

# STI objectives for 2024

Performance criteria	Weight	Objectives
Financial targets	40%	Group Adjusted EBITDA
Strategic projects and key milestones	45%	<ul style="list-style-type: none"><li>– Expanding green generation onshore portfolio (15%)</li><li>– Executing Offshore wind project in Lithuania according to plan (10%)</li><li>– Developing Green Flexibility (20%)</li></ul>
Sustainability targets	15%	<p>ESG targets with focus on:</p> <ul style="list-style-type: none"><li>– Net Zero target validation with SBTi during 2024 (5%);</li><li>– Increasing safety at work<sup>1</sup> (5%);</li><li>– Implementation of inclusive recruitment program 2024 (5%).</li></ul>

<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).