

2025 STI Performance Objectives and their achievement

Performance criteria	Weight	Performance objective	Access threshold (70%)	Threshold I (80%)	Threshold II (90%)	Target and maximum (100%)	Actual result	Achieved performance	Achieved payout
Financial targets	44.4%	Group Adjusted EBITDA (excl. asset rotation), mEUR 2025	470	1	1	532	546.1	100%	44.4%
Strategic projects or their key milestones	16.7%	Expansion of Green Capacities (excl. offshore) portfolio: – New projects (excl. offshore) achieved Secured Capacity ² phase during 2025, MW	300	1	1	450	291	0%	0.0%
	11.1%	Delivery of Green Capacities projects under construction: – % of milestones achieved (time-wise 50% and capex-wise 50%)	≥70%	1	1	≥90%	91%	100%	11.1%
	-	Development of Green Capacities Offshore portfolio³: Offshore wind milestones achieved in 2025: – Awarded ⁴ with CfD tariff in Lithuanian second offshore wind auction (5%) – Partnership arrangement for Lithuanian second offshore wind signed (5%)	n/a n/a	n/a n/a	n/a n/a	1/1 1/1	Objective removed as Offshore wind tender has been declared void ⁵	n/a n/a	n/a n/a
	11.1%	Assurance of service availability in 2025 to ensure energy security after the synchronization of the Baltic states' grids with the European: – Availability of Kruonis PSHP (5.6%) – Availability of Elektrėnai complex (CCGT unit) ⁶ (5.6%)	≥96.2% ≥96.1%	≥96.8% ≥96.7%	≥97.5% ≥97.4%	≥98.2% ≥98.1%	98.4% 97.5%	100% 90%	5.6% 5.0%
Sustainability targets	11.1%	ESG targets with focus on: – Increasing safety at work: Zero work-related fatal accidents (own employees and contractors), and - TRIR of own employees (5.6%) - TRIR contractors (5.6%)	0 and ≤1.5 ≤2.7	0 and 1 1	0 and 1 1	0 and ≤1.2 ≤1.9	0 and 0.7 0.7	100%	11.1%
	5.6%	– Implementation of inclusive recruitment program, 2025⁷	70%	1	1	100%	91%	91%	5.1%
	STI, %								82%
STI, % of FBS (the maximum STI level is capped at 20% of annual FBS)								16.4%	

1. Target to be measured according to the achievement scale with linear interpolation between the access and target thresholds.

2. Secured capacity - projects under the following stages: (i) installed capacity, or (ii) under construction or (iii) awarded / contracted.

3. In the event of the auction is announced as not happening, delayed or terminated, accordingly the winner of the auction is not announced, the weight of this target is redistributed pro-rata on the other targets.

4. Awarded means the auction winner is announced officially by the National Energy Regulatory Council.

5. Offshore wind tender has been declared void, therefore, the target is not applicable and removed, and weight is distributed to other targets proportionally (regarding Note 3).

6. In the case threshold of working hours would be reached and overhaul is performed in 2025; such repairs will be estimated as planned.

7. Ensuring gender balance in of top management recruitment process: at least 33% of the underrepresented gender in shortlist of top management positions for completed recruitments of new/vacant positions in 2025.