

2024 STI objectives and achievement

AB „Ignitis gamyba“

Performance criteria	Weight	Objective	Achieved performance, %
Quality of services	25 %	Average annual availability of power plants (25 %)	100%
Strategic projects and key milestones	30 %	Installation of the 5th hydro unit in Kruonis PSHP: project implementation in line with approved strategic milestones (15 %)	70%
		Implementation of the automatic generation control system and authorization for provision of new balancing services (15 %)	100%
Financial targets	25 %	OPEX (controllable) (15 %)	100%
		Adjusted EBITDA (10 %)	100%
Sustainability and ESG related targets	20 %	Increasing safety at work (10 %)	100%
		Implementation of the Occupational Safety and Health 2.0 program (5 %)	90%
		Implementation of inclusive recruitment program 2024 (5 %)	100%
Weighted STI, %			95%