

# STIP ► Performance objectives for 2023

Performance criteria	Relative weighting	Objectives
<b>Strategic projects and key milestones</b>	85%	Onshore portfolio expansion and projects under construction delivered within the parameters of Project execution plan (40%)
		Offshore wind development projects (40%)
		Implementing an integrated approach for optimal power off-take (5%)
<b>Sustainability and corporate culture</b>	10%	Attracting and retaining required competences (5%)
		Increasing safety at work (5%) <sup>1</sup>
<b>Financial objective</b>	5%	Maintaining the high quality of operational and financial performance (5%)

<sup>1</sup>Zero work-related fatal accidents (own employees and contractors), TRIR of own employees – 0 and TRIR contractors – <4.9 (TRIR – the rate of total recordable work-related injuries per million hours)