

2023 targets and implementation

Performance assessment criteria	Weight, %	Indicators	Implementation
Financial targets	30%	Adjusted EBITDA, EUR million* (30%)	90 %
Strategic projects and key milestones	55%	First time production of thermal energy using biofuel***	86 %
		Biofuel power plant COD (25 %)	
		Availability of the waste treatment plant (15%)	
		Regulatory impact on long-term EBITDA** (15%)	
Sustainability targets	15%	Increasing occupational safety (10 %)****	97 %
		Ensuring of environmental protection requirements according to the permit of Integrated Pollution Prevention and Control (IPPC: the average daily IPPC emission values were exceeded during commercial operation (5%))	
		Total implemented	89%

*EBITDA calculated without taking into account the impact of regulation.

** The Management Board of the Company, after assessing the Company's efforts to mitigate the impact of potential regulation on the Company's results, may, by a separate resolution, approve the achievement of the target by 70%, irrespective of the Adjusted EBITDA achieved. The impact on EBITDA is assessed using a theoretical model based on the Company's long-term financial plan for 2022 based on 2024 assumptions. The assumptions of this model are assumed to be fixed, with the exception of the prices for the sale of heat and municipal waste ('prices'), which will be recalculated according to the methodologies of the regulated activities.

*** Both targets are assessed separately with equal weighting. If either target is met later than 2023, the overall achievement of the target is scored 0%.

**** Zero occupational deaths (workers and contractors), with a TRIR \leq 6 for workers and a TRIR \leq 9.4 for contractors. TRIR (Total Recordable Injury Rate) - number of accidents per million hours worked

Targets for 2024

Veiklos vertinimo kriterijai	Svoriai	Rodikliai
Financial targets	30%	Adjusted EBITDA, EUR million
Strategic projects and key milestones	50%	Biofuel power plant TOC
		EU funding closed
		Ensured fuel (waste/biofuel)
		Availability of the waste to energy plant
Sustainability targets	20%	Availability of biofuel plant
		Occupational safety (10%): <ul style="list-style-type: none"> - 0 fatal accidents (employees and contractors) - TRIR* of employees - TRIR* of contractors
		Environmental requirements under the Integrated Pollution Prevention Control (IPPC) permit are ensured**

* TRIR - Total Recordable Injury Rate (number of recordable incidents x 1,000,000 / total hours worked per year). TRIR contractors - full scope.

**Minor infringement as described in the ENVIRONMENTAL PROTECTION AND NATURAL RESOURCES CRITERIA FOR MINOR INFRINGEMENTS