

2025 STI Performance Objectives

Performance criteria	Weight	Performance objective
Financial targets	40 %	Group Adjusted EBITDA
Strategic projects or their key milestones	35 %	– Expansion of the Green Capacities (excl. offshore) portfolio (15%)
		– Delivery of the Green Capacities projects under construction according to plan (10%)
		– Development of the Green Capacities offshore portfolio (10%)
Service quality	10 %	Assurance of service availability in 2025 to ensure energy security after the synchronisation of the Baltic states' grids with the European grids
Sustainability targets	15 %	ESG targets with a focus on:
		– Increasing safety at work ¹ (10%)
		– Implementation of inclusive recruitment program in 2025 (5%)

¹ Zero work-related fatal accidents (own employees and contractors), TRIR (own employees and contractors).