

STI Performance Objectives 2025

Ignitis Renewables

Performance criteria	Weight, % ¹	Performance objective	Achieved performance
Financial targets	28%	Consolidated EBITDA (14%)	0%
		Consolidated OPEX (14%)	99.2%
Strategic projects and key milestones	56%	Green Generation installed capacity (14%)	85%
		New projects (excl. Offshore) achieved Secured Capacity phase (14%)	0%
		Projects under construction delivered according to final investment decision (21%)	100%
		Development of Green Flexibility (7%)	70%
		Offshore wind milestones achieved	n/a ³
Sustainability targets	14%	Attracting and retaining required competences (7%)	100%
		Increasing safety at work ² (7%)	96.4%
			67%

¹ Due to percentage rounding, the total may not equal 100%.

² 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).

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