

2022 achievement of objectives

Performance criteria	Adjusted* weight	Objective	Achieved performance, %
Cost control	21%	OPEX (controlled)**	100%
Operational profitability	21%	EBITDA	100%
Strategic project portfolio management	21%	Implementation of Strategic Guidelines: 1) Kruonis PSHP 5 Hydroelectric Project (13%) 2) Overhaul of Elektrėnai Complex Unit 8 (8%) 3) Overhaul of Kruonis PSHP 1 st hydro unit (0%)	97%
Quality of services	21%	Average annual availability*** of Kruonis PSHP, Kaunas HPP, Elektrėnai Complex combined cycle unit, units 7 and 8, and the complex of thermal generating units.	100%
Accident-free operations	11%	Number of accidents	100%
Experience of employees	5%	Improvement in the Employee Experience Index eNPS****	100%
Implementation by weighting			99%

* Weight adjusted due to the postponement of the overhaul of the Kruonis PSHP 1st hydropower unit

** Controlled OPEX is calculated net of LTSA (Long Term Service Agreement) costs

*** Availability - ratio of the calendar year time interval to the time when the power plant units are "available"

**** eNPS – Employee Experience Index (Employee Net Promoter Score).