

STI Performance Objectives 2026

AB "Ignitis gamyba"

Performance criteria	Weight	Performance objective
Financial targets	25%	EBITDA (adjusted) and Green electricity consumption at Kruonis PSHP at 100% for Scope2 emissions
		OPEX (controllable)
Strategic projects or their key milestones	50%	Installation of the 5th hydro unit in Kruonis PSHP
		99.2 MW battery energy storage system installation in Kruonis
		Automated trading system and centralized automatic generation control solution
Service quality	10%	Ensuring availability of power plants
Sustainability targets	15%	Increasing safety at work
		Implementation of inclusive recruitment program, 2026