

## 2024 targets and implementation

Performance assessment criteria	Weight, %	Indicators	Implementation
Financial targets	30%	Adjusted EBITDA, EUR million (30%)	100 %
Strategic projects and key milestones	50%	Biofuel power plant TOC (20%)	100 %
		EU funding closed	
		Ensured fuel (waste/biofuel )(10%)	
		Availability of the waste to energy plant (10%)	
Sustainability targets	20%	Occupational safety (15%):	100 %
		- 0 fatal accidents (employees and contractors)	
		- TRIR* of employees	
		- TRIR* of contractors	
		Environmental requirements under the Integrated Pollution Prevention Control (IPPC) permit are ensured** (5%)	
		Total implemented	100%

\* 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

# Targets for 2025

Veiklos vertinimo kriterijai	Svoriai	Rodikliai
Financial targets	30%	Adjusted EBITDA, EUR million (30%)
Strategic projects and key milestones	50%	WTE availability (15%)
		BIO availability (15%)
		Environmental impact assessment (EIA) change has been coordinated with state institutions and EIA change procedures have been initiated (20%)
Sustainability targets	20%	Increasing safety at work (10%): Zero work-related fatal accidents (own employees and contractors) - TRIR(1) of own employees (5%) - TRIR(1) contractors (5%)
		Ensured environmental protection requirements according to the Integrated Pollution Prevention Control (TIPK) permit (10%)

(1) The rate of total recordable work-related incidents (number of recordable incidents x1,000,000 /total number of hours worked over the year).