

2025 STI Performance Objectives and their achievement

Performance criteria	Weight	Performance objective	Achieved performance
Financial targets	30%	EBITDA (adjusted) and Green electricity consumption at Kruonis PSHP at 100% for Scope2 emissions	100%
		OPEX (controllable)	100%
Strategic projects or their key milestones	30%	Installation of the 5th hydro unit in Kruonis PSHP	80%
		80 MW battery energy storage system installation in Kruonis	70%
		Implementation of the automatic generation control system and authorization for provision of new balancing services	80%
Service quality	25%	Assurance of service availability in 2025 to ensure energy security after the synchronization of the Baltic states' grids with the European	95%
		Ensuring availability of services	100%
Sustainability targets	15%	Increasing safety at work	88%
		Implementation of inclusive recruitment program, 2025	100%
Total achievement			91%