

# 2026 STI Performance Objectives

Performance criteria	Weight	Performance objective
Financial targets	30%	Group Adjusted EBITDA
	20%	Group OPEX
Strategic projects or their key milestones	20%	<ul style="list-style-type: none"><li>– Delivery of Green Capacities projects under construction (10%)</li><li>– Automated trading and dispatch project implementation (10%)</li></ul>
Service quality	15%	<ul style="list-style-type: none"><li>– Availability of generation and flexibility asset portfolio (5%)</li><li>– Customer experience, transactional NPS score (10%)</li></ul>
Sustainability targets	15%	<p>ESG targets with focus on:</p> <ul style="list-style-type: none"><li>– Increasing safety at work (10%)</li><li>– Implementation of inclusive recruitment program, 2026 (5%)</li></ul>