

# STI Performance Objectives 2026

Ignitis Renewables

Performance criteria	Weight	Performance objective
Financial targets	30%	Consolidated adjusted EBITDA (10%)
		Consolidated OPEX (20%)
Strategic projects or their key milestones	45%	Projects under construction delivered according to final investment decision (10%)
		Battery Energy Storage System (BESS) projects in Poland and Baltics reach Ready-to-Build (RtB) (10%)
		Delivery of milestones of automated trading and dispatch project (generation and BESS assets) (15%)
		Delivery of Curonian Nord Project milestones (10%)
Service quality	10%	Weighted average net production based availability of operational assets
Sustainability targets	15%	Increasing safety at work <sup>1</sup> (10%)
		Implementation of inclusive recruitment program (5%)

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