

# 2023 achievement of objectives

“AB Ignitis gamyba“

Performance criteria	Weight*	Objective	Achieved performance, %
Services and quality	27.78%	Availability of generation facilities** (27.78%)	90%
Strategic projects and key milestones	27.78%	Installation of Kruonis PSHP Hydro-Unit 5: on time and within approved scope (22.22%)	90%
		Major overhaul of EC Unit B-8: on time and within approved scope (5.56%)	100%
Financial targets	33.33%	Adjusted EBITDA (16.67%)	100%
		OPEX (controllable)*** (16.67%)	100%
Sustainability targets	11.11%	Increasing safety at work**** (11.11%)	100%
<b>Weighted achieved performance, %</b>			<b>95%</b>

\* The weights have been adjusted by eliminating targets “Major overhaul of Kruonis PSHP Hydro-Unit 1: on time and within approved scope” and “Ensuring inclusive selection”, and by redistributing their weights in proportion to the remaining targets.

\*\* Elektrėnai Complex (B-7, B-8, CCGT), Kruonis PSHP, Kaunas HPP, biomass and steam boiler houses

\*\*\* Controllable OPEX is calculated net of LTSA (Long term service agreement) costs.

\*\*\*\* Zero deaths at work (workers and contractors), with TRIR of – ≤ 3,5 for workers and ≤ 30 for contractors. TRIR - Total Recordable Injury Rate.