO Salary & Bonus (X) to median FTE Salary	X:1	6.80	7.54
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S1 | UNGC: P6 | GRI 102-38

S2. Gender Pay Ratio		2021	2020
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Median total compensation for men (X) to median total compensation for women	X:1	1.18	1.19
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S2 | UNGC: P6 | GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

S3. Employee Turnover		2021	2020
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Change over period for full-time employees ¹	%	10.5	8.1
Change over period for part-time employees ¹	%	60.0	34.8
Change over period for contractors	%	43.5	36.5

S3 | UNGC: P6 | GRI: 401-1b | SDG: 12 | SASB: General Issue / Labour Practices
¹ Excluding temporary employment contracts

E10. Climate Risk Mitigation		2021	2020
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Total annual investment in climate-related infrastructure, resilience, and product development:			
Green generation	EURm	32.2	197.0
Upgrading of electricity distribution grid	EURm	90.6	49.0
Gas distribution grid modernisation	EURm	10.2	9.6

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

S4. Gender Diversity		2021	2020
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Total Group headcount held by men and women	%	Women – 29 Men – 71	Women – 28 Men – 72
Trainee positions held by men and women	%	n/d	Women – 25 Men – 75
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 – 36 Men – 64
Mid-level positions held by men and women	%	Women – 31 Men – 69	Women – 33 Men – 67
Senior-level positions held by men and women	%	Women – 18 Men – 82	Women – 21 Men – 79
Executive-level positions held by men and women	%	Women – 24 Men – 76	Women – 18 Men – 82

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

S5. Temporary Worker Ratio		2021	2020
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Total headcount held by part-time employees	%	0.64	0.89
Total headcount held by contractors and/or consultants	%	3.19	2.50

S5 | GRI: 102-8 | UNGC: P6

S6. Non-Discrimination		2021	2020
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		2021	2020
Frequency of injury events relative to total workforce	%	0.36	0.08

S7 | GRI: 403-9 | SDG: 3 | SASB: General Issue / Employee Health & Safety

S8. Global Health & Safety		2021	2020
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		2021	2020
Total Management Board seats occupied by women (as compared to men)	%	25	20
Total Supervisory Board seats occupied by women (as compared to men)	%	57	57
Committee Chairs occupied by women	%	45	67

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

G2. Board Independence		2021	2020
Does the company prohibit CEO from serving as Management Board chair?	Yes/No	No	No
Total Management Board seats occupied by independents	%	0 ¹	0 ¹
Total Supervisory Board seats occupied by independents	%	71	71

¹ The company has a two-tier corporate governance system. 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 ([link](#)).

S9. Child & Forced Labour		2021	2020
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	Yes	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		2021	2020
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	Yes	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. Incentized Pay		2021	2020
Are executives formally incentivized to perform on sustainability?	Yes/No	Yes	Yes

G3 | GRI: 102-35

G4. Collective Bargaining		2021	2020
Total enterprise headcount covered by collective bargaining agreements in the total employee population	%	72	73 ¹

G4 | UNGC: P3 | SDG: 8 | GRI: 102-41 | SASB: General Issue / Labour Practices (See also: SASB Industry Standards)
¹ Only includes employees in Lithuania.

G5. Supplier Code of Conduct		2021	2020
Are your vendors or suppliers required to follow a Code of Conduct	Yes/No	Yes	Yes
If yes, what percentage of your suppliers have formally certified their compliance with the code	%	90 ¹	n/d

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)

¹ The requirement to comply with the Supplier Code of Ethics is included in standard contract forms since the end of July 2021. Standard contract forms with Supplier Code of Ethics included are used in more than 90% of initiated public procurements

G6. Ethics & Anti-Corruption		2021	2020
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?	%	100 ¹	100 ¹

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

¹ Share of employees who are acquainted with the organisation's anti-corruption policies and procedures.

G7. Data Privacy		2021	2020
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		2021	2020
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		2021	2020
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	Yes

G9 | UNGC: P8

G10. External Assurance		2021	2020
Are your sustainability disclosures assured or validated by a third party?	Yes/No	Partly ¹	Partly ²

G10 | UNGC: P8 | GRI: 102-56

¹ At the time of writing, Bureau Veritas was in the process of verifying the GHG data.

² Only GHG emissions are externally verified. Verified on an annual basis.