

# STI Performance Objectives 2024

Ignitis Renewables

Performance criteria	Weight	Objective	Achieved performance, %
Strategic projects and key milestones	80%	Expanding Green generation onshore portfolio (35%)	0%
		Executing Offshore wind project in Lithuania according to plan (10%)	97%
		Developing Green Flexibility (35%)	Objective removed as BESS auctions were not announced in 2024 <sup>2</sup>
Sustainability targets	10%	ESG targets with focus on: - Increasing safety at work <sup>1</sup> (5%)	100%
		- Attracting and retaining required competences (5%)	100%
Financial targets	10%	Consolidated Ignitis Renewables EBITDA	91%
<b>Total achievement</b>			<b>75%</b>

<sup>1</sup> Zero work related fatal accidents (own employees and contractors), TRIR the rate of total recordable work-related injuries (number of recordable incidents x1,000,000 / total number of hours worked over the year).

<sup>2</sup> BESS auctions in the region were not announced in 2024, therefore the target is not applicable and removed from performance objectives, and its weight is redistributed to other targets proportionally. The possibility of this redistribution was foreseen when STI performance objectives for 2024 were set.