

2022-2025 LTI Performance Objectives and their achievement

Performance criteria	Performance objective	Weight	Access threshold (70%)	Target and maximum (100%)	Actual result	Achieved performance	Achieved payout
Performance	TSR TSR of Ignitis Group vs. average TSR of EURO STOXX® Utilities Index ¹	40%	≥70% ²	≥100% ²	49%	0%	0.0%
Returns	Average adjusted ROCE ³ over the four years 2022–2025	20%	5.5% ²	6.5% ²	9.3%	100%	20.0%
Growing renewables	Green generation installed capacity ⁴ , GW	20%	2.0 ²	2.2 ²	2.1	85%	17.0%
Increasing efficiency in Networks	Increasing efficiency in regulated-monopolistic activities: – Average electricity SAIFI ⁵ over the four years 2022-2025 (per annum)	5%	≤1.10 (2022-2025)	≤1.10 (2022-2025) and ≤0.99 (in 2025)	1.10 (2022-2025) and 1.02 (in 2025) ⁶	70%	3.5%
	– Networks OPEX reduction ⁷ in real terms over the four years 2022-2025	5%	Stable OPEX level in real terms	OPEX reduction in real terms	OPEX reduction in real terms ⁸	100%	5.0%
Targeting net zero emissions	GHG emissions reduction vs. 2020 ⁹	10%	-16% ²	-23% ²	-31% ¹⁰	100%	10.0%
LTI, %							56%
LTI, % of FBS (the maximum LTI level is capped at 40% of average annual FBS paid during the strategic period)							22.4%

1. TSR (Total Shareholders Return) is calculated as the ratio of the difference between the average share price at the end of the period and the beginning of the period and adding the amount of dividends per share over performance period to the share price at the beginning of the performance period. The average TSR (Total Shareholders Return) of Ignitis Group and EURO STOXX® Utilities Index is calculated in the two-month period (Nov and Dec accordingly) preceding the beginning and the end of the performance period (January 1, 2022–December 31, 2025), in order to neutralize any possible volatility on the market. TSR of Ignitis Group is calculated with the assumption that dividends are reinvested as well as EURO STOXX® Utilities Index used for benchmarking (based on gross return index type and EUR currency). Change in the value of the Ignitis Group shares between the beginning and the end of the reference period calculated as a weighted average of the IGN1L (Nasdaq Baltic) and IGN GDR (London Stock Exchange) prices based on volume traded.

2. Target will be measured according to the achievement scale with linear interpolation between the entry (70%) and target (100%) thresholds.

3. ROCE is calculated by dividing Ignitis Group adjusted earnings before interest and tax (adjusted EBIT) by its capital employed (average net debt at the beginning and end of the reporting period + average book value of equity at the beginning and end of the reporting period).

4. Gross installed capacity (COD reached), 2025.

5. Electricity SAIFI (System Average Interruption Frequency Index) is 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. Target objective is defined based on the decision of the National Energy Regulatory Council on January 26 of 2022 n.o. O3E-79.

6. Interruptions per customer is calculated in accordance with the methodology and principles applied in the period of setting the performance objectives excluding interruptions due to natural phenomena corresponding to the values of natural, catastrophic meteorological and hydrological phenomena indicators when wind speed is ≥28 m/s and applied country level.

7. Cost inflation (For the specified type of expenditure, considering the economic development scenario, eliminating one-off costs) minus 1-1.5 pp according to the National Energy Regulatory Council methodology.

8. Networks OPEX reduction in real terms of 8.6 mEUR over the four years 2022-2025 is calculated by eliminating the following one-offs according to the National Energy Regulatory Council methodology and additional exception for Donation to Ukraine (125.3 mEUR over the period): (1) One-offs according to the National Energy Regulatory Council methodology: (1.1) All one-offs submitted to and accepted by NERC are eliminated (84% of all one-offs, or 104.9 mEUR). (1.2) All NERC one-offs submitted and awaiting verification are eliminated (15% of all one-offs, or 19.1 mEUR), based on historical precedent of approval for similar expenditure categories. Verification is scheduled for 2026-10-15. (2) Donation to Ukraine (1% of all one-offs, or 1.3 mEUR).

9. Based on the Ignitis group GHG emissions level in 2020: 5.37m t CO₂-eq.

10. Achievement of target is assessed according to the methodology used to set the 2020 base for SBTi targets and the results concerning the Group's CO₂ emissions in 2025 has been adjusted to take into account the material effects that were not in the control of the Group: (1) The effects of electricity emission factors changes (2025 vs. 2020) are eliminated (emission factors used at the level of 2020); (2) GHG emissions related to Vilnius CHP are eliminated, as it was not fully operational in 2020 (also eliminated from 2020 base); (3) GHG emissions accounting improvement adopted post 2020 are eliminated; (4) Regulatory related material one-offs (TSO initiated must-run operations) are eliminated.