

Topic	Sub-topic	Targets	Results			Methodology for setting targets
			2025	2024	2023	
Climate change	Energy	-10% in 2025, -30% in 2026,				The targets are based on the modelling of GHG emissions carried out by EPSO-G. Emissions are calculated according to the GHG Protocol methodology. The directions are aligned with the objectives of the European Green Deal and the Paris Agreement.
	Climate change mitigation Climate change adaptation	-50 % in 2030 reduction of scope 1 and 2 GHG emissions, Net Zero by 2050.	-51%	-55%	-36%	
		Zero environmental incidents.	0	0	2	
Pollution	Air pollution	-40% in 2029, -60% in 2029 reduction in total annual air pollution emissions (CO and NO <sub>x</sub> ).	CO -26,5% NO <sub>x</sub> -50%	CO -37% NO <sub>x</sub> -50%	CO -30% NO <sub>x</sub> -40%	The targets are based on national environmental requirements and the principle of prevention of negative impact.
Biodiversity and ecosystems	Land-Use Change, Fresh Water-Use Change, Sea-Use Change, Species Population Size Land degradation	Net zero biodiversity loss in new projects. <sup>1</sup>	In 2026–2027, it is planned to develop the metric calculation methodology and an action plan to achieve the commitment.			The commitments were approved in 2024 together with the updated Group strategy; therefore, historical and reporting year values have not been established. Targets are set in line with EU policy and preventive principles, taking into account the impact of new projects on ecosystems.
Circular economy	Waste Resource inflows, including resource use	Implementing the circular procurement model from 2035. <sup>1</sup>	In 2026–2027, it is planned to develop the metric calculation methodology and an action plan to achieve the commitment.			The targets are based on circular economy principles, EU policies and the drive to reduce resource consumption. The methodology for the circular procurement model will be established at the Group level in 2026–2027.
Own workforce	Diversity, equality and inclusion (incl. Gender)	Women in top management positions:	9% <sup>1</sup>	9%	9%	Diversity and inclusion in the organization contribute to greater

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	equality and Equal pay for work of equal value; Diversity; Employment, Inclusion of people with disabilities)	<p>≥ 21% by 2027</p> <p>≥ 30% by 2035</p> <hr/> <p>Diversity of age groups: percentage of employees under 30 and over 60: 10% in each group by 2028.</p>	<p>under 30 years – 9.51%,</p> <p>over 60 years – 10.64%</p>	<p>under 30 years – 7.25%,</p> <p>over 60 years – 10.72%</p>	<p>under 30 years – 8.12%,</p> <p>over 60 years – 11.59%</p>	operational efficiency, higher-quality decision-making, and increased innovation potential; therefore, the Company seeks to promote women's leadership and ensure equal opportunities for all employees. The targets are based on the principles of the UN Global Compact, the OECD Guidelines and international best practice.
	Training and skills development	100% success rate in recruiting for the right positions.	100%	100%	N/A	The targets are set on the basis of an analysis of critical competences and replacement. Strategic positions are assessed, along with risks related to skills shortages and opportunities to ensure internal talent development and business continuity. Positions are considered critical when essential positions lack sufficient replacement capacity, i.e. there is no other employee whose competence and readiness level reaches at least 80% of the required functions.
70% of critical positions are filled by internal candidates.		67% <sup>2</sup>	65%	N/A		
All critical positions have at least one replacement candidate. <sup>1</sup>		100%	N/A	N/A		
Zero cases where the Company's annual targets were not achieved or were only partially achieved due to a lack of competencies or personnel.		0 cases	0 cases	0 cases		
Health and safety		Zero serious or fatal occupational accidents involving our employees and/or contractors.	0	0	0	The targets are based on the principle of zero tolerance to incidents. Consideration is given to national security requirements, Company risk assessments, and contractor safety standards.

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	Employee engagement (incl. Working hours; Work-life balance; Adequate wages)	≥ 70% high employee engagement level maintained.	75%	69%	72%	The targets are developed based on internationally recognised employee engagement assessment methodologies and the results of regular employee surveys, with the aim of maintaining a high level of engagement.
	Human rights	Zero human rights violations.	0	0	0	The targets are set in line with the UN Guiding Principles on Business and Human Rights and the principle of zero tolerance for violations.
<b>Affected communities</b>	Water and Sanitation Land-related and security-related impacts	Zero accidents to people living close to gas infrastructure.	0	0	0	The targets are based on the activity risk profile and the need to ensure the safety of people in the vicinity of gas infrastructure. Preventive approach is applied.
<b>Users and end users</b>	Access to products and services; Access to (quality) information; Health and safety	≥ 80 points Global Customer Satisfaction Index (GCSI) – among the world's leading companies. Zero unplanned gas transmission disruptions; maintaining uninterrupted gas transmission and ensuring fast troubleshooting.	86%	90%	83%	The targets are based on the Global Customer Satisfaction Index (GCSI) and industry best practice. Consideration is given to the importance of uninterrupted gas transmission and rapid disruption response.
<b>Business ethics</b>	Corporate culture; Corruption and bribery Protection of whistleblowers	Zero confirmed incidents of corruption.	0	0	0	The objectives are formulated in accordance with the principle of zero tolerance to corruption, in line with the legislation of the Republic of Lithuania.

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	Supplier relationship management, including payment practices	100% of procurements must follow green criteria, and at least 7% of procurements must meet social criteria (from 2026, the target for socially responsible procurements is 10%).	Green 100%	Green 100%	Green 100%	The targets are set on the basis of implementing green procurement and increasing the share of socially responsible procurement, in line with the legal framework for public procurement in the Republic of Lithuania and the EU public procurement guidelines.
			Socially responsible 6.3% <sup>4</sup>	Socially responsible 2.4%	Socially responsible 0%	

<sup>1</sup> The indicator remains stable. Its increase occurs naturally through employee turnover, which during the reporting period has not been significant enough to drive faster change.

<sup>2</sup> In 2024–2025, a positive change in the indicator was observed. The gap between the target (70%) and the actual result (67%) is attributable to employee turnover.

<sup>3</sup> The methodology for evaluating critical positions and their backups was revised in 2025; as a result, the metrics cannot be compared with prior years. The updated methodology identifies key roles and assesses the readiness of other employees to assume these functions, with a target of ≥80% coverage. This updated assessment shows that all critical roles have at least one replacement candidate, resulting in a score of 100% in 2025.

<sup>4</sup> The target has not yet been achieved (6.3%); however, we observe a steady increase in the share of socially responsible procurement from 0% in 2023. The criteria continue to be integrated into procurement processes.

- Result achieved
- Result not achieved